



Global Female Leaders Outlook 2020

Corporate gender equality and cultural change in the Covid-19 era

An impact assessment by female business leaders

W20 Summit

Riyadh, Saudi Arabia

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Female Leaders Outlook



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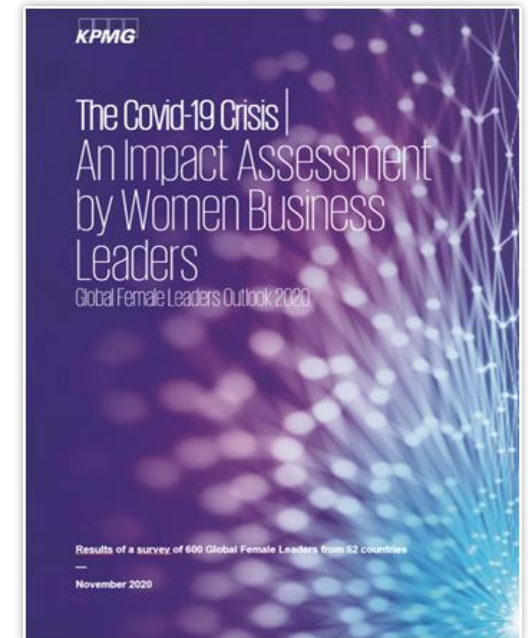
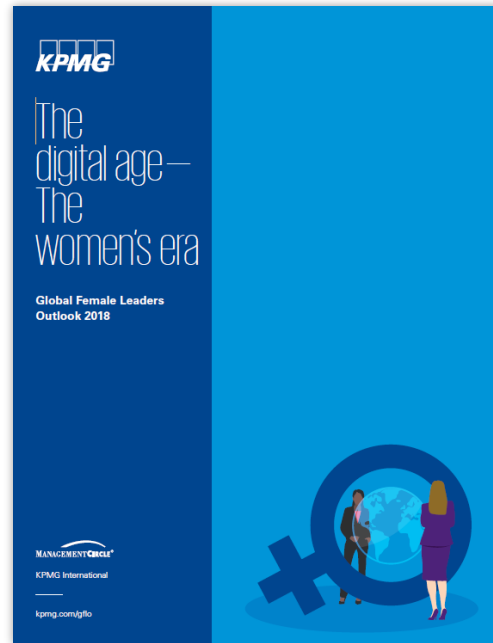
Global Female Leaders Outlook - Overview

2018

2019

Nov 2020

- Since 2018
- Questions comparable to KPMG's CEO Outlook (male dominated results)
- Between **600 – 1.100** answers from female business leaders in **52** countries





Results 2020

Global Female Leaders

Outlook



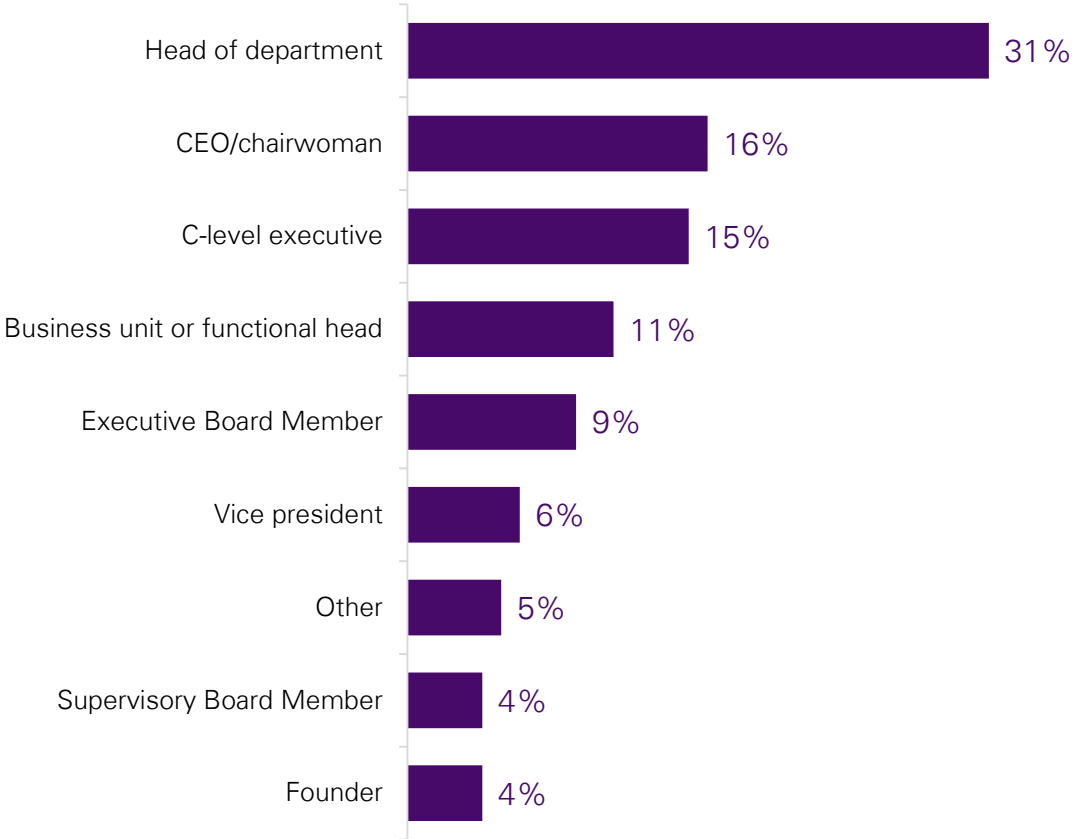
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Demographics

