

117 years to close the gender gap? Let's do it quicker.

Great decisions shouldn't take years to implement. Why wait?

ey.com/womenfastforward #WomenFastForward

HOW LONG UNTIL GENDER PARITY? PUT GENDER ON YOUR AGENDA.



The better the question. The better the answer. The better the world works.

Women. Fast forward. The time for gender parity is now

Introduction: The World Economic Forum in its *Global Gender Gap Report 2015* estimates it will take until 2133 to achieve global gender parity in the workplace. At EY, we are determined to do our part to accelerate women's progress in the workplace. Through *Women. Fast forward*, we are using our collective knowledge, experiences and convening power to push ourselves further and to do our part to accelerate the global parity clock. It's time.

Optimized talent makes economic sense

Objective: It's an economic imperative. The world economy is driven by sustainable value and business growth, which depend upon attracting, optimizing and retaining all talent. It's in every organization's best economic interest to fully utilize and optimize the talents of women.

Methodology: EY commissioned the company Longitude Research to conduct research among leaders from 400 companies globally to identify how organizations can create more supportive environments for women to succeed and help companies and economies achieve greater economic returns. Companies surveyed included those with at least US\$500m in revenue, representing a cross-section of industries, and the respondents are an equal number of managerial men and women of various ethnicities, nationalities and ages (40% EMEA, 30% North America, 30% Asia-Pacific). Respondents answered a series of questions about their own experiences and the enablers and barriers to accelerate gender equality in the workplace.

Results

More equality correlates to higher GDP: There is a positive correlation between gross domestic product (GDP) per capita and gender equality. In fact, raising the female to male participation rates would have a positive net impact on GDP in both developing and developed countries. For example, India's GDP would rise an estimated 27%.

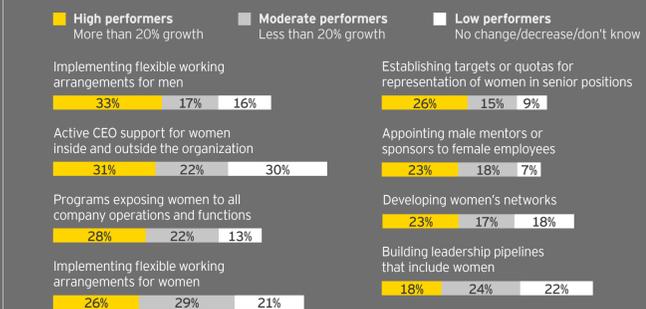
More gender-balanced leadership correlates to better all-around performance: Companies with more women in leadership increase focus on corporate governance, corporate responsibility, talent dynamics and market acuity.

More women political leaders correlates to more prosperity: When women are elected to office in countries with internal unrest, these economies can experience a significant boost compared with results under male leaders.

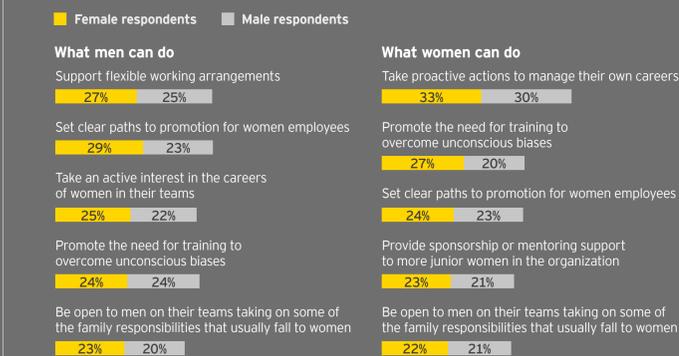
Better gender balance on boards correlates to better share price and financial performance: From 2005 to 2014, boards with a higher-than-average percentage of women outperformed those with fewer than average by 36%. Companies with women board members also outperform those without in return on equity, net income growth and price-to-book value.

More equality correlates to more productivity: Worldwide, women in the workforce contribute both directly and indirectly to productivity gains. Indirect gains come from their greater investment in their children's health, education, welfare and other success drivers. The direct gains can be great as well. Male-dominated industries could increase their productivity in many countries from 3% to 25% through improved female labor force participation.

Q: In what ways does your company currently do the most to support women?



Q: What more can men and women do to support the advancement of women in their careers, in order to promote gender equality?



Q: What have you personally experienced or witnessed as the most important enablers to women's acceleration in the workplace?



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Financial support

This research was fully funded by EY.

Conclusion

Three accelerators for gender parity in the workplace



EY

Building a better working world