

Background

- F500 – 37 CEOs – 7.4%
- 20 years ago – only 2 CEOs
- Covid - staggering exodus!
 - Female workforce participation has already dropped to 57%—the lowest level since 1988 and steepest decline since world war II
 - 80% of 1.1 million who quit are women
 - employment for women may not recover to pre-pandemic levels until 2024—two full years after a recovery for men.
 - global GDP growth could be \$1 trillion lower in 2030

Basic Premise

- Women are no less capable than men, therefore hiring, retention and promotions must be conducted in an unbiased manner and company numbers must reflect the same.
- Most women may choose motherhood. Companies must provide adequate maternal leave to support childbirth and post-partum recovery, ensuring pay and job security. This is currently not statutory in the United States.
- Affordable, quality childcare is still an issue. There seems to be a lot we can learn from some of the Nordic countries
- While women are physically responsible for birthing, parenthood and care giving is a joint responsibility of genders. Therefore companies must implement meaningful work-life balance initiatives that can allow both genders to succeed equally.

Enabling these was previously thought of to be an economic differentiator, but it is now an economic necessity.

What are companies doing?

From our stake-holders interviews:

Entry

- Active recruitments in VP and C-Suites
- Balancing entry-level hiring
- Women mentorship and promotions part of performance reviews for all

Sustenance

- Paid maternity leave and job security
- Subsidized childcare or offsetting expenses
- Work life balance – long working hours
- Care giving leave

Transparency

- Share specific company policies & performance within an industry transparent

For instance, a 35-year-old woman who makes \$100,000 and takes a two-year break from the workforce loses not just \$200,000 in salary, but \$134,524 in lost wage growth and \$111,767 in lost retirement asset benefits for a total loss of \$446,291. If she extends that break to five years she stands to lose \$1,020,936.