GFLO - Demographics



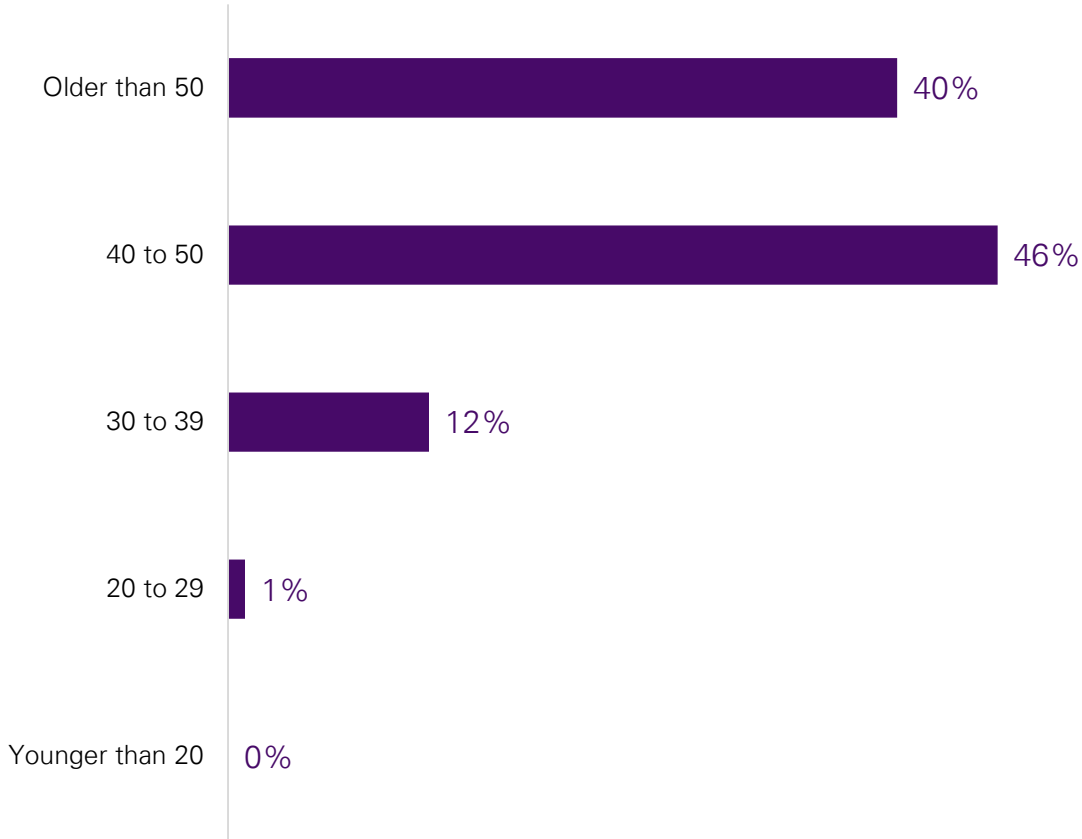
What is your job title?



Source: KPMG AG Wirtschaftsprüfungsgesellschaft, 2020; figures in percent



How old are you?

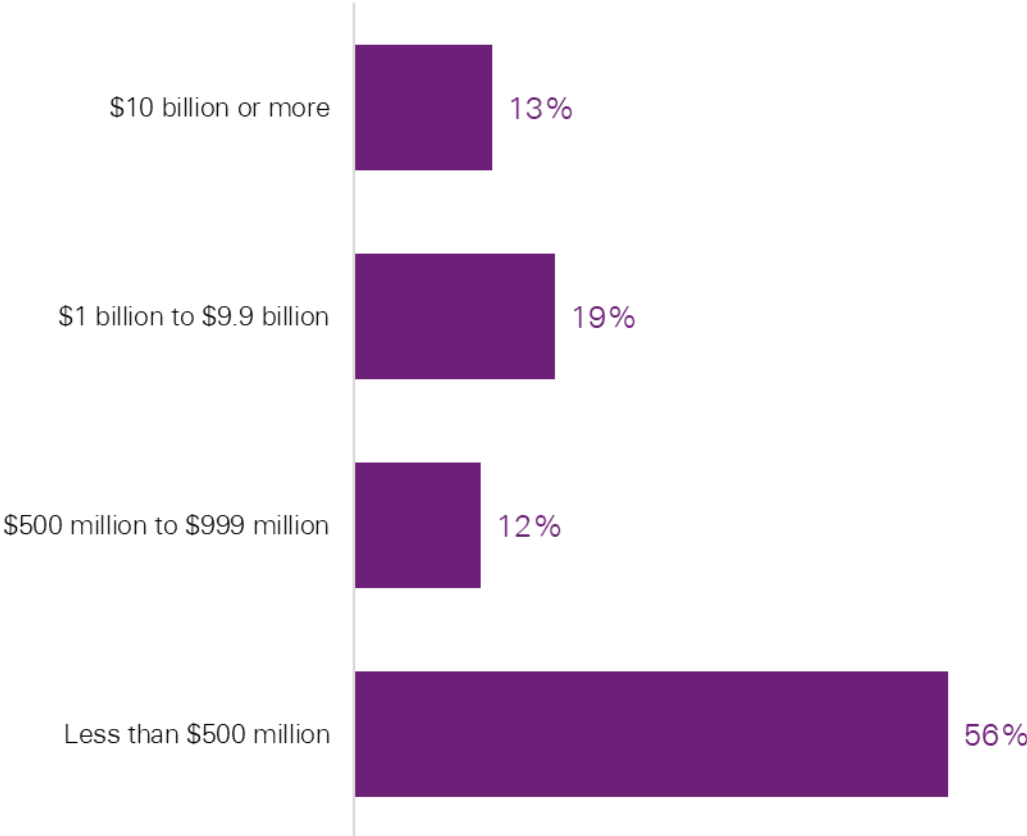


Source: KPMG AG Wirtschaftsprüfungsgesellschaft, 2020; figures in percent

GFLO - Demographics



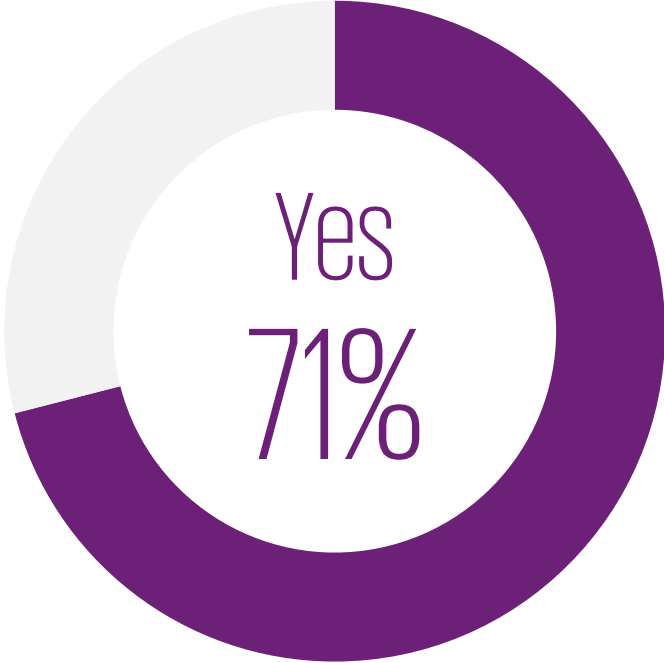
What were your organization's revenues (in US dollars) in the most recent fiscal year?



Source: KPMG AG Wirtschaftsprüfungsgesellschaft, 2020; figures in percent



Do you have children?



