GENDER BALANCE STUDY

WHO WE SURVEYED

OVER 50,000 MANAGERS IN 70 ENTITIES

THE OPTIMAL BALANCE

BETWEEN 40% TO 60% MEN AND WOMEN

EFFECTIVE GENDER BALANCE IN MANAGEMENT

WHAT ARE THE KEY FINDINGS?

ENTITIES WITH GENDER-BALANCED MANAGEMENT SCORED HIGHER ON 5 KEY PERFORMANCE INDICATORS

OPERATING MARGINS
Number of entities significantly increasing operating margins between FY14 and FY16

+8 percentage points

EMPLOYEE RETENTION
Average employee retention rate in FY16

+8 percentage points

CLIENT RETENTION
Number of entities with a client retention rate of 90% or more in FY16

+9 percentage points

SAFETY
Number of entities that decreased workplace accident rates between FY14 and FY16

+12 percentage points

EMPLOYEE ENGAGEMENT
Number of entities with an employee engagement rate higher than the external benchmark in FY16

+14 percentage points

Based on data from 2014-2016