



Women in business

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This note lists a selection of research, organisations and publications on women in business.

1 Policy

On 24 February 2011 a report by Lord Davies on '[Women on Boards](#)' set out a series of recommendations to increase the number of women on company boards. A [BIS press release](#) gave details:

The study suggests that companies should publish the number of women sitting on their boards and working in their organisations and recommends that businesses in FTSE 350 companies should set their own targets for increasing female representation on their boards by 2015. He suggests that the FTSE100 should challenge themselves to increase the proportion of female directors on their boards to 25% by 2015.

Update on [Women on Boards](#) report, March 2012

BIS, [UK Response to the European Commission Consultation on Gender Imbalance in Corporate Boards in the EU](#), May 2012

BIS website, [Women on Boards](#), May 2012 update

Equality and Human Rights Commission, [Gender Diversity on Boards: The Appointment Process and the Role of Executive Search Firms](#), May 2012

BIS website [Women and Work Sector Pathways Initiative](#). The initiative ran from October 2006 till March 2011.

HM Treasury, [Treasury Committee Report on Women in the City](#), July 2010

House of Commons Treasury Select Committee, [Women in the City](#), Tenth Report of Session 2009–10, HC 482 [Incorporating HC 967 i-ii, Session 2008–09], 3 April 2010

Government Equalities Office, [The Gender Pay Gap 1995-2007](#), 2010, with a link to a summary of [research findings](#)

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Equality and Human Rights Commission, *Financial Services Inquiry, Sex discrimination and gender pay gap report of the Equality and Human Rights Commission*, September 2009

House of Commons Trade and Industry Select Committee, *Jobs for the girls: The effect of occupational segregation on the gender pay gap*, Sixteenth Report of Session 2004–05, HC 300-I, 7 April 2005

2 Female entrepreneurs

GEM, *2010 Report Women Entrepreneurs Worldwide*, 2011 (includes measures of entrepreneurial activity and business ownership by women and men in G7 countries over time)

Association of Scottish Business women, *A multi-billion £ opportunity – The untapped growth potential of UK women entrepreneurs*, October 2011

Department of Finance and Personnel, *Women in Northern Ireland*, 2011 (Chapter 9 deals with entrepreneurship)

European Commission webpage, *Encouraging women entrepreneurs*

Prowess, *Facts about women in business*, 2010

The Woman's Enterprise Taskforce provides a [selection of resources](#).

The [Financial Mail Women's Forum](#) “was formed in 2001 to help as many women as possible reach the very highest ranks in British business and to support them once they get there with the most relevant news and features coverage, advice and networking opportunities.”

[Women in business](#) are a network of female entrepreneurs in Northern Ireland.

The [Women's Business Development Agency](#) provides training, mentoring and networking services for women who want to start their own business.

3 Women directors on corporate boards

Catalyst “Founded in 1962, Catalyst is the leading nonprofit membership organization expanding opportunities for women and business”. *Increasing Gender Diversity on Boards: Current Index of Formal Approaches* April 2012

Grant Thornton, *Women in senior management: still not enough*, 2012

The World Bank and International Finance Corporation, *Women, Business and the Law – Removing Barriers to Economic Inclusion*, 2012

Cranfield University, *Women on Boards: 6 month monitoring report*, October 2011

Each year the Cranfield University School of Management produces a report on female-held directorships on boards of companies listed in the FTSE 100 Index.¹ Cranfield is also the home of the [International Centre for Women Leaders](#).

The [30% Club](#) is “a group of businesses who have joined forces to influence Chairmen into bringing more women onto UK Corporate boards”.

¹ Cranfield University School of Management, *The Female FTSE Board Report 2010*

The following articles provide detailed reviews on relevant policy and research in this field:

Terjesen, Sealy & Singh, *Women directors on corporate boards: A review and research agenda*, Corporate Governance: An International Review, 17 (3), 320-337, 2009

Terjesen & Singh, *Female Presence on Corporate Boards: A Multi-Country Study of Environmental Context*, The Journal of Business Ethics, 83, 1, 55, 2008

Singh, Terjesen & Vinnicombe, *Newly appointed directors in the boardroom: How do women and men differ?* European Management Journal, vol 26, 1, 48, 2008

Singh & Terjesen, *Female presence on corporate boards: A multi-country study of environmental context*, Journal of Business Ethics, 2007

Catalyst Report, *Linking Performance and Gender Balance on the Board*, October 2007

McKinsey Report, *Women Matter: Gender Diversity, A Corporate Performance Driver*, October 2001