Source: KPMG AG Wirtschaftsprüfungsgesellschaft, 2020; figures in percent



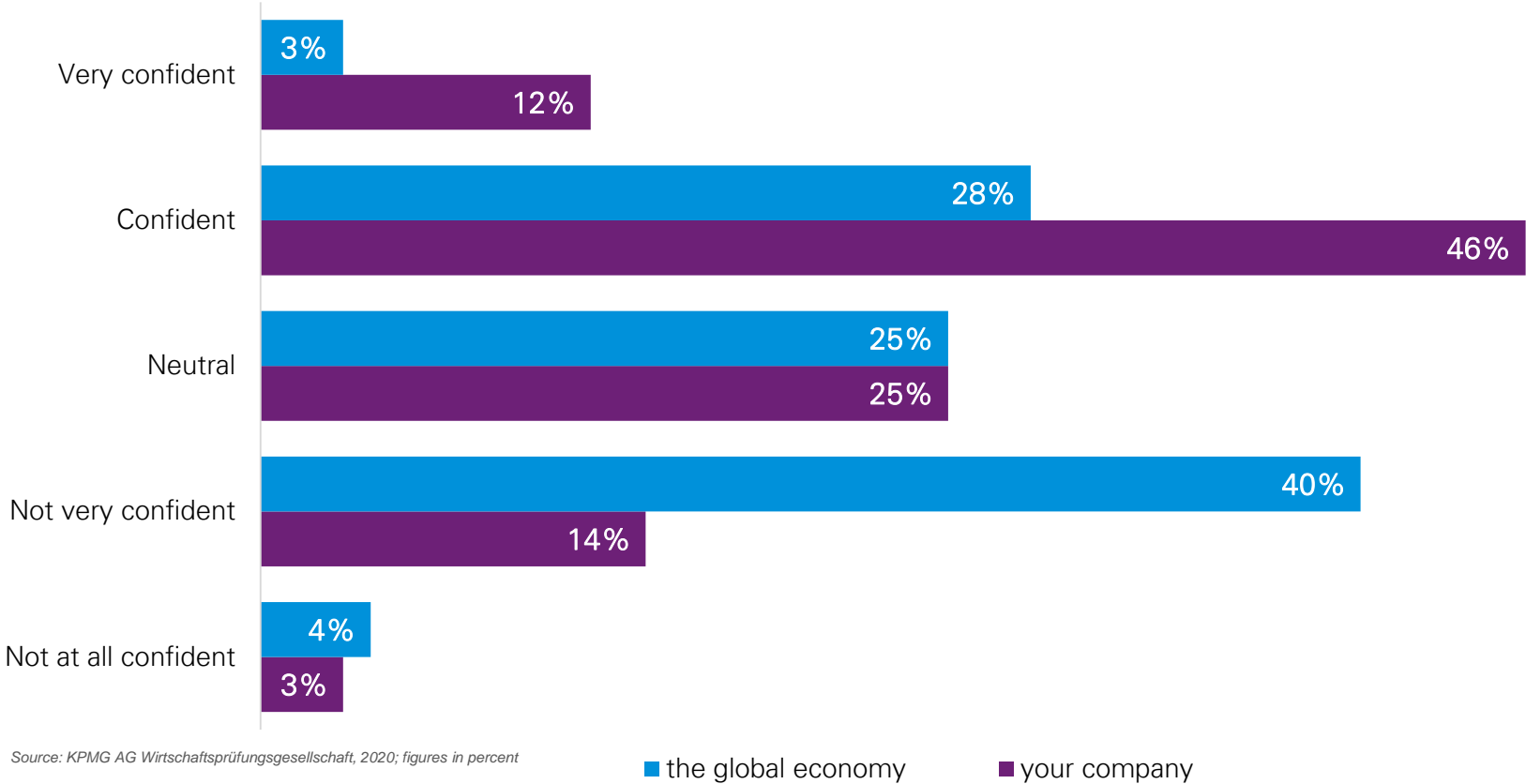
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Growth & Risk

Impacts of Covid-19 | Growth



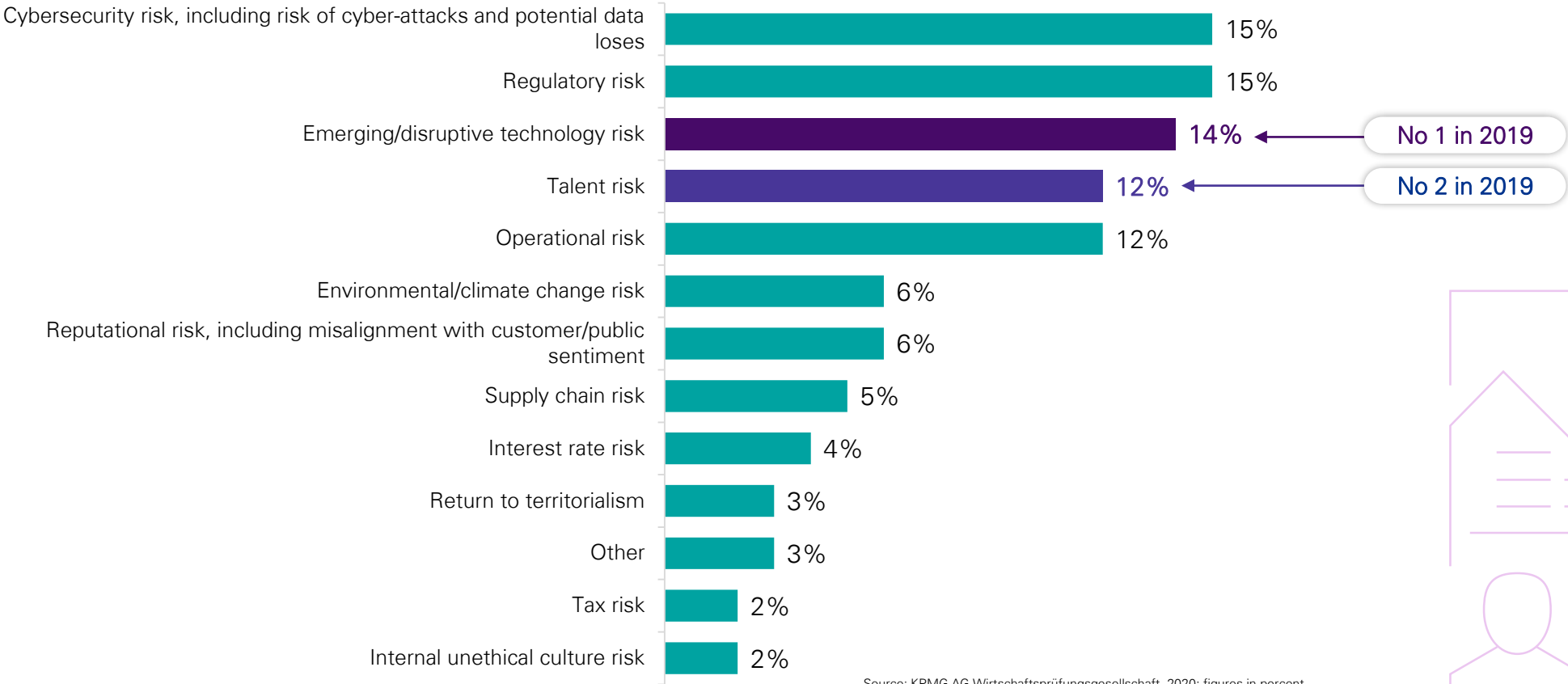
Please indicate your level of confidence in growth prospects over the next three years.



