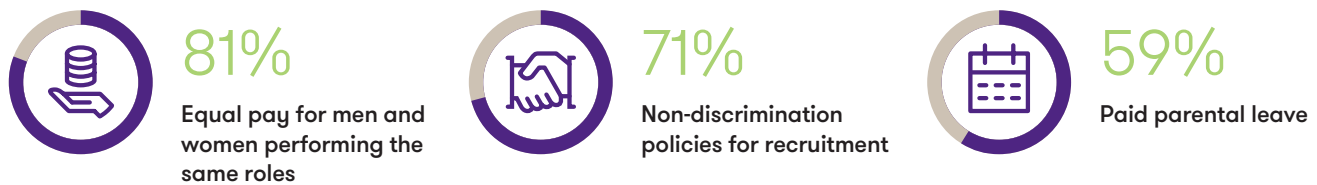


Women in business: beyond policy to progress

Key global findings



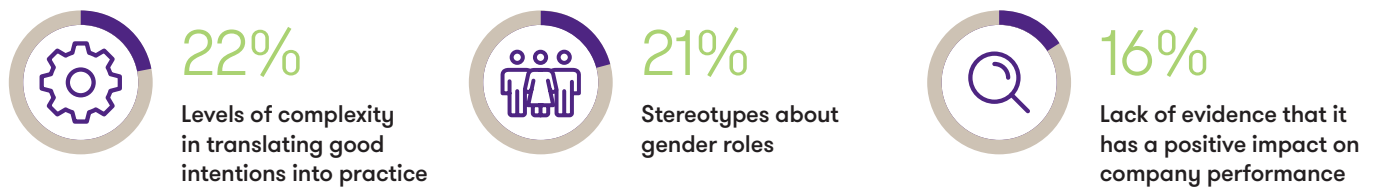
Top gender equality policies and practices businesses have in place:



Top drivers for businesses to introduce gender equality policies and practices:



Main barriers that prevent gender equality policies and practices being introduced:



Ten recommendations for business leaders to increase gender diversity:

1 Champion the cause

| Leadership | Policy | Culture |
|---|--|----------------------------------|
| 2 Make diversity and inclusion a core value | 5 Avoid tokenism | 8 Investigate the benefits |
| 3 Set goals | 6 Reduce 'mini me' recruitment and promotion | 9 Be comfortable with discomfort |
| 4 Link progress to pay | 7 Introduce sponsorship | 10 Share your story |