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Gender Equality: When will real equality come?

Diversity and gender inclusion





Key insights

- Diversity and inclusion have not been set back by the pandemic, contrary to some assumptions.
- Further progress expected: Gender equality in the board room will be achieved in 15 years or sooner – that's also what three out of four respondents say.
- Respondents identified gender equality in the C suite as a particularly important factor for business growth.
- Prejudice and discrimination remain commonplace: two out of three top female managers report being disadvantaged because of their gender.
- Male networks continue to exist, but only in half of the companies. At the same time women's networks are forming a counterpart. Networks are seen as the most important factor for successful careers.
- According to top female managers, taking the next step in their careers without having to change companies will be possible much more frequently in the future. In the past, 80% of those surveyed have already left their employer at least once for a higher position.

Key takeaways from this chapter

- Two sides of the same coin: Progress in gender equality is seen in the past and also expected for the future. At the same time, there is still a long way to go. Prejudices or gender pay gaps are just some examples out of many others. It is important to address gender equality as a whole – not only with regards to gender, but to all other dimensions of diversity and inclusion.
- Macro instead of micro: This credo is currently considered particularly promising by female top managers. They consider their ability to think strategically and lead in a clearly structured manner to be essential in their careers. With these competencies they show a strong CEO profile.

77%

say that gender equality in the board room will be achieved in 15 years – or sooner.

75%

agree that achieving gender equality at the C-level will help achieve growth objectives.

64%

have been confronted with stereotypes and prejudices in the past three years.