Impacts of Covid-19 | Risk



Which of the following risks poses the greatest threat to your organization's growth?



Source: KPMG AG Wirtschaftsprüfungsgesellschaft, 2020; figures in percent



Impacts of COVID-19 | Digitalisation



The COVID-19 crisis has accelerated many of our digital transformation projects.



Source: KPMG AG Wirtschaftsprüfungsgesellschaft, 2020; figures in percent

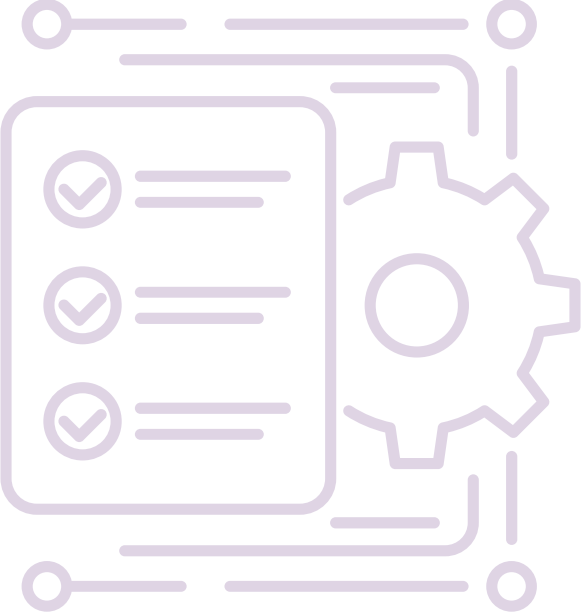


Digital economy and e-commerce companies will be winners in the COVID-19 crisis.



■ Strongly disagree ■ Disagree ■ Neither agree nor disagree ■ Agree ■ Strongly agree

Source: KPMG AG Wirtschaftsprüfungsgesellschaft, 2020; figures in percent





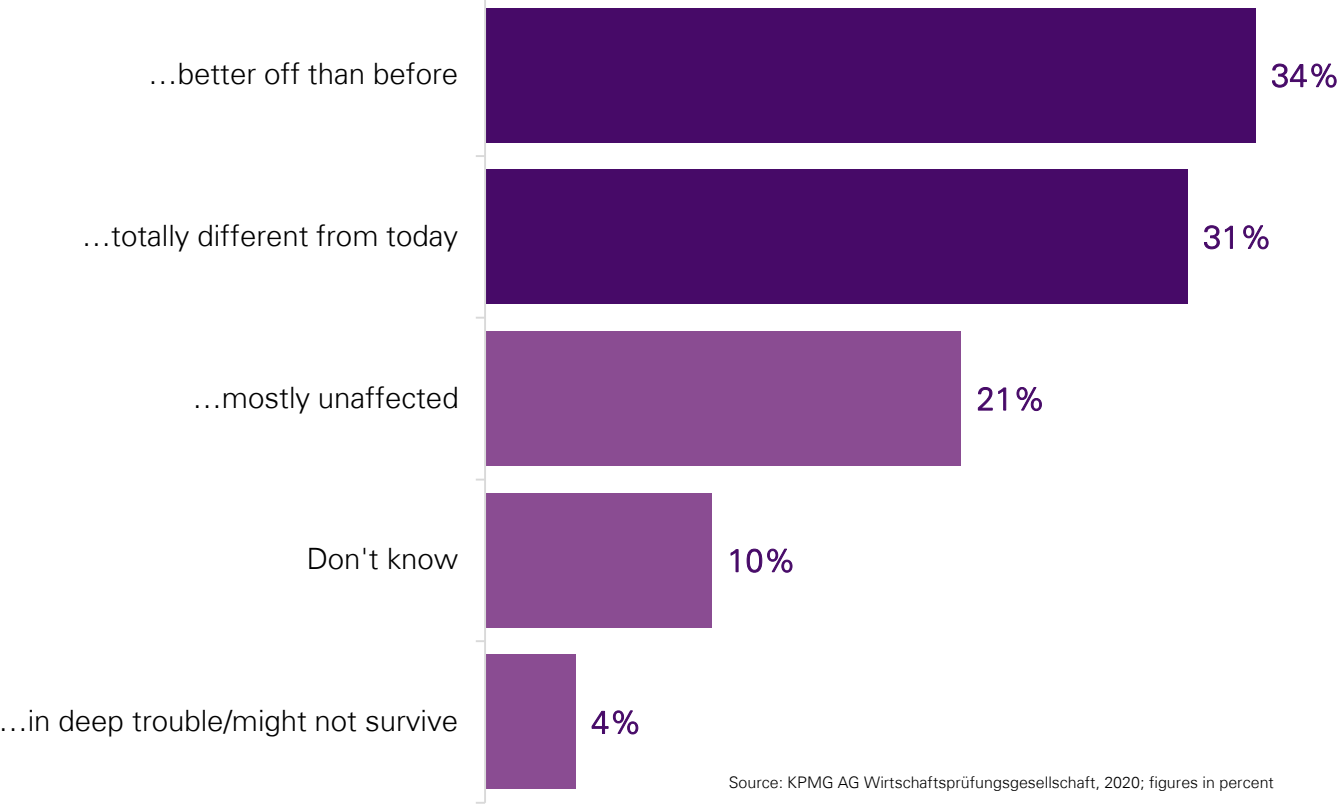
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Change & Resilience

