

The Women's Foundation
The Diversity Disconnect

November 25, 2020





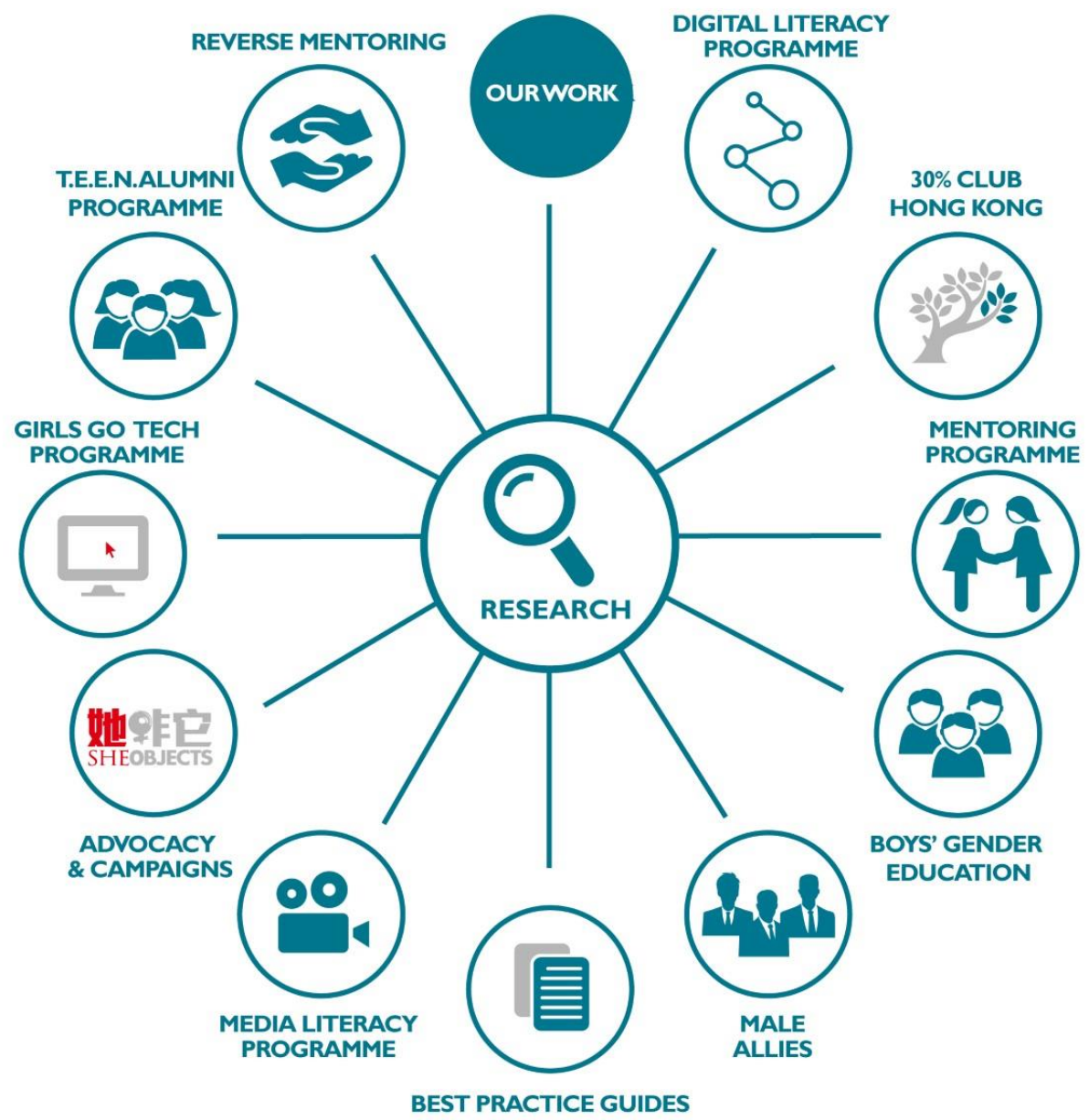
Our **vision** is a Hong Kong in which women and girls have the opportunities, support and resources to thrive and achieve their true potential.

The Women's Foundation was established in 2004 and is a leading non-profit organisation dedicated **to improving the lives of women and girls in Hong Kong** through ground-breaking research, impactful programmes, education and advocacy to drive a positive and measurable change.

Our **Main Goals** are:

- Challenging Gender Stereotypes
- Empowering Women in Poverty
- Advancing Women Leaders

Our Work



Leaky Pipeline

Women comprise:

- 53% of university graduates
- 39% of management
- 13.7% of HSI-listed company directors

References

1 Census & Statistics Department 2020

2 Hays 2020 Asia Salary Guide

3 Community Business Women on Boards

Update July 2020

Challenges to women progressing in the workplace

- Gender pay gap
- Gender stereotypes
- Lack of flexible working hours and culture of presenteeism
- Motherhood penalty
- Caregiving responsibilities
- Sexual Harassment

Why Board Gender Diversity Matters

- Gender diverse boards outperform non-gender diverse ones
- Better decision making
- Improves employee retention and satisfaction
- Hallmark of good governance

Executive Committees

On the FTSE 350:

- There are more CEOs named Peter than women CEOs
- Women make up 19.8% of total executive committee roles
- 90% of P&L roles are held by men with 68% of companies not having a single woman executive member in a P&L role

Gender Diverse Executive Committees

- Higher profitability
- Outperform less diverse companies
- Better value creation
- Higher market value
- Improved innovation
- Drive overall gender diversity in the organisation

THANK YOU