



## When Women Lead, Firms Win

In one of the most comprehensive studies of its kind, a new report from the [S&P Global Market Intelligence Quantamental Research Team](#) examines the performance of firms that have made female appointments to their CEO and CFO positions. The [study](#) finds that firms with female CFOs are more profitable and generated excess profits of \$1.8 trillion over the study horizon. Firms with female CEOs and CFOs have produced superior stock price performance, compared to the market average. Firms with female CEOs and CFOs have a demonstrated culture of Diversity and Inclusion (D&I), evinced by a larger representation of females on the company's board of directors.



## India News Corner

### India's Microenterprises Can Spur Jobs, Gender Equity if they Scale Up: Study



As India struggles with an unemployment crisis, its microenterprises units with fewer than 20 workers can become significant engines for job creation, according to a recent [study](#) by Azim Premji University's Centre for Sustainable Employment and the Global Alliance for Mass Entrepreneurship. However, there is a problem with women's participation in India's microenterprises: social and market factors are loaded against them affecting their productivity.

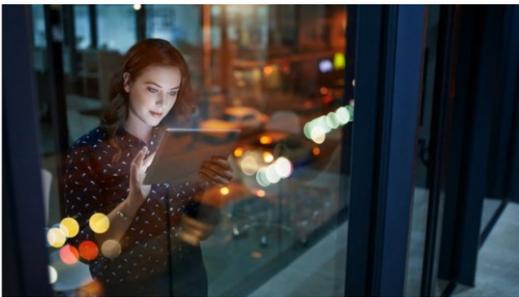
The scale of operation is smaller for women than men, [the study found](#). Women also have to juggle work with domestic responsibilities, making it harder for them to invest enough time in the enterprise.

### Women Count in Haryana Assembly Sinks to their Lowest Tally in 14 Years



The 90-member Haryana Assembly will have nine women — four fewer than the 13 women legislators in the previous term — making this their lowest tally in 14 years. The state saw 104 women candidates contesting from 56 constituencies. The previous low was in 2000, when four women were voted to the Assembly in a state which until recently had India's worst gender ratio at birth.

## Gender Pay Gap Progress Dismally Slow



Progress on closing the gender pay gap is "dismally slow", according to the [Fawcett Society](#), an equality charity. At the current rate of decline it will take 60 years to eradicate the gap, the charity said. New figures from the Office for National Statistics (ONS), UK's largest independent producer of official statistics, indicated that

in the year to April 2019, the gender pay gap for full-time workers rose to 8.9%, up from 8.6% the previous year.

