

## 7 Key Findings from a New Survey about Women Working in Insurance

Between June and September 2019, the Women in Insurance Initiative surveyed a diverse group of companies in the insurance industry to investigate how salaries and roles relate to gender. The survey represents more than 30,000 insurance professionals and found that:

### Women in insurance are...

**1.** Underrepresented among executives.



**29%**  
of senior leaders are women.

**2.** Are increasingly in the minority at higher salary levels.



**\$100,000 to \$119,999**  
is the salary range where men begin to outnumber women.

**3.** Highly loyal to their companies.

**62%** of those that stay 20 years or longer at a company are women.



### Insurance companies are also lagging in efforts to promote gender diversity.

**4.** **78%** of insurance companies lack internal targets for gender diversity.



**5.** **61%** of insurance companies with internal targets don't publish their progress.



### The results are clear:

**6.** Women are working longer at the same company than men. That loyalty, though, is not aligned with promotions and increases in pay.

**7.** Women tend to occupy the lower corporate levels and progress to the first managerial level, but fewer continue to climb the ladder to the next level.

