

Views expressed in GETAnalysis reports and commentaries are strictly for information only. All images and content contained herein are subject to copyright; All rights reserved.

Women Better Than Men In Business – The Numbers Prove It

WRITTEN BY: ASHOK DHILLON



Ashok Dhillon has 40 years of front-line business experience in Canada and International markets. He incorporated his first construction company in 1974, and since then has founded and led companies in construction and international power development.

Mr. Dhillon has worked and negotiated with highest levels of Governments in Canada and India. His extensive experience in securing and negotiating multi-hundred million and billion dollar mandates in project development, gives him in-depth knowledge and intuitive insights into macro and micro, national and international, geo-political and economic realities and trends.

Mr. Dhillon has been invited to speak on international business at various forums, including as an expert witness for the Standing Senate Committee, Government of Canada, on "The Rise of Russia, China and India".



Globally, women still make up approximately 50% of the human population (*nature knows best*), in spite of the insane practice of female infanticide, still indulged in by certain races because of historically entrenched, invalid assumptions about supposed male superiority, from the time in human history when wooden clubs were the only known and preferred weapon in warfare. In other words, from the time when most sentences among humans were just grunts.

Women produce 50% of all the food in the World, and overall, perform 66% of the work. Women own 40% of all private business in the formal economies. On average, women control 80% of the household spending and \$28Trillion (*that's right with a Capital 'T'*) in consumer spending globally. Most studies conducted by respected global institutions and consultancy firms verify the fact that on most business metrics (*benchmarks*) women out perform men, generally, and this in-spite of the incredible obstacles that are put in front of them from birth. Yet the perception that women are somehow inferior, weaker and are not as smart as their male counterparts is still pervasive in the developed and not-so-developed societies/countries.

It is astounding that most men never stop to think, especially in those societies where the culture of male 'machismo' is entrenched (*just about everywhere*), as to how vital women are to their very existence and the well being of the human race, including the tough guys. One would think that such a basic fact would be self-evident to all, but most people just never seem think about it, or get it.

So we at GETAnalysis thought that on this March 8th, 2014, International Women's Day, we would present some numbers that prove that women are not only vital to humanity and its wellbeing, but are in fact superior performers in business, in general, even in BIG business; the ultimate male bastion of false bravado and overblown hubris.

Women Better
Than Men In
Business –
The Numbers
Prove It

WRITTEN BY: ASHOK DHILLON

In Business (*North America*) Women Make Up:

- Approximately 46% to 47% of the workforce
- At entrance level approximately 53%
- At managerial and professional level 51.4%
- At the executive officer level 14.6%
- At the board level 16.9%
- At the CEO level only 3% to 4.6% (*ironically – in Brazil 12% - in India 11%*)

Performance in Business:

- Companies with more women on their Boards outperform their rivals by 42% higher return in sales
- A whopping 66% higher return on invested capital
- 53% higher return on equity
- Generally higher profitability and
- Generally higher share price

Sources: McKinsey; Grant Thornton; Catalyst; Financial Times; the Economist

We are not invested in any of the Companies we follow and report on, through our GETAnalysis “Financial Reports” on “Women Led Companies”, so our Reports are unbiased (& *affordable \$9.99 ea.*). To see if what these studies are saying, and what we believe, is correct, and holds up in the real World of BIG Business, we set up a ‘mock fund’ comprising of a select 10 of the 24 ‘women led companies’ we report on.

For us the only criteria, for choosing these companies, was that these companies are led by women CEOs. The 10 listed companies were selected by us, out of the 24, through basic fundamental analysis, and then through a process of elimination.

The mock fund’s ‘year to date’ (YTD) return is 41%.

That return beats an exceptionally buoyant S&P 500 YTD average, and handily beats most of the best performing professionally managed funds in North America. The companies selected by us were:

- Sempra Energy (NYSE:SRE)
- Linamar Corporation (TO:LNR)
- Yahoo! Inc. (NASDAQ:YHOO)
- Lockheed Martin (NYSE:LMT)
- The TJX Company (NYSE:TJX)
- Mylan Inc (NASDAQ:MYL)
- Mondelez International (NYSE:MDLZ)
- Xerox Corp. (NYSE:XRX)
- General Dynamics (NYSE:GD)
- GENERAL MOTORS (NYSE:GM)

