



Gender Statistics in the Banking Sector - 2024

Economic Analysis & Research and Statistics Department
Bank of Mauritius
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Key Findings

Glass ceiling effect: While females represent the majority of the overall workforce, their representation decreases significantly at higher position levels, with less representation on Boards.

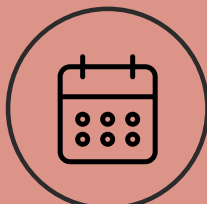
Gender pay disparity: The salary distribution shows a clear pattern of decreasing female representation as salary increases, suggesting systemic gender pay disparity.

Generational shift: The higher female representation in younger age groups and among new hires suggests a positive trend toward greater gender balance.

Potential for change: The higher proportion of female new hires suggests an opportunity to improve gender balance over time, though targeted efforts are needed at leadership levels.



23 responses - 17 Banks and 6 Non-Bank Deposit-Taking Institutions



Period covered: Year 2024



100% participation rate

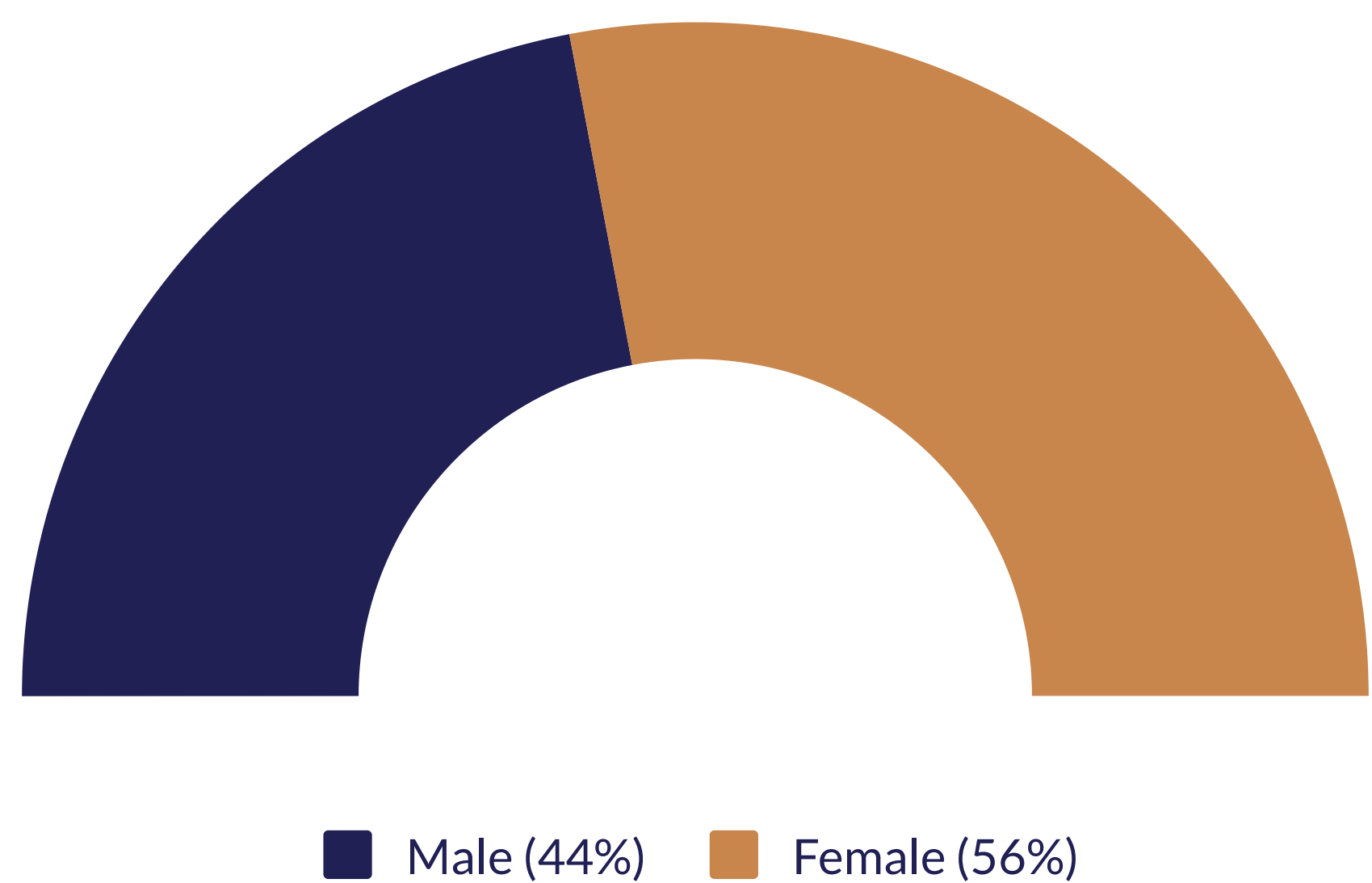


8 questions

High female representation ...