Impacts of COVID-19 | Company Implications



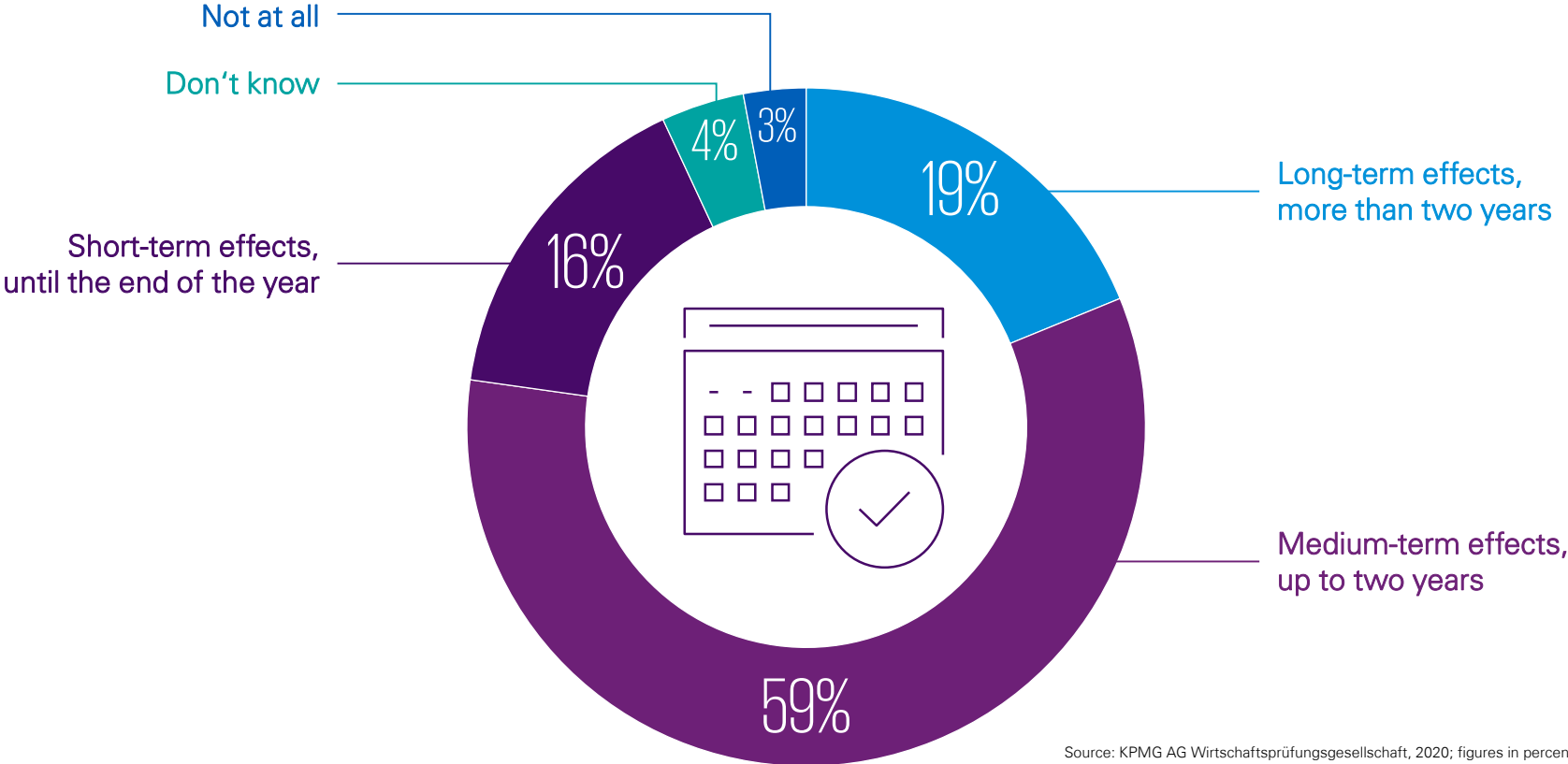
Statements that describe the effects of the crisis on your company best (next 3 years)?



Impacts of COVID-19 | Duration of crisis




How long do you expect the COVID-19 crisis to affect your business activities?

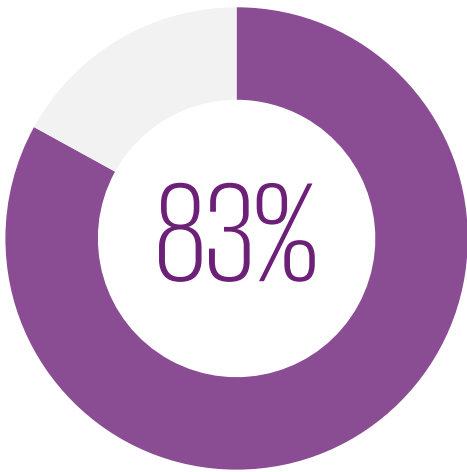


Source: KPMG AG Wirtschaftsprüfungsgesellschaft, 2020; figures in percent

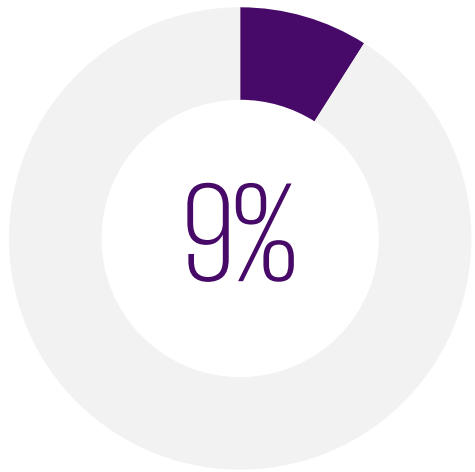
Impacts of COVID-19 | Company Resilience

 **Disruption:** In an uncertain business climate, a truly resilient business is one that above all...

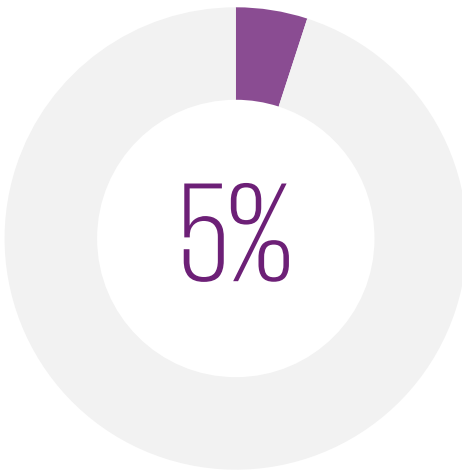
Focus of CEOs



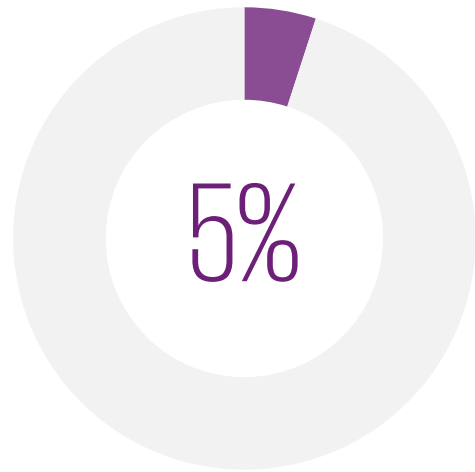
...adapts quickly to the changing business environment



