



**ASIA
FAIR
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2016**

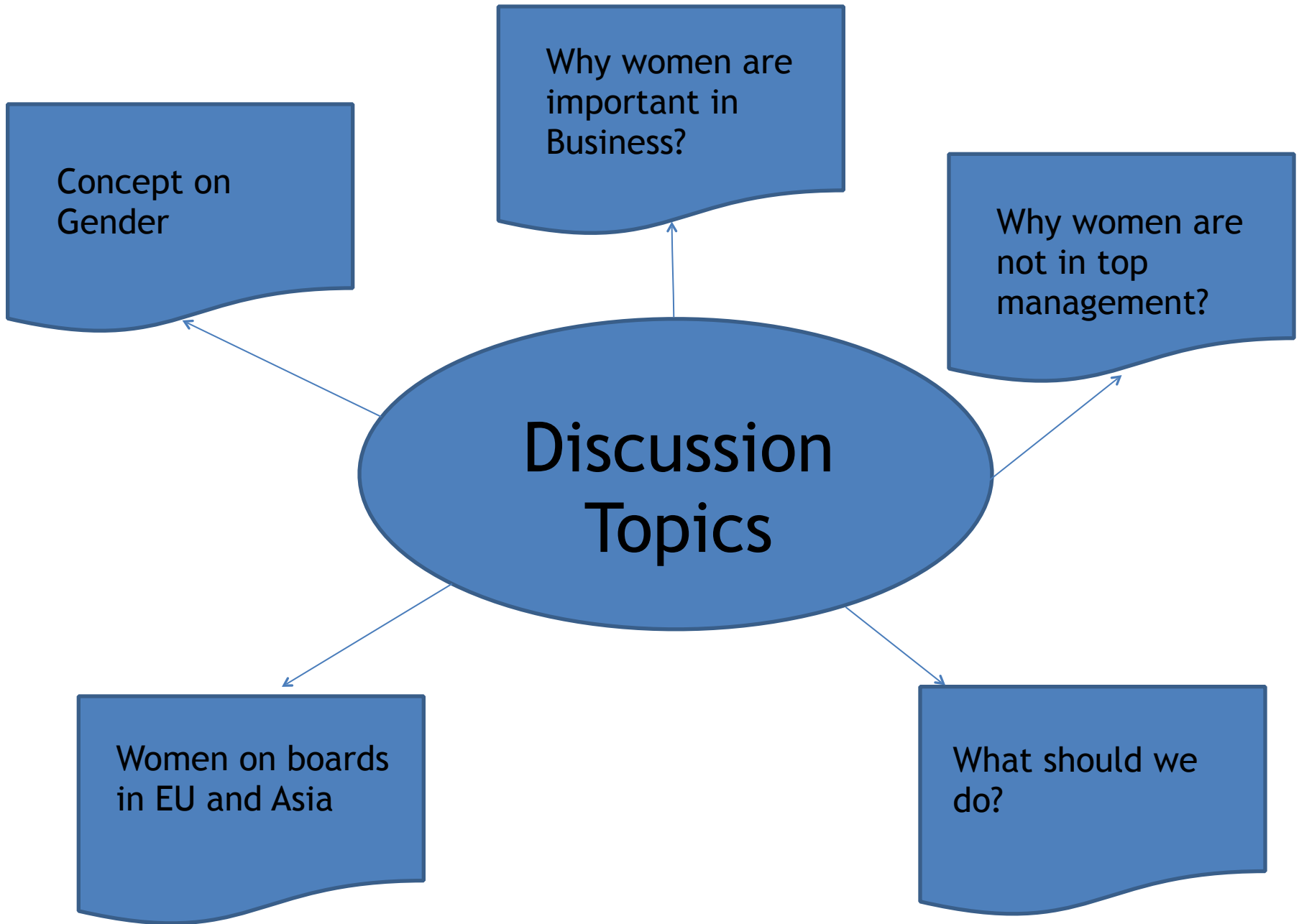
**Business and
Gender**

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Business and Gender



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Concept on Gender

Why women are important in Business?

Why women are not in top management?

Discussion Topics

Women on boards in EU and Asia

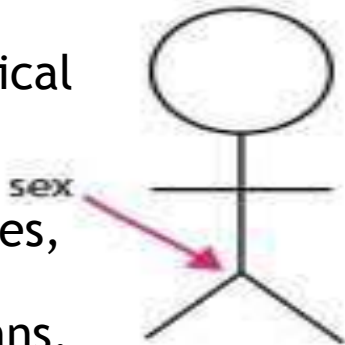
What should we do?