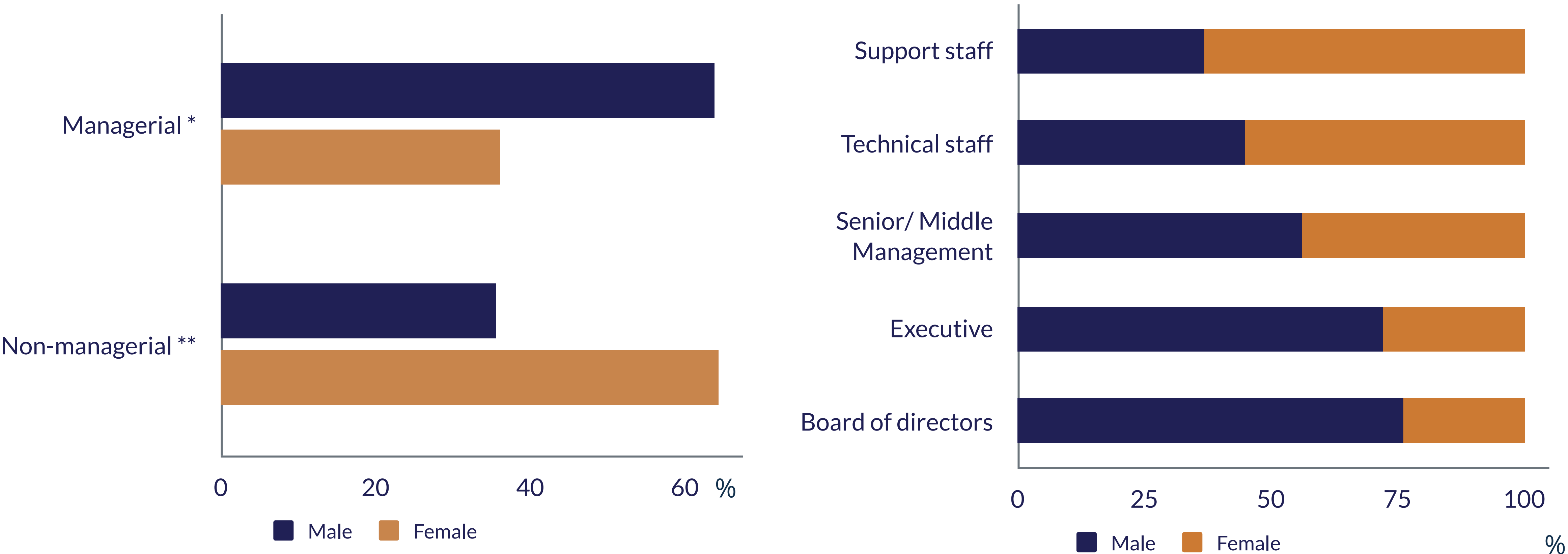
The total workforce consisted of 9,703 employees, with the following gender distribution:

Male: 4,278 (44%)
Female: 5,425 (56%)



... but fewer women at managerial level

The distribution of employees across different position levels reveals significant gender disparities.



There is a clear pattern of decreasing female representation as position level increases. While females constitute the majority in technical and support roles, males are predominant in all leadership positions, with pronounced disparities observed at the Board and executive levels.

