

# EGYPT WOMEN ON BOARDS OBSERVATORY

2018 Annual Monitoring  
Report Highlights



البنك المركزي المصري  
Central Bank of Egypt



وزارة قطاع الأعمال العام



الهيئة العامة للرقابة المالية  
FINANCIAL REGULATORY AUTHORITY



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WORLD BANK GROUP



European Bank  
for Reconstruction and Development



American Chamber  
of Commerce in Egypt



المرأة والذاكرة  
WOMEN AND MEMORY  
1995-2015



## WHO WE ARE

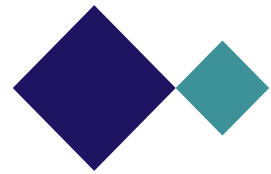
The Women on Boards consortium was initiated by the American University in Cairo, AUC School of Business, with support from the United Nations Development Program, UNDP, in 2014. The Consortium is a unique partnership bringing together government, business associations, research institutions, international organizations and non-government organizations. The consortium founded the Women on Boards Observatory in 2017. The flagship activities of the observatory include the annual Egyptian Women on Boards monitoring report and the Egyptian Board Ready Women database.



## THE NATIONAL STRATEGY


**The National Strategy for the Empowerment of Egyptian Women 2030**, which adopts a rights based approach and is grounded in the SDGs and Egypt's Sustainable Development Strategy 2030, was endorsed by the President in March 2017. The strategy promotes the leadership roles of women and holding key positions in public institutions and companies, setting the target for women in senior management posts by 2030 at 30%. This target is also closely aligned with the global 30% coalition movement for women on boards. Research shows that three women on a board is the "critical mass" that normalizes the presence and voice of women on boards.

**“One woman is a token,  
two is presence,  
three is voice.”**



## 2018 ANNUAL MONITORING REPORT

The Women on Boards Observatory is recognized as a specialized observatory within the framework of the National Council for Women. The Women on Boards Observatory advocates for 30% women on boards in Egypt by 2030. This report provides a snapshot of the representation of women on boards in listed companies, Nilex (SMEs), the banking sector and the public enterprise sector in 2018. The report provides an indicator for Women on Boards in Egypt and identifies the gap of women on boards in each sector to reach the target of the 2030 strategy.





## KEY FINDINGS

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### THE EGYPTIAN EXCHANGE

	<b>EGX</b>	<b>NILEX</b>
PERCENTAGE OF WOMEN ON BOARDS	<b>10.2%</b>	<b>14%</b>
30% OR MORE WOMEN ON BOARD	<b>8.5%</b>	<b>23.3%</b>
ZERO WOMEN ON BOARD	<b>54%</b>	<b>63.3%</b>
3 OR MORE WOMEN ON BOARD	<b>8%</b>	<b>13.3%</b>

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### BANKING SECTOR

PERCENTAGE OF WOMEN ON BOARDS	<b>11.4%</b>
30% OR MORE WOMEN ON BOARD	<b>3%</b>
ZERO WOMEN ON BOARD	<b>41.2%</b>
3 OR MORE WOMEN ON BOARD	<b>8.8%</b>

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### PUBLIC ENTERPRISE SECTOR

PERCENTAGE OF WOMEN ON BOARDS	<b>8.3%</b>
30% OR MORE WOMEN ON BOARD	<b>10%</b>
ZERO WOMEN ON BOARD	<b>69%</b>
3 OR MORE WOMEN ON BOARD	<b>3%</b>

## EGYPT WOMEN ON BOARDS INDICATOR 9%

There are **256** women on boards in the sectors included in this report which represents **9%** of board members.

## WAY FORWARD

	<i>EGX LISTED COMPANIES</i>	<i>BANKING SECTOR</i>	<i>PUBLIC ENTERPRISE SECTOR</i>
TOTAL GAP OF WOMEN ON BOARDS TILL 2030	<b>395</b>	<b>55</b>	<b>147</b>
ANNUAL GAP OF WOMEN ON BOARDS TILL 2030	<b>36</b>	<b>5</b>	<b>13</b>

**Annually**, a total of **54** qualified women are needed to join boards in Egypt to reach the 2030 target.



**AUC School of Business**

**AUC New Cairo**

**AUC Avenue, P.O. Box 74, New Cairo 11835, Egypt**

**WomenonBoards@aucegypt.edu**

**Tel: +202 2615 3364**

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