

A benchmark for equality

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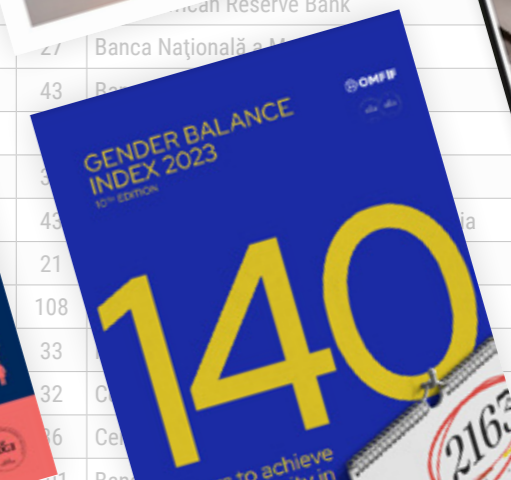
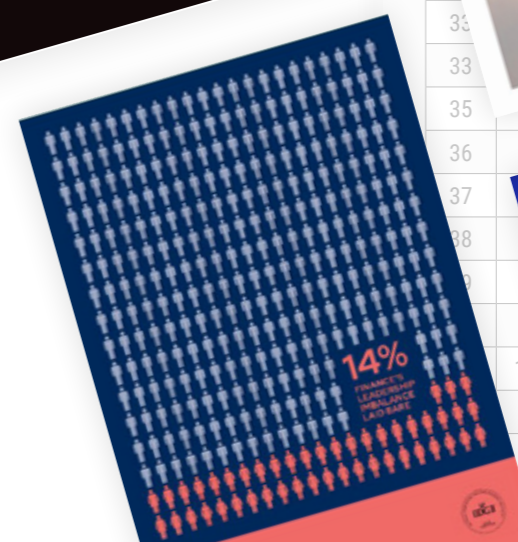
Lack of gender balance in the leadership of the financial industry is a persistent and systemic problem. Through the Gender Balance Index, OMFIF has been tracking this issue and holding financial institutions to account for 13 years.

While there has been progress – last year saw more female central bank governors than ever before – there is still a long way to go. Policies that encourage diversity and focus on building pipelines of female talent are crucial to achieving greater balance in the ranks of leaders and decision-makers.

Institutions covered:

The GBI covers a total of 335 institutions and 6,685 individuals in senior positions across:

- 185 central banks
- 50 commercial banks
- 50 pension funds
- 50 sovereign funds



Rank	2025	2024	Central bank	Country
1	1	1	Banco Central de Chile	Chile
2	33	33	Sveriges Riksbank	Sweden
3	65	65	Bank of Thailand	Thailand
4	2	2	Latvian	Latvia
5	6	6	Eastern Caribbean	Eastern Caribbean System
6	23	23	Banque d'Algérie	Algeria
7	49	49	National Bank of Rwanda	Rwanda
7			National Bank of Serbia	Serbia
			Central Bank of Curaçao	Curaçao
			Bank of Namibia	Namibia
			Central Bank of Aruba	Aruba
			Central Bank of Montenegro	Montenegro
			Bank of England	United Kingdom
			Bank of Russia	Russia
			Bank of São Tomé and Príncipe	São Tomé and Príncipe
			Central Reserve Bank of Myanmar	Myanmar
			Reserve Bank of Cabo Verde	Cabo Verde
21	61	61	The Federal Reserve Bank	United States
21			Reserve Bank of Tonga	Tonga
			Bank of Ireland	Ireland
			Bank of Samoa	Samoa
			Bank of Cleveland	Cleveland
			Reserve Bank of New Zealand	New Zealand
			Banca Națională de Română	Romania
			Bank of Australia	Australia
			Central Bank of Iceland	Iceland
			Central Bank of Bahrain	Bahrain

Why gender balance matters

The past year has seen a marked rollback on measures to improve diversity and inclusion in many jurisdictions. The attempt to achieve greater gender balance in positions of power has received backlash, not least from the leaders of some major global economies.

But research shows that financial institutions with balanced leadership teams see:

- Stronger financial performance
- Better decision-making
- Greater effectiveness in terms of costs, resources and operations
- A more inclusive and satisfied workforce

As such it is imperative that momentum is maintained in the push for gender equality. OMFIF's Gender Balance Index ensures that the subject remains on the agenda.



13 years of progress

OMFIF has been compiling the Gender Balance Index since 2014. It has been expanded over the last decade to include more types of financial institutions, levels of seniority and job roles. The index has served as a tool for both measurement and accountability.

The GBI is also an opportunity to showcase thought leadership and best practice from institutions making progress in this space, and from female leaders who have carved a path for others to follow. Previous editions of the report have featured views from:

- Governors and deputy governors of global central banks
- Presidents and chief executive officers of commercial banks
- Leaders of public investors and asset managers
- Academics and development agencies

Each year, the GBI launch is broadcast live to a global audience. The event features a presentation of the index's key findings and a panel discussion

with experts. OMFIF also presents the report at the International Monetary Fund-World Bank spring meetings to ensure policy-makers and leaders remain focused on the issue.