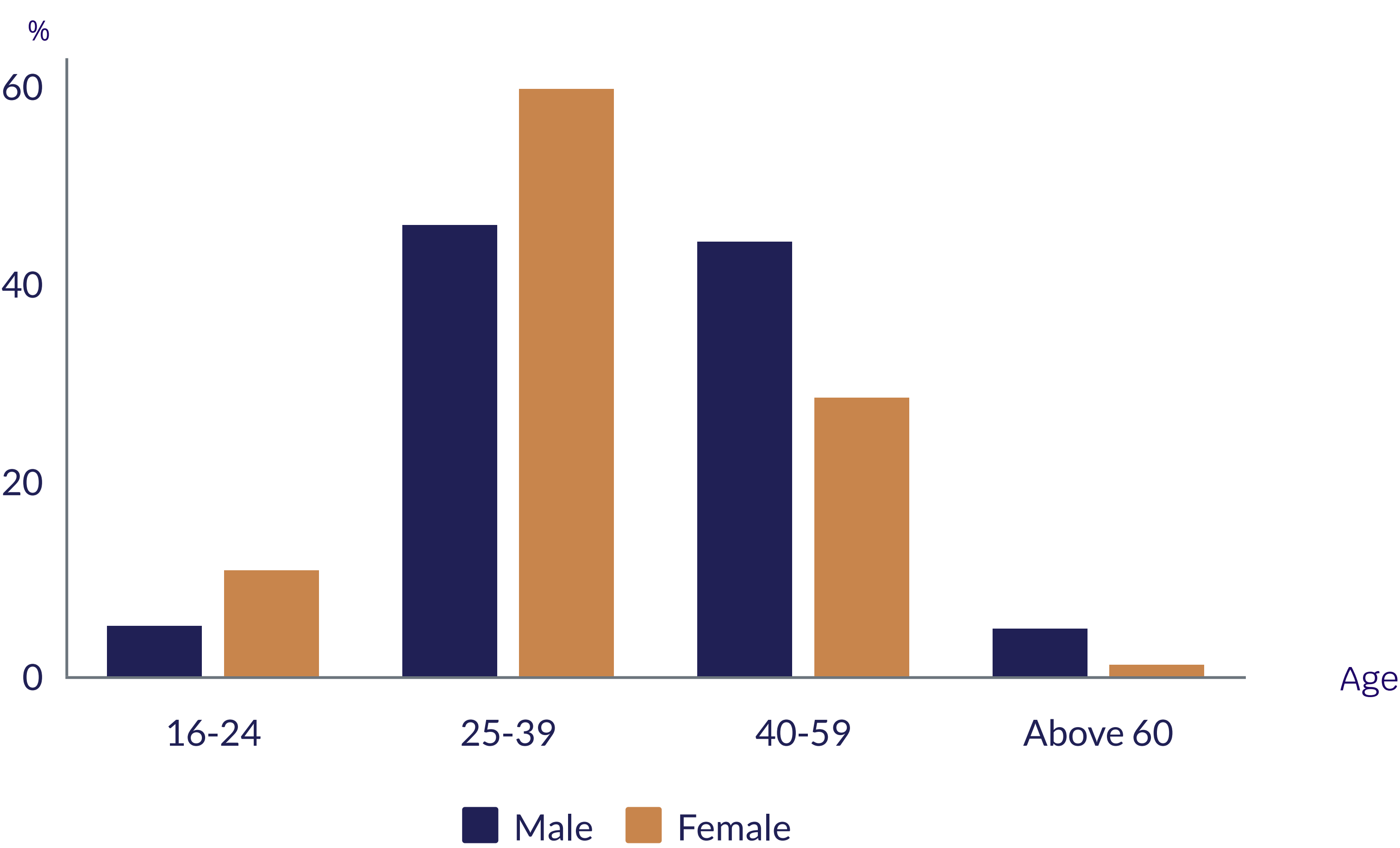
* Employees who are accountable for both their own performance and the performance of those employees reporting to them.

** Employees assigned to specific jobs or tasks without supervisory responsibilities over other workers.

Only 25 per cent of Board directorships and 28 per cent of executive positions are held by women. 3 out of 23 institutions appointed a female staff in an executive position in 2024. Moreover, 52 per cent of institutions surveyed do not have any women in executive posts, further highlighting the sparse pipeline of future female leaders in the near term.

Pool of female talent is growing ...

Younger age groups have significantly higher female representation, while older age groups have higher male representation. This reflects a generational shift in gender composition, with more females entering the workforce in recent years.



... Top earners dominated by men

The salary distribution indicates a significant gender pay disparity - as salary increases, the percentage of females decreases. In the lowest salary bracket, females represent around 70 per cent of employees, while in the highest bracket, they represent only around 30 per cent.

