

# **The 2021 PWR Dar es Salaam Stock Exchange Gender Diversity Scorecard**

**Edition 1.0 August 2021**

THIS REPORT HAS BEEN PRODUCED IN  
PARTNERSHIP WITH



## Board Gender Diversity At a Glance

As this report reveals, female board representation in Tanzania's listed companies is 21.6%.

It is clear that much more needs to be done to accelerate board gender diversity and unlock untapped value for companies and for society at large.

With concerted multi-stakeholder effort over the next 12 months, the participation of women on boards in Tanzania can increase significantly. Businesses and communities in Tanzania and across the African continent in general will reap significant economic return by fully unleashing the potential of half the population. Corporate boards as custodians of economic prosperity have a key role to play in achieving this.

In the increasingly complex and volatile business environment with exponential levels of risk that companies operate in today, there is safety in diversity. It is a valid risk mitigation strategy. Furthermore, our world is crying out for more inclusiveness. Inclusive leadership can be the gamechanger for bridging gaps and achieving inclusive growth in our economies. It's a win-win for all.

## Key Findings

- 21.6% of board directorships on the companies listed on the DSE are held by women.
- 28,6% of the companies have at least 30% female representation on their boards. According to research, minorities start to have impact at a 30% representation threshold.
- 1 company (3.6%) is led by a female CEO.
- None of the 28 listed companies has a female board chair.
- 25% of listed companies do not have any female representation on their boards.

## 5 Highest Ranked Performers

DCB COMMERCIAL BANK	★★★★★
NATIONAL INVESTMENTS CO	★★★★★
KCB GROUP	★★★★★
UCHUMI SUPERMARKETS	★★★★★
YETU MICROFINANCE BANK	★★★

## Ranking

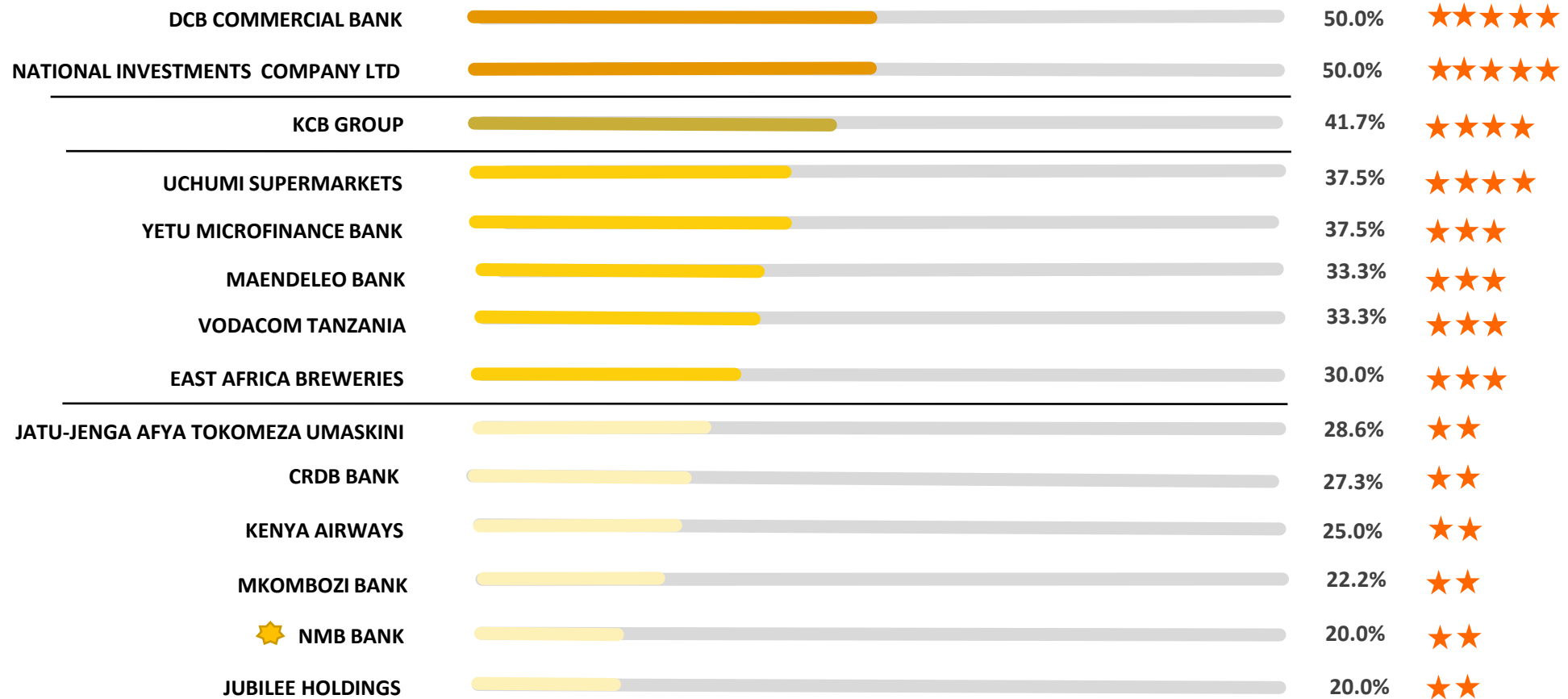
★★★★★	50% or more female representation
★★★★	40% or more female representation
★★★	30% or more female representation
★★	10% or more female representation
★	Less than 10% female representation
X	0% female representation

