



WOMEN IN  
COTTON

# Diversity pays

## Background

Globally, women hold just 24% of senior leadership positions. In a study of nearly 22,000 publicly traded organisations worldwide, 60% had no female board members. A significant gender wage gap still exists in the U.S. – this is all despite the fact that women earn more bachelor's, master's and doctoral degrees in the U.S. than men. But...



An organisation with up to 30% female leaders can add up to 6% to its net margin



Adding more women to the workforce could grow the global GDP by 26%



Companies in the top quartile for gender diversity are 15% more likely to outperform competition



More diverse leadership teams attain 73% more revenue from innovation



More diverse executive teams are 48% more likely to financially outperform peers



Diverse boards are 33% more likely to outperform less diverse companies on profitability

## What can you do?

- 1 Identify and adjust your own unconscious bias
- 2 Talk to your male and female colleagues about the benefits of diversity and encourage them to join Women in Cotton events
- 3 Check and challenge diversity policies
- 4 Promote work / life balance and workplace flexibility
- 5 Implement compensation equality
- 6 Identify high potential women and encourage their careers

To learn more about Women in Cotton,  
email [wic@ica-ltd.org](mailto:wic@ica-ltd.org)