...protects the core business



...disrupts the market



None of the above

Source: KPMG AG Wirtschaftsprüfungsgesellschaft, 2020; figures in percent



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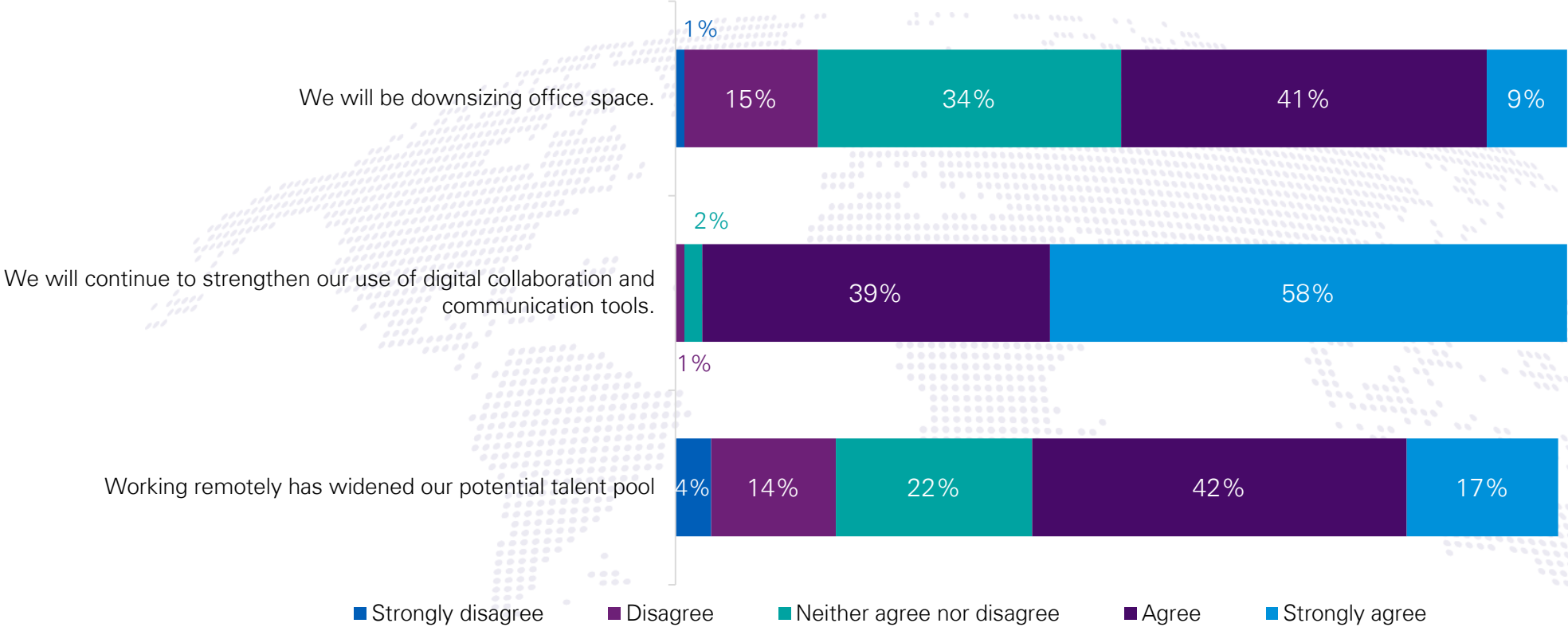
New Working World & Gender Issues



Impacts of COVID-19 | New working realities



Impact of the pandemic on the world of work:



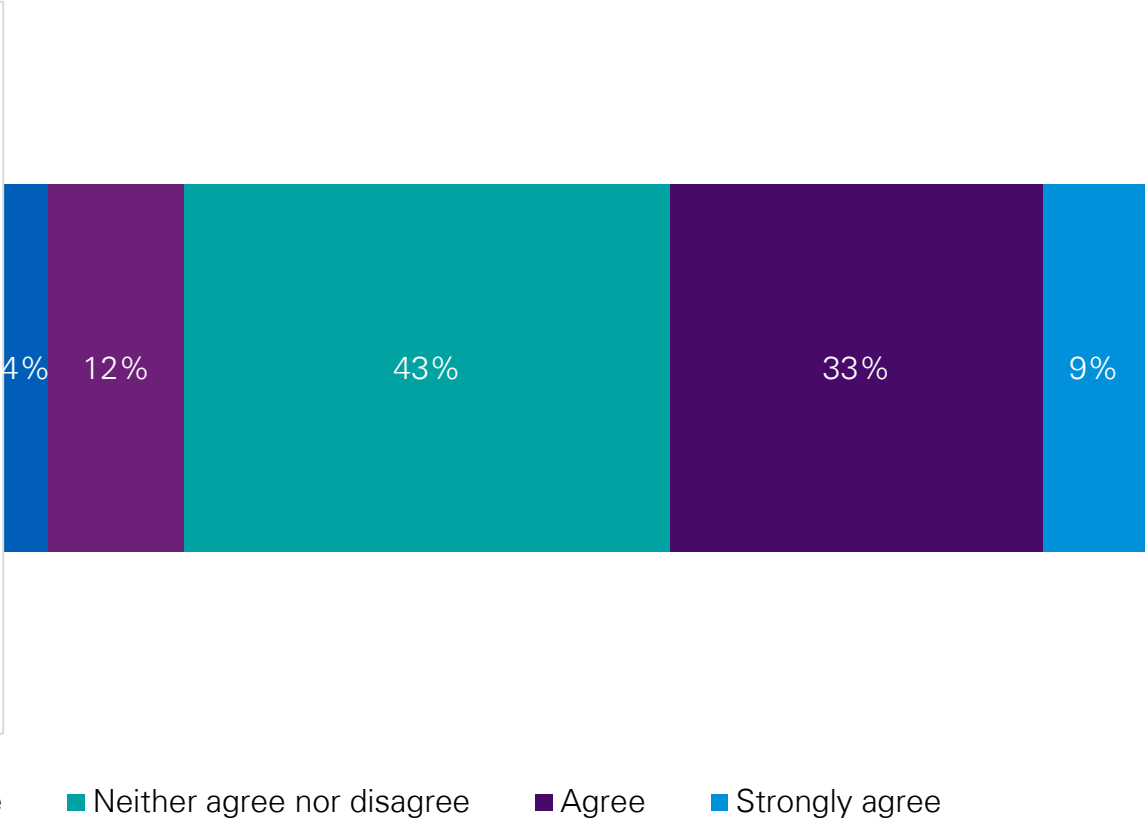
Source: KPMG AG Wirtschaftsprüfungsgesellschaft, 2020; figures in percent

Impacts of COVID-19 | Implication on Gender & Diversity



To what extent do you agree or disagree with the following statement?