SEX AND GENDER

The words **sex** and **gender** are commonly used interchangeably, but their meanings are different. Sex refers to the biological and physiological characteristics, while gender refers to behaviors, roles, expectations, and activities in society.

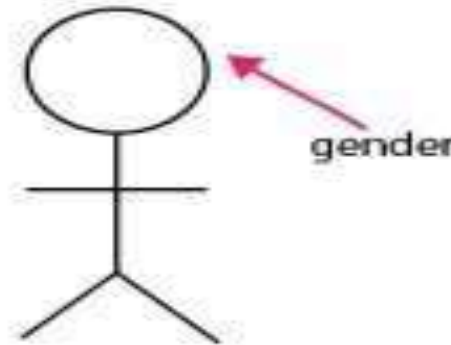
Sex

- male or female
- refers to biological differences
- chromosomes,
- hormonal profiles,
- internal and external sex organs.



Gender

- Masculine or feminine
- characteristics that a society or culture defines as masculine or feminine.

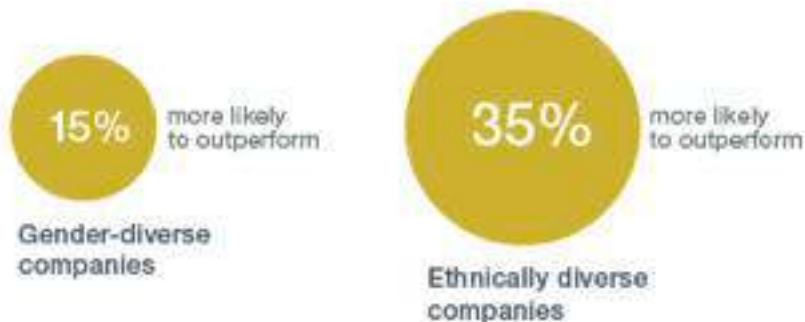


Sex refers to male or female, while **gender** refers to masculine or feminine.

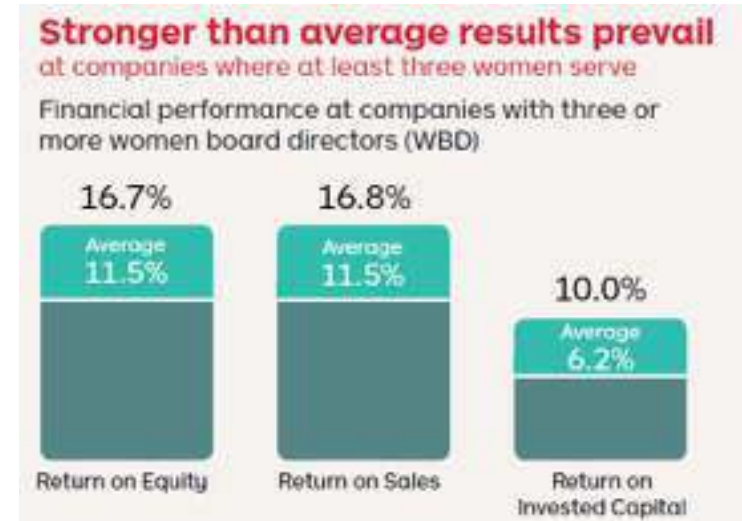
Why women are important in business?

- Proper Utilization of national resource
- Higher returns on capital
- Lower Risk
- Greater Innovation
- Greater Client Focus
- Greater Long-term focus

Credit Suisse: Gender diversity and corporate performance
“In testing the performance of 2,360 companies globally over the last six years, our analysis shows that it would on average have been better to have invested in corporates with women on their management boards than in those without.”



Graph 01



Graph 02

\$12 trillion economic opportunity by 2025

If every country matched the progress toward gender parity of its fastest-moving neighbor, global GDP could increase by up to \$12 trillion in 2025.



¹Sample = 95 countries.

