

Credit Suisse Gender Report 3000, 2019

Global Summit of Women's Colloquium on Global Diversity
February 27, 2020



Credit Suisse AG
Diversity & Inclusion

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CREDIT SUISSE 

Credit Suisse Gender Research Institute

Credit Suisse Gender 3000 in 2019:

- 30,000 Executives
- 3,000 Companies
- 56 Countries
- Released in October 2019

Purpose: was to research the correlation between diverse leadership and financial performance.

Board Representation

Global board representation

- 2015 15.3% women
- 2019 20.6% women

Regional board representation

- North America 24.7%
- Europe 29.7%
- APAC 14.4%
- Japan 5.7%
- LatAm 7.8%

- All industries 20.6%
- Financial Services 22.2%

Executive Management Representation

Function

Shared Services 32.31%
Strategy/IR 17.8%
Business management 13.5%
CFO 14%
CEO 4.4%

Region

North America 22%
APAC 18%
Europe 16%
LatAm 10%
Japan 3%

CEO's by Region

APAC 5.6%
Europe 4.1%
North America 4.5%
None in Japan

CFOs

APAC 18.9%
Europe 13.3%
North America 13.6%

Key Conclusions

- Greater diversity in the boardroom leads to better diversity in management
- There is a positive correlation between diverse leadership and financial performance
- There is a greater premium with diversity in executive management
- Having children can adversely impact women's careers and financial prospects
- Countries with lower female representation on boards and in executive management were found to have a wider gender pay gap

What can we do?

Companies

- Diversity & Inclusion policies and practices
- Entire employee lifecycle

Policy makers

- Lower the barriers that exist to increase female labor participation
- Set targets and or expectations for companies