## Methodology

The data used in this study was sourced from a combination of company annual reports, company websites and the Dar es Salaam Stock Exchange and was current as of August 2021.

## DSE Board Composition (1)

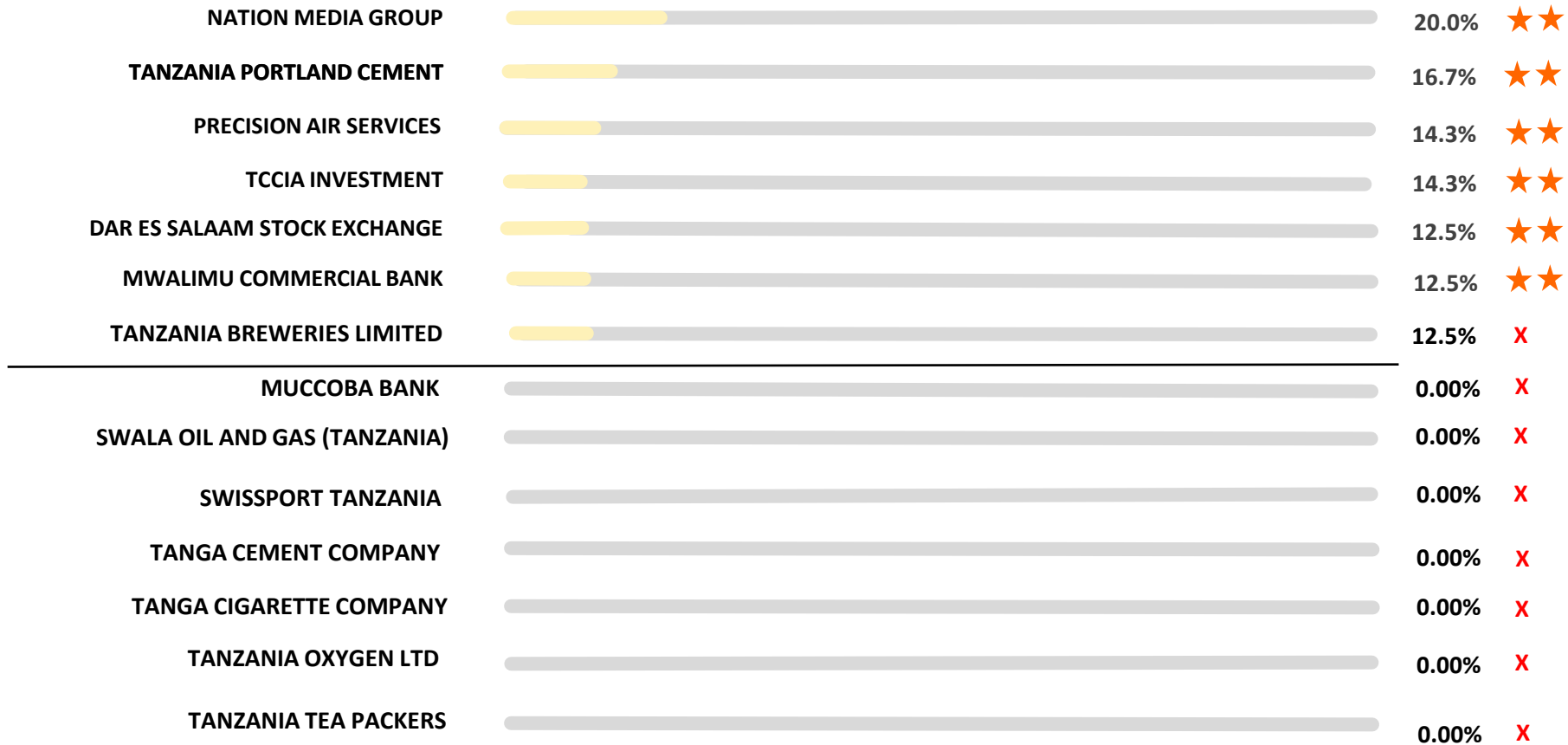
### % of Board Seats held by Women



**KEYS:** ■ Excellent | ■ Very Good | ■ Good | ■ Fair | ■ Poor | ■ Unacceptable | ★ Female CEO

## DSE Board Composition (2)

### % of Board Seats held by Women



**KEYS:** Excellent | Very Good | Good | Fair | Poor | Unacceptable | Female CEO

## DSE Board Composition Summary



227 board seats in total



49 seats held by women  
21.6% of total



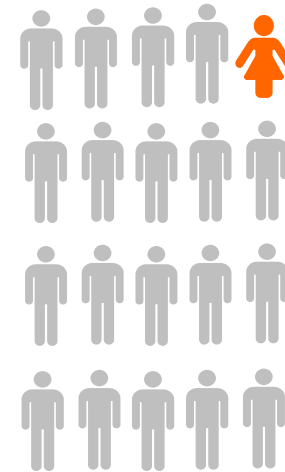
178 seats held by men  
78.4% of total

### No of Boards Chaired by Women








0 out of 28  
(0%)

### No of Female CEOs



1 out of 28  
(3.6%)

## Sector View - Number of Board Seats held by Women

	Banks, Finance and Investment	28 of 116	(24%)
	Commercial Services	9 of 36	(25%)
	Industrial and Allied	8 of 58	(13.8%)
	Telecommunications	4 of 12	(33.3%)
	Oil & Gas	0 of 5	(0%)

### Insights

- 40% of the companies in the *Commercial Services* sector have at least a 30% female board representation. This was the highest across all sectors followed by the *Banks, Finance and Investment* sector where 30.7% of the companies have at least a 30% female board representation.
- The only company with a female CEO is in the *Banks, Finance and Investment* sector.
- The *Industrial and Allied* sector has the highest number of companies with a 0% female board representation.
- The *Oil and Gas* sector is the only sector which has no female board representation at all. There is however only one company in this sector listed on the exchange.

**PWR Advisory** is a leadership, diversity and inclusion consulting and advocacy firm. We operate across Africa.

- We assist corporate organisations to harness diversity and build more inclusive workplaces to drive performance and profitability.
- We help career women develop leadership capacity and identity, and raise their visibility and representation in the marketplace.
- We provide data and research services to investors, regulators and other institutions interested in gender diversity.



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**“Don’t just sit at the table.  
Redesign the table”**

- Graca Machel



**Women in Management Africa is a platform set up to promote and increase visibility for senior-level women in management across Africa.**

**We promote gender parity and encourage female participation in the labour force by honouring professional women in their careers and motivate more women to take leadership roles in the workplace.**

## **Our Services**

- **Female Executive/Board Search Services**
- **Women Directorship Training**
- **Board Readiness Workshops for Female Leaders**
- **Gender & Inclusion Strategy Development**
- **Gender Insights & Research**
- **NextGEN WIMA Mentorship Program**
- **WIMA Toto Lactation Room Setup**



Contact us  [info@pwradvisory.com](mailto:info@pwradvisory.com)  [www.pwradvisory.com](http://www.pwradvisory.com)

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