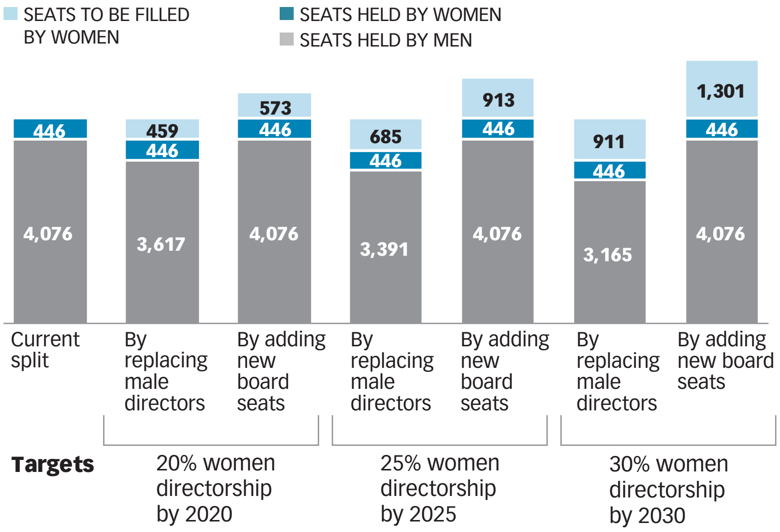
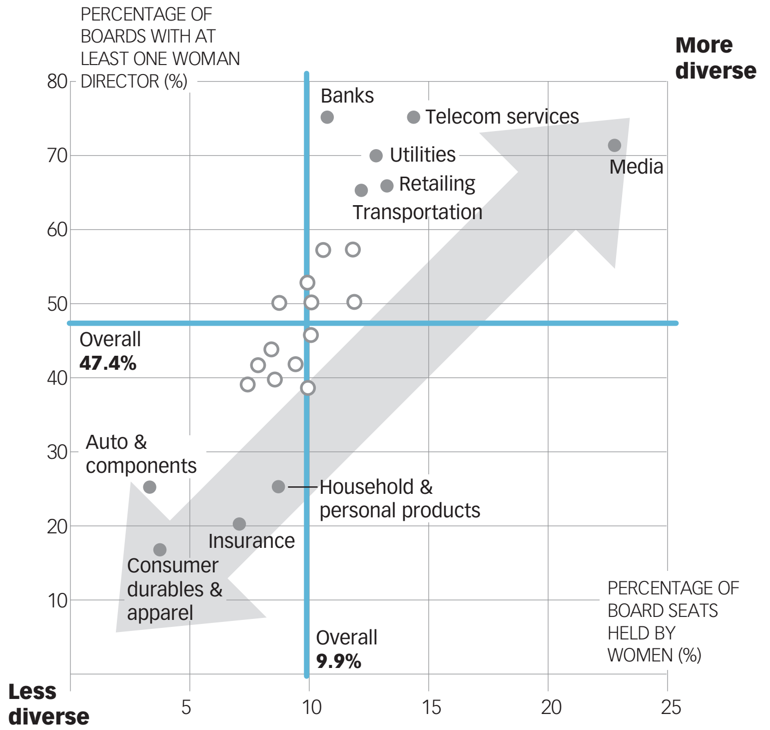
Ready, aim, hire!

Target-setting is the current weapon of choice for advocates for improving board gender diversity, who are urging regulatory pressure on companies to appoint more women directors. The Diversity Action Committee, which started the call to make target-setting part of the Code of Corporate Governance, has adopted an escalating set of targets with the goal of having 30 per cent of board seats held by women by 2030.

Number of board seats

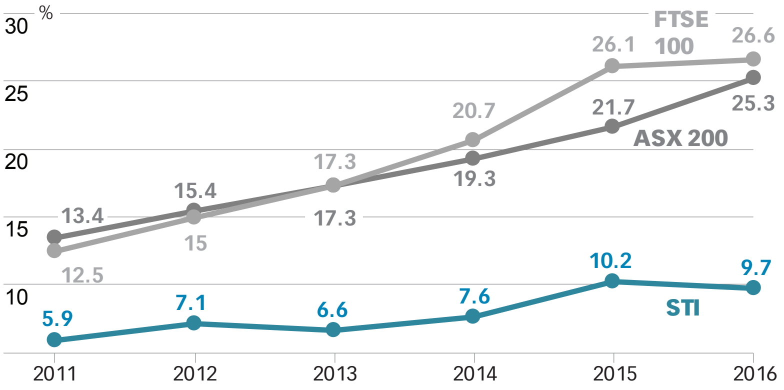


DAC's targets could entail appointing hundreds of women to boards over the next few years. Not all of these appointments need to be new faces, because the appointments could be filled by existing women directors who take on additional board seats.



Women's percentage share of board seats among index stocks

The gap between blue chips in Singapore and other markets is also widening.



Data: Diversity Action Committee