The measures my company has taken recently in order to fight discrimination and racism are powerful

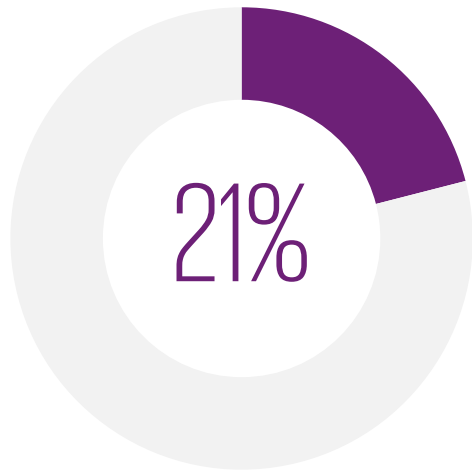


Source: KPMG AG Wirtschaftsprüfungsgesellschaft, 2020; figures in percent

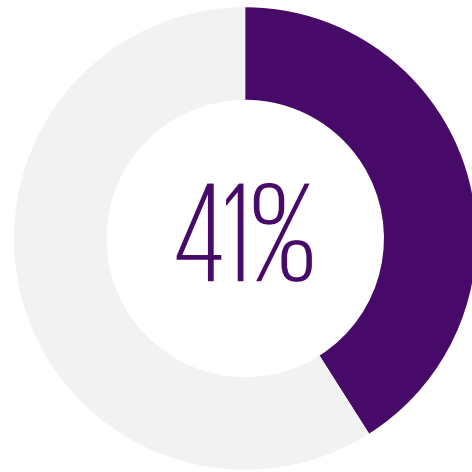
Impacts of COVID-19 | Career Implications



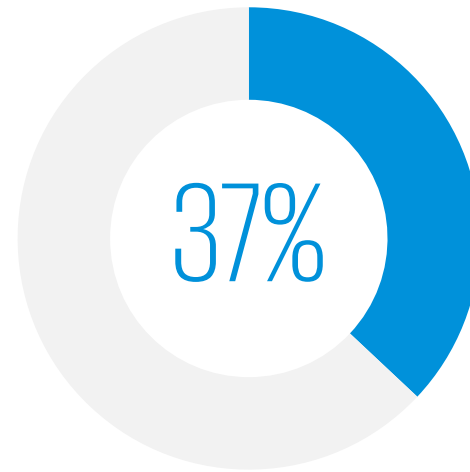
Do you think the COVID-19 crisis will have an impact on your next career step?



Yes



No



Don't know yet

Source: KPMG AG Wirtschaftsprüfungsgesellschaft, 2020; figures in percent





Will the COVID-19 era offer
new opportunities
for women and
accelerate gender equality?

Success in the new reality



The use of digital communication and collaboration tools allows for increased workplace flexibility, which **will help women balance their work and family life better than ever before.**



The new reality will be shaped by changes in stakeholder expectations and values. Therefore, besides performance aspects, **purpose and people will become decisive success factors in the new reality.**



Sustainability issues and technological progress will be the two main drivers of wealth and growth in the new reality – **this is a great time to get involved and shape the future.**



The full report will be published in
November 2020

If you wish to receive a copy of the results,
please send an email to

de-gflo@kpmg.com





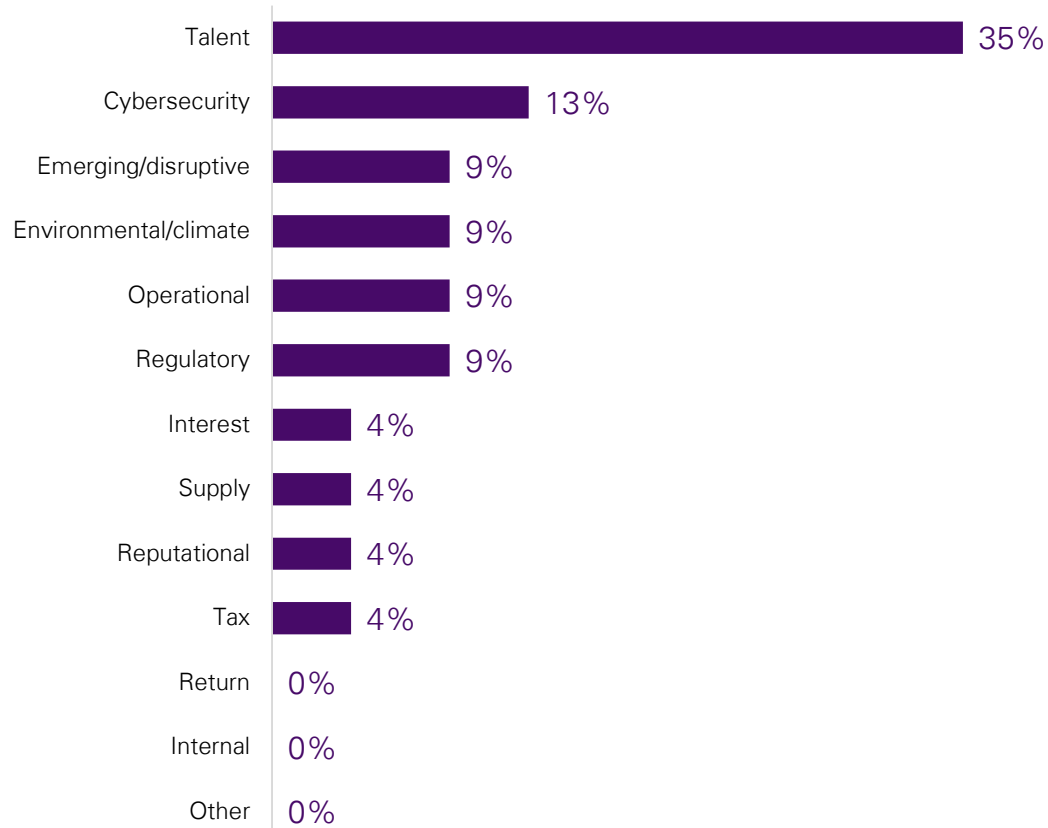
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Results from Saudi Arabia

