

Women in business: beyond policy to progress

Regional snapshots

Africa



of businesses have at least one woman in senior management



of senior roles are held by women

Africa tops our regions in gender diversity performance. Nigeria for instance has 95% of businesses with at least one woman in senior management and hit a new high in terms of the proportion of senior roles held by women (30%). Meanwhile South Africa hit a new high of 80% of businesses with at least one woman in senior management and the highest proportion of senior roles held by women in a decade at 29%.

APAC



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Countries across the region made progress on gender diversity in leadership over the last year but within the region we see significant variation. For example, the percentage of senior roles held by women in India increased from 17% to 20%, extending a consistent improvement year on year from 14% in 2014. However in Japan, women remain under-represented in senior teams with just 5% of senior roles held by women.

Eastern Europe



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Eastern Europe continues to be a leading region when it comes to female participation in senior management. The region is home to Poland and Russia which continue their tradition of strong female participation with 93% and 91% respectively with at least one women in senior management. However, in Poland, due to changing lifestyles and family responsibilities, more women are becoming more enterprising and deciding to run their own businesses. A large number of women in managerial positions could be a result of this increase in professional activity.

EU



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of senior roles are held by women

The UK hit a high in terms of the percentage of businesses with at least one woman in senior management at 75%, and saw a slight rise in the proportion of senior roles held by women, up from 19% to 22%. France hit a three year high in terms of the percentage of businesses with at least one woman in senior management at 79%, and a three year high in terms of the proportion of senior roles held by women at 33%.

Latin America



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Mexico continued its trend of improving female participation in senior teams for a third straight year. Seventy-five percent of business reporting at least one women in senior management and 34% of senior positions held by women. Brazil and Argentina also showed improvement in both metrics, the percentages of businesses with at least one woman in senior management increasing to 61% and 58% and senior roles held by women to 29% and 23% respectively.

North America



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The US saw a significant increase in the percentage of businesses with at least one woman in senior management, rising from 69% last year to 81% in 2018. However, at the same time the US saw a slight decrease in the proportion of senior roles held by women, from 23% to 21%, while in Canada this rose from 23% to 25%.