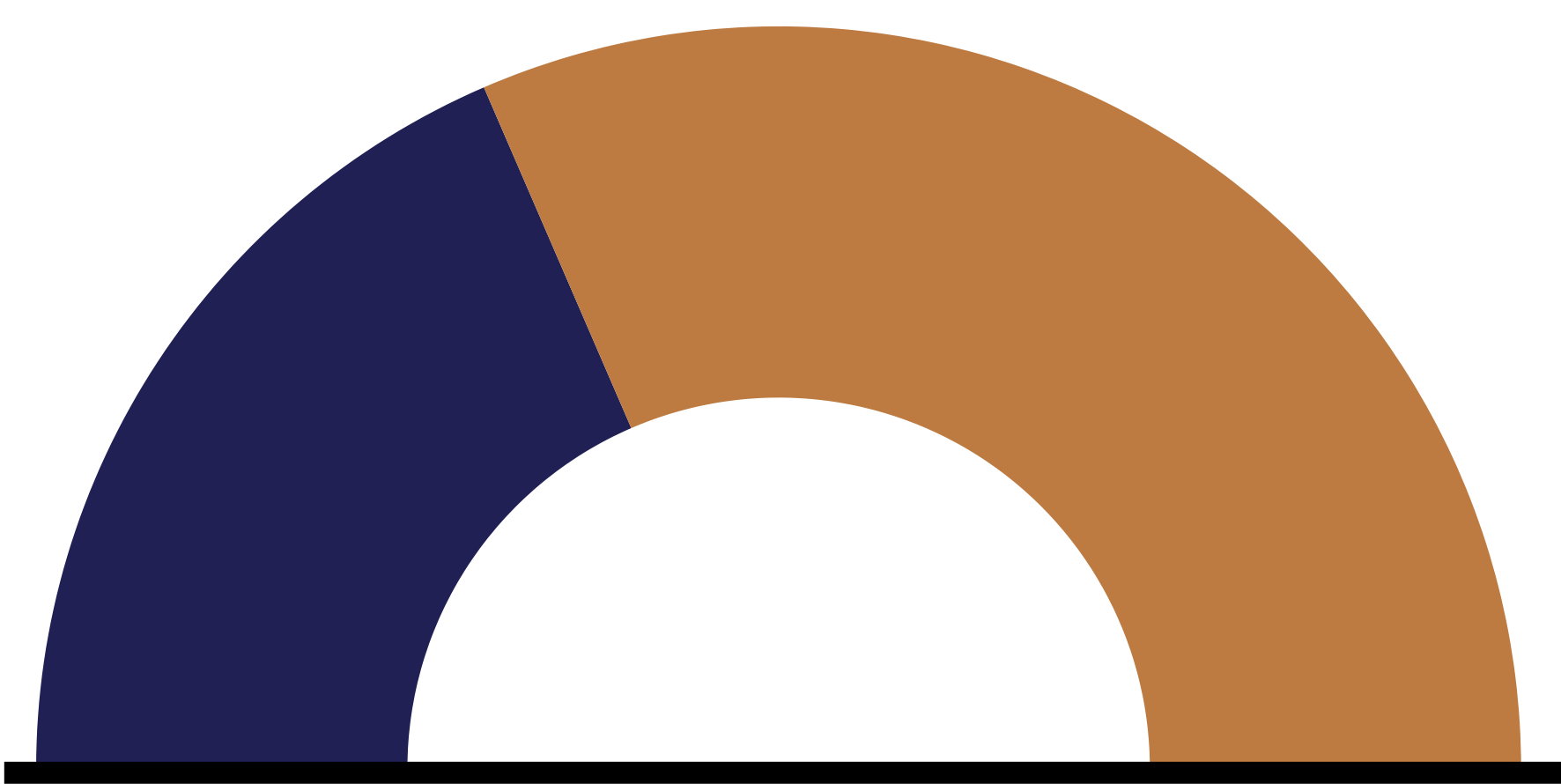
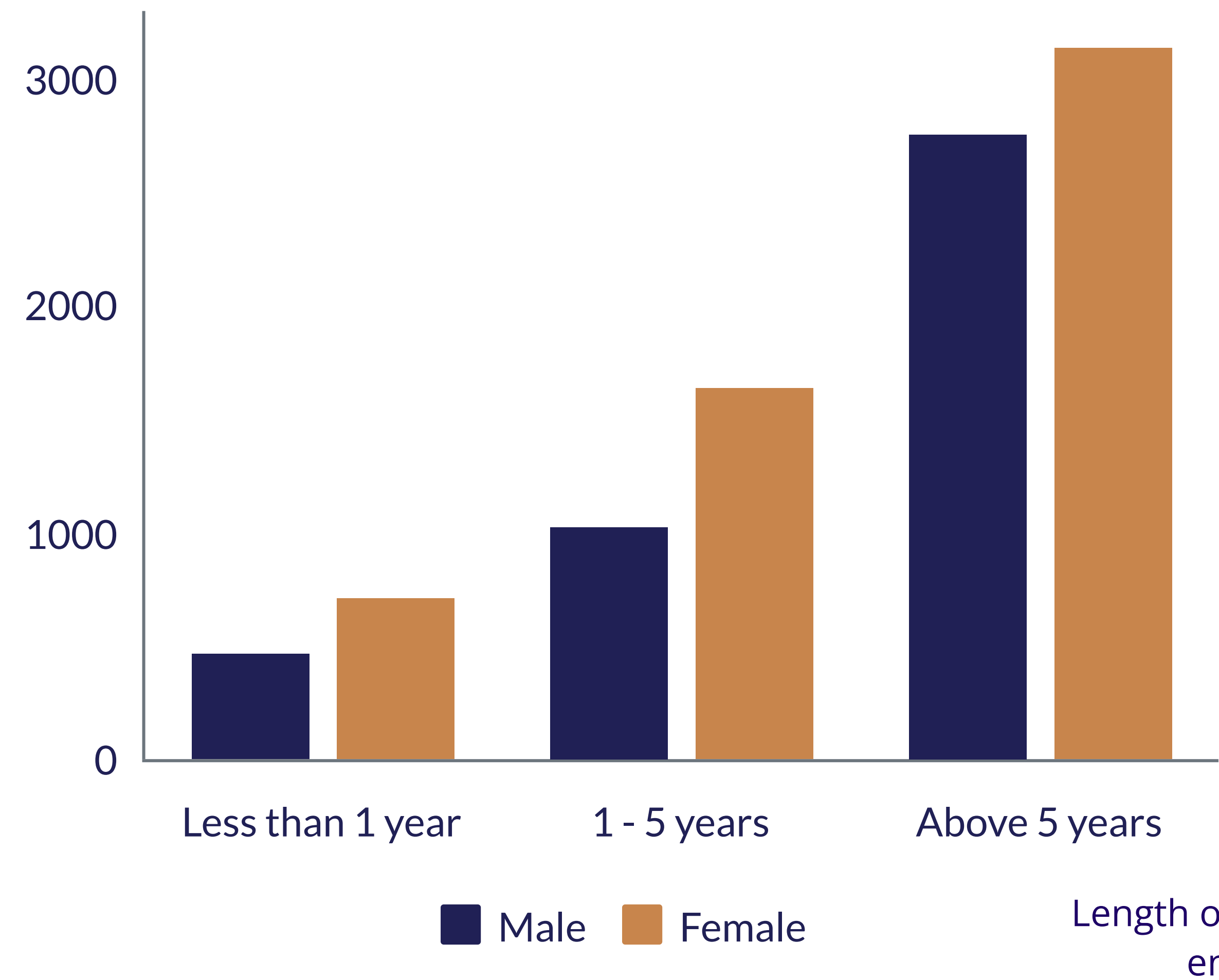


Women change jobs less frequently

In the banking sector, women changed jobs less frequently than men. In addition, 63 per cent of female employees were promoted in 2024, and more women participated in training aimed at supporting job retention.

While 63 per cent of new hires were female and 37 per cent were male in 2024, men still outnumbered women among new executives and middle managers, maintaining gender imbalances in leadership.

Number of employees



63% women were promoted

Recommendations

The Bank plans to work with its regulated entities to improve gender equality by establishing measurable targets for female representation at management, executive, and Board levels. Strategic action plans may include:

Balanced Recruitment: Continue the positive trend in female hiring while increasing efforts to recruit and promote women into leadership positions.

Leadership Development: Implement targeted leadership development programs for female employees to create a pipeline for advancement to executive and board positions.

Mentorship Programs: Establish formal mentorship programs pairing female employees with senior leaders to facilitate career advancement.

Work-Life Balance Initiatives: Implement policies supporting work-life balance that may help retain female talent throughout career progression.

Regular Monitoring: Establish mechanisms to regularly monitor gender distribution metrics to track progress and identify emerging issues.



Thank you!