Growth



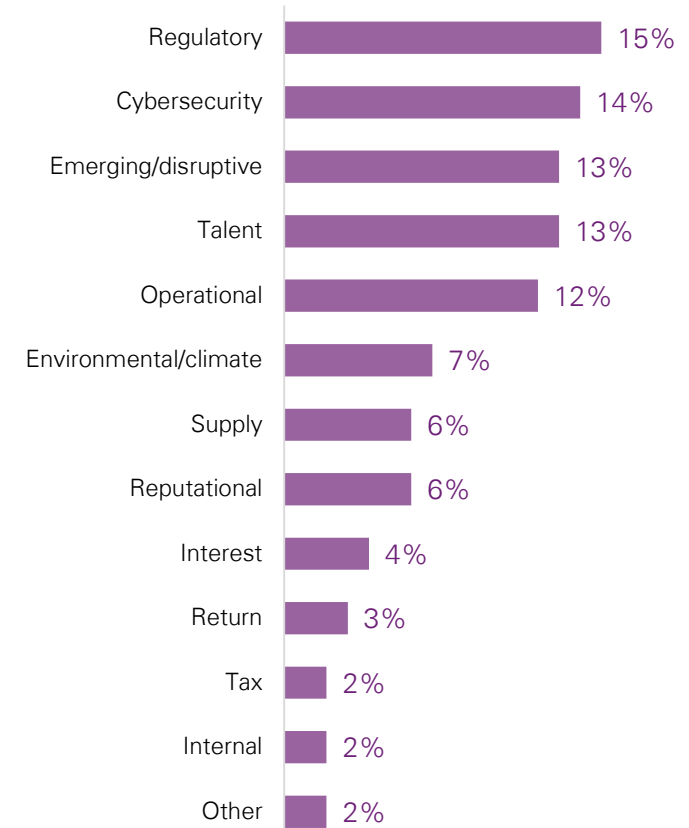
Which of the following risks poses the greatest threat to your organization's growth?



Source: KPMG AG Wirtschaftsprüfungsgesellschaft, 2020; figures in percent



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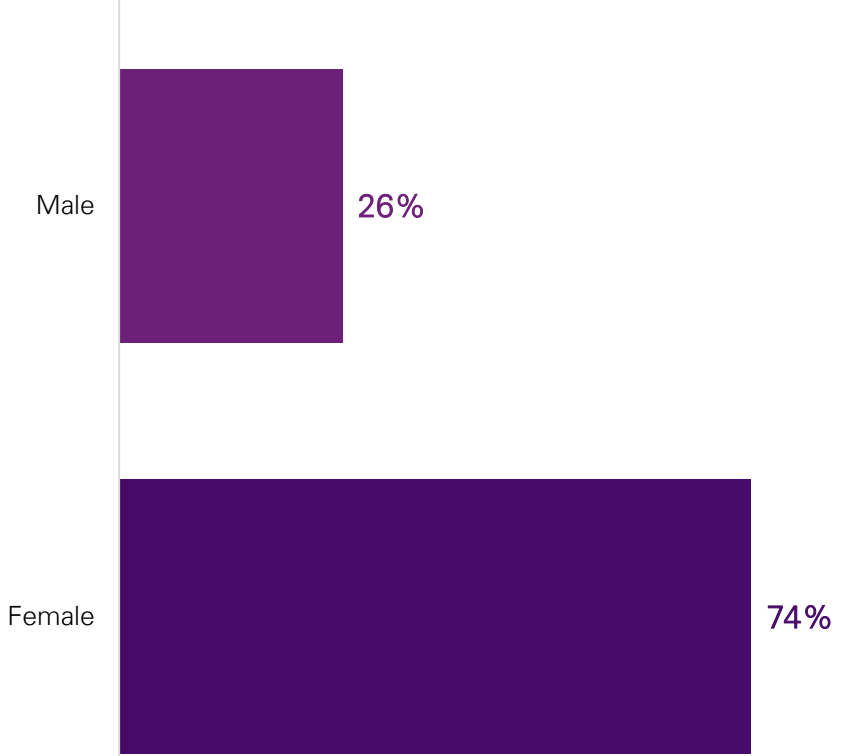


Source: KPMG AG Wirtschaftsprüfungsgesellschaft, 2020; figures in percent

Gender equality



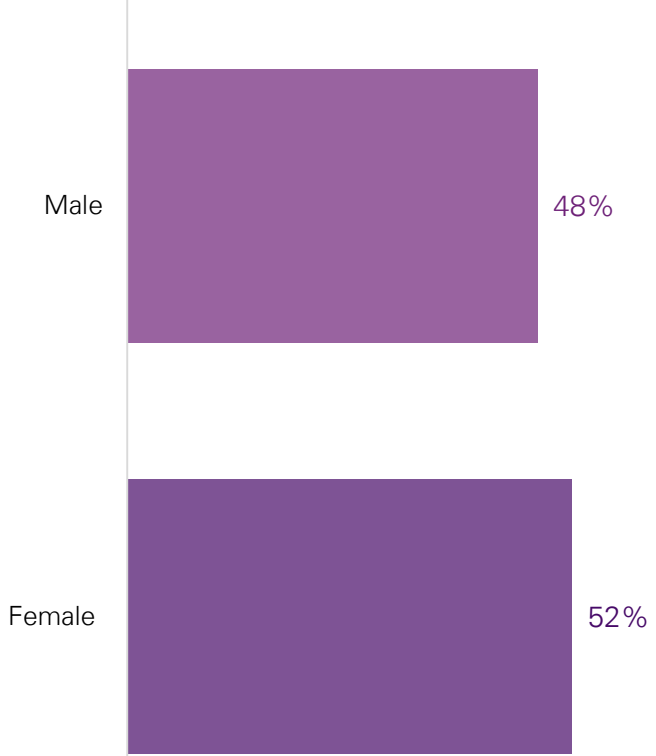
Is your successor more likely to be male or female?



Source: KPMG AG Wirtschaftsprüfungsgesellschaft, 2020; figures in percent



Is your successor more likely to be male or female?



Source: KPMG AG Wirtschaftsprüfungsgesellschaft, 2020; figures in percent



Thank you for
your time!

If you wish to contact the
Global Female Leaders Outlook – Team,
please send an email to:

de-gflo@kpmg.com