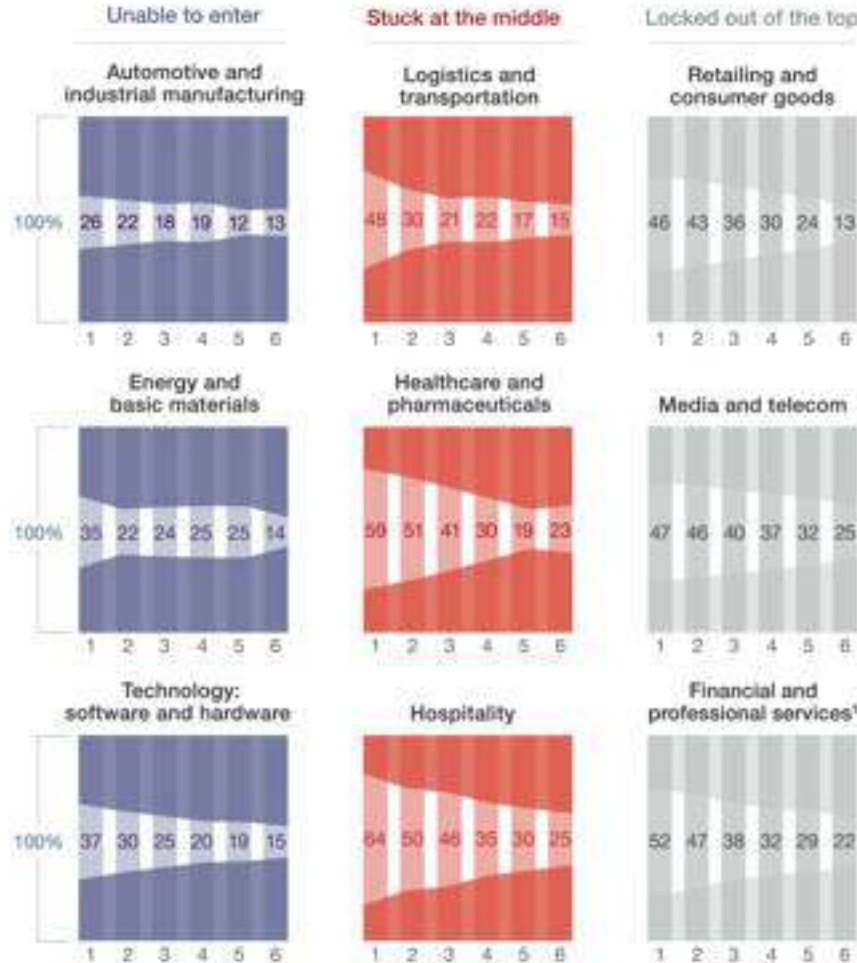
Source: IHS; ILO; Oxford Economics; World Input-Output Database; national statistical agencies; McKinsey Global Institute analysis

The challenge of advancing women into leadership roles varies considerably across industries, but three archetypes emerge.

% of women by role

Roles:

- 1 = Entry level 3 = Senior manager/director 5 = Senior vice president
- 2 = Manager 4 = Vice president 6 = C-Suite



¹Includes banking, consumer finance, and insurance.

Source: 2015 joint research by Leanin.org and McKinsey; data collected from 30,000 employees at 118 companies across nine industries

Status of women in Business

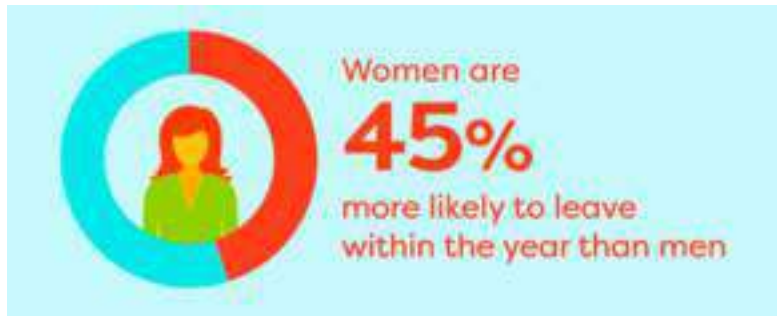


Why women are not in Top Management?



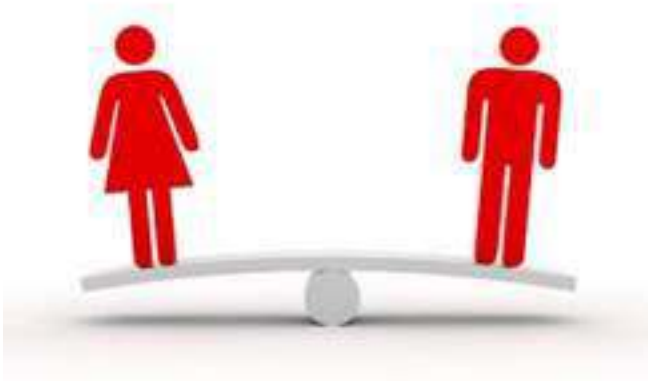
Fewer women pursue science, math and IT courses at University Level