**FOR MORE INFORMATION ON EACH
COMPANY PLEASE GO TO**

www.GETAnalysis.ca



Women Better
Than Men In
Business –
The Numbers
Prove It

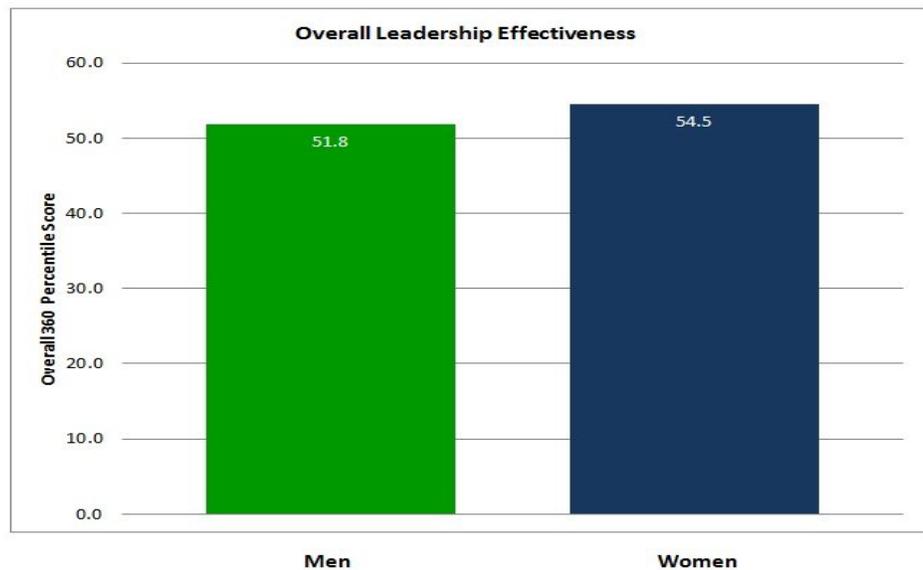
WRITTEN BY: ASHOK DHILLON

We periodically monitor and reassess the companies in the fund and change the mix as required.

So in putting the assertions - women being better in business - to a hard 'bottom line' test, the performance of the companies and the higher than average return of our mock fund, lines up with what the studies are saying and what we have perceived of being 40 years in business. Further proof of women's generally superior performance is provided below.

The following Charts are from a study first published in a 2012 Harvard Business Review by Zengar Folkman consultancy. The numbers are from a survey taken from 16000 industry leaders, of whom two-thirds were male and one-third female. The participants judged women performance in the work place as follows:

The respondents gave women higher marks in overall leadership effectiveness.



In the following Chart, in 12 of the total 16 leadership competencies women scored better than men.

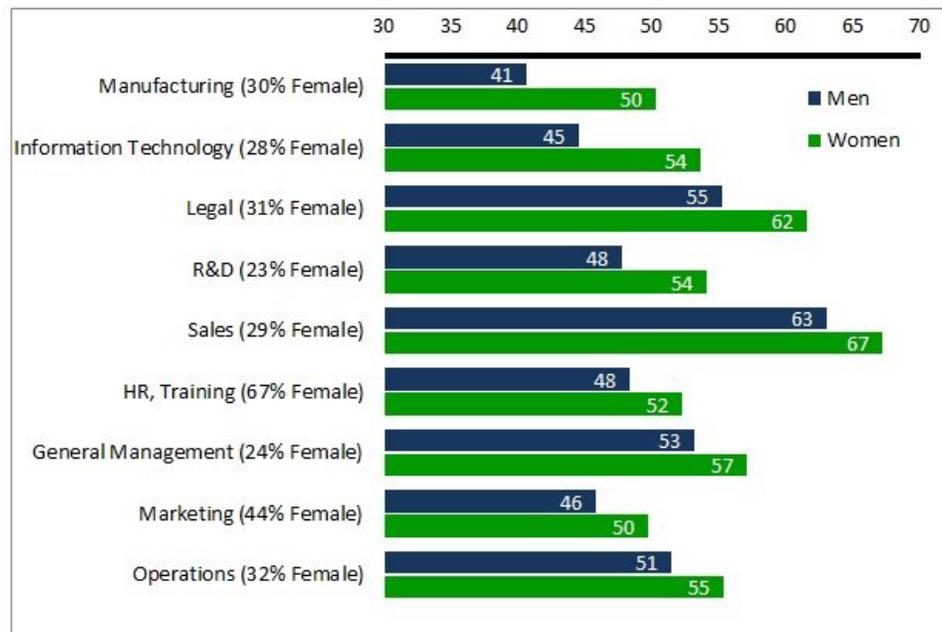
Leadership Competencies	Male	Female	t	Sig.
Takes Initiative	49.8	56.4	-13.67	0.00
Displays High Integrity and Honesty	49.9	54.7	-9.78	0.00
Drives for Results	50.6	55.2	-9.53	0.00
Practices Self-Development	51.3	56.0	-9.51	0.00
Develops Others	51.1	55.1	-8.14	0.00
Inspires and Motivates Others	51.6	55.1	-7.35	0.00
Builds Relationships	51.2	54.5	-6.70	0.00
Collaboration and Teamwork	52.1	54.5	-4.96	0.00
Champions Change	51.6	54.0	-4.96	0.00
Establishes Stretch Goals	51.7	54.1	-4.77	0.00
Solves Problems and Analyzes Issues	52.0	52.7	-1.38	0.17
Communicates Powerfully and Prolifically	52.9	53.4	-1.14	0.26
Connects the Group to the Outside World	52.3	52.1	0.34	0.73
Innovates	52.6	52.2	0.96	0.34
Technical or Professional Expertise	52.1	51.1	2.10	0.04
Develops Strategic Perspective	53.7	51.2	5.06	0.00

Women Better Than Men In Business – The Numbers Prove It

March 8, 2014
Page 4

WRITTEN BY: ASHOK DHILLON

The following Chart shows the acknowledged effectiveness of women over their male counterparts, by the respondents to the survey (*two-third of whom were male*), in what are traditionally thought to be very 'male compatible' fields.



Now if humanity seriously discounts and willfully holds back 50% of its members (*that also the better half, according to the numbers above*), then the traditional 'leaders' of the human race, generally men, are obviously not too smart, for they have, over eons, seriously compromised humanity's potential, thus further proving the numbers above.

Therefore our message to humans this International Women's Day is, men need to take a giant leap forward in evolutionary development, and women need to know and believe that they are more capable than men in most things, except perhaps animal behavior and pissing contests, and demand greater role in overall leadership.

Then this World may become a better place.

Crabby Road

