



Research Tender

Improving Gender Diversity in Companies

Purpose:

Recruiting and retaining talent across genders is an important indicator of an inclusive culture at companies, one that suggests a company should thrive over the long-term. Gender diversity at the level of the Board of Directors and across management is an issue of risk management, with the evolving socio-economic environment, rather than an 'ESG' topic alone. We would like to understand better the innovative tools used by both companies and governments which have been tangibly linked to better outcomes in terms of retaining qualified women in their talent pool.

Requirements:

- (a) Identify at least ten innovative policies put in place by companies that have had the best results in creating equal employment opportunities within the firm (a focus on men is as important here in terms of things like paternity leave). Concrete case studies linked to outcomes required.
- (b) Gain and present a view of at least ten innovative policies put in place by governments that have had the best results in ensuring the fair treatment of women in the workplace. Concrete case studies linked to companies required.

Detours to be avoided:

- (a) Analysis of levels of disclosure alone.
- (b) Attempts to quantify that which is subjective.
- (c) A focus on catch-all policy phrases used by companies such as 'diversity & inclusion', 'work life balance', 'health & safety'.
- (d) A focus on cultural difference between different countries.

Scope:

A report that requires mostly desk research. Maximum 20 pages.

Tender specifics:

Please submit a proposal by email (maximum of two pages) to ResearchandBrokerManagement@StewartInvestors.com on how you would conduct this research, over what timeframe and for what price.

In principle we support making your research report more widely available, however we reserve the right to prohibit, or place restrictions, on such circulation if we believe that is appropriate. Closing date for application: 31st October 2018.