Lack of career ambition



More women leave job as they think they are not fit to take responsibility

Family & Work



Less interested in positions
Less freedom because
Men work more at outside

Norms and Belief

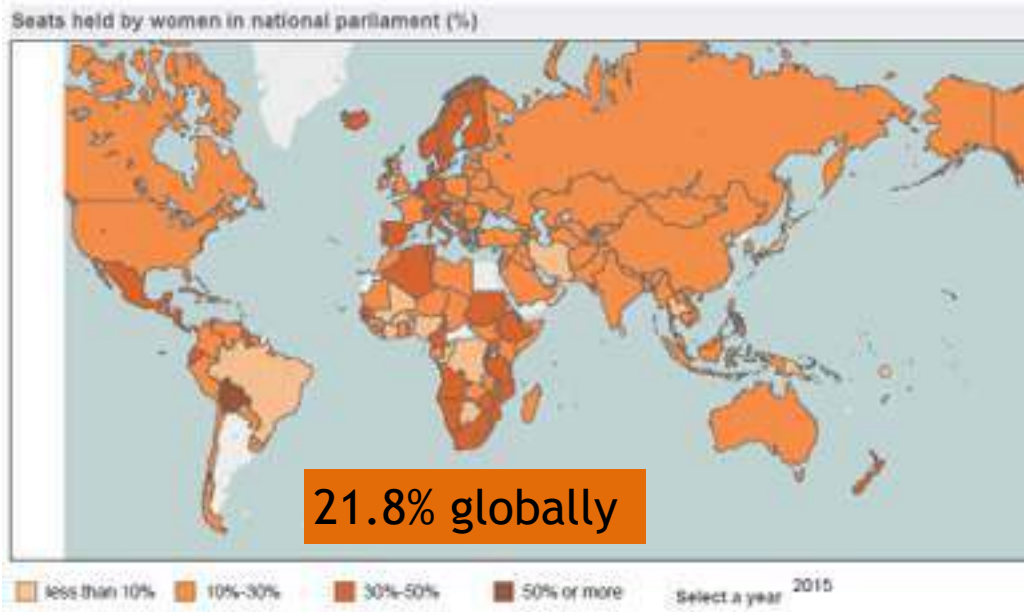
Global ranking in female directors' share in listed firm

Asia Pacific	2015	Others	2015
<i>India</i>	<i>12.3%</i>	<i>Norway</i>	<i>41%</i>
<i>HK</i>	<i>11.1%</i>	<i>UK</i>	<i>26.1%</i>
<i>Singapore</i>	<i>9.5%</i>	<i>Finland</i>	<i>27%</i>
<i>Japan</i>	<i>2.8%</i>	<i>Sweden</i>	<i>27%</i>
<i>South Korea</i>	<i>1.9%</i>	<i>Canada</i>	<i>22.6%</i>
<i>China</i>	<i>8.5%</i>	<i>US</i>	<i>20%</i>
<i>Indonesia</i>	<i>11.6%</i>	<i>Germany</i>	<i>25.4%</i>
<i>Malaysia</i>	<i>13.4</i>	<i>France</i>	<i>32.8%</i>
<i>New Zealand</i>	<i>17%</i>	<i>Denmark</i>	<i>25.8%</i>
<i>Australia</i>	<i>21.5%</i>	<i>Italy</i>	<i>25.8%</i>

10.2% in Asia Pacific

21.2% in EU

Democratic governance



- India, Pakistan and Bangladesh - 30% reservation quota for women in local government bodies.

- Bangladesh - National Parliament is now 20%
- Women participation in labour force 34%
- The Speaker of the National Parliament, the Prime Minister, the Leader of the Opposition and the Deputy Leader of the House are woman .
- BD Government facilities are open for women entrepreneurs in Bangladesh. (collateral free micro-credit , 10% of the Small Enterprise Fund and 10% industrial plots, 3 million in RMG, Gender sensitive budget for 40 ministries, 1 billion tk for women development)
- BD achieved the MDG3 as it has secured gender parity in primary and secondary education at the national level
- Bangladesh was ranked 8th globally in terms of political empowerment of women due to government's pro-women policies.

What should we do

- Get committed

- Broaden

your action

“much
of the
in the
lives”
Obama



Thank you!