

View from the top

What business executives really think about women leaders in the GCC

1

Women on boards is not seen as a priority for businesses at the current time



2

Mixed views on the importance of board representation of women and how to achieve progress



3

The issue of quotas proves to be controversial

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Unanimous acknowledgement that women leaders have a positive impact



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Barriers and bias do exist

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Progress varies across industries and sectors: The public sector continues to be seen as the most attractive career path for women, but beginning to lose some ground to entrepreneurship and the private sector.



7

A new generation of hope is emerging: The younger generation emerging as more likely to challenge the norms of society.

8

The region looks to the UAE as a positive example: It is recognized for the commitment from leadership that has played a positive role to date.



The imperative to act is clear

- Commitment from the top
- Strategic approach to integrate gender diversity
- Longer-term view of how gender diversity can bring gains
- Building a pipeline of female leaders
- Mentoring, coaching, development and sponsorship
- Flexibility of working hours and arrangements
- Gender diversity target-setting practiced by HR
- Gender inclusion as part of the company culture