Evidence of impact

Since publication in April:

- The 2025 edition of the report has been viewed more than 1,000 times
- Over 300 participants engaged with the launch event either live or on demand
- The report has been referenced by central banks and the IMF on social media and in official communications
- OMFIF presented the key findings of the index at the Women in Finance gathering in London



Updates for 2026

The GBI will continue to examine the proportion of men and women in senior positions across central banks, commercial banks, pension funds and sovereign funds. It will also look at the types of roles men and women hold and explore the barriers and challenges that persist in women's careers.

This year, there will be a greater focus on policy:

- In addition to policies that focus on parental leave and flexible working, we will also examine policies relating to maternity pay, menopausal support and pay disparity between men and women.
- We will conduct a literature review of policy frameworks currently available to financial institutions and produce recommendations for best practice.

Media coverage

Each year, the GBI generates media coverage from the world's leading news providers and specialist financial publications. Recent editions of the index have featured in articles by the Financial Times, Bloomberg, Reuters, The Banker, Institutional Investor and South China Morning Post.



Marketing reach

200,142

Website views per month

Social media channels

31k

All social media followers

104k

All impressions per month

21,261 followers

LinkedIn (total)

Impressions per month **82,600**

9,626 followers

Twitter (total)

Impressions per month **152,000**

Media outlets

Featured in 400 articles per month (reach)

Bloomberg

The New York Times

Caixin

REUTERS

CNBC

THE STRAITSTIMES

FT FINANCIAL TIMES

THE WALL STREET JOURNAL

GULF TIMES

335,522

Email deliveries per month

Average open rate **19%**

Average click rate

12%

33.8k

Podcast listens (annual)

39.7k

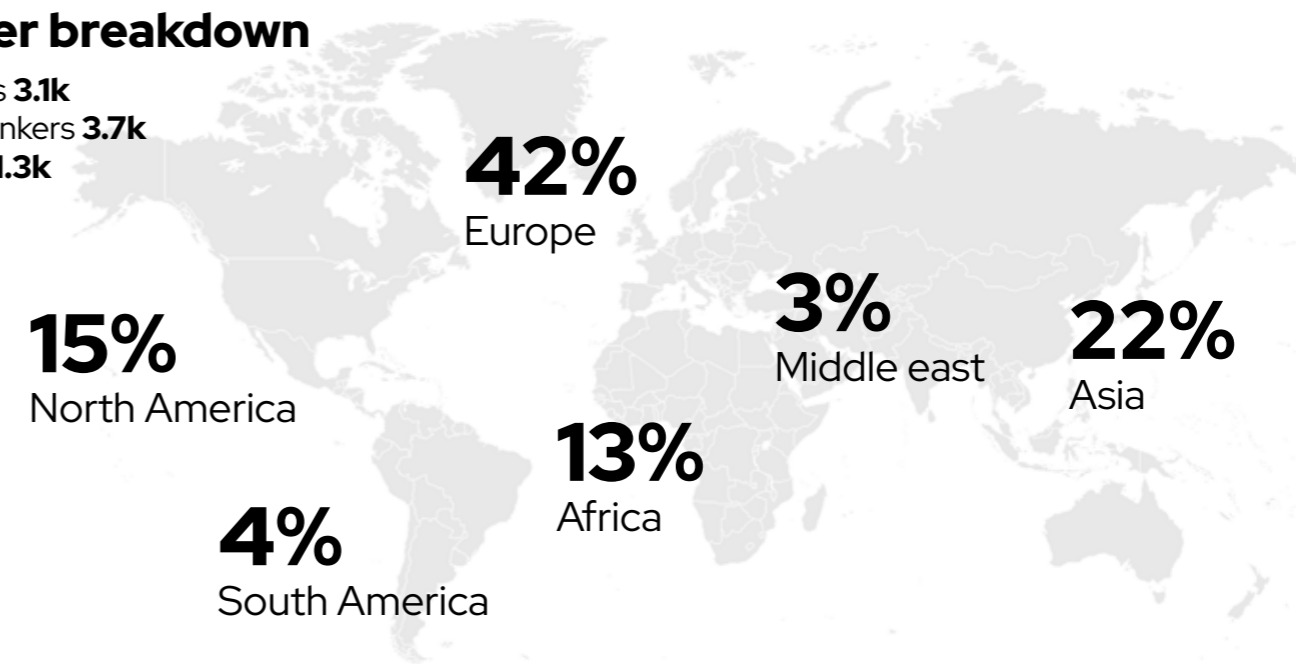
YouTube views (annual)

Subscriber breakdown

Central bankers **3.1k**

Commercial bankers **3.7k**

Policy-makers **1.3k**



Job seniority	%
Senior management	42
Research	20
Technical expert / specialist	19
Executive / associate	10
Junior role	9

Asset managers

18 of the world's 20 largest asset managers including: US: BlackRock, State Street Global Advisors, Capital Group Asset Management, JP Morgan Asset Management, Neuberger Berman, Franklin Templeton, Fidelity Investments Europe: Amundi, Allianz Investment Management, DWS, Legal & General, UBS Asset Management, Federated Hermes

Commercial banks

18 of the world's 20 largest banking groups including: US: JP Morgan, Goldman Sachs, Bank of America, Citigroup, Wells Fargo, BNY Mellon Asia: Industrial and Commercial Bank of China, China Construction Bank, Mitsubishi Financial Group, HSBC Europe: BNP Paribas, Crédit Agricole, Banco Santander, Deutsche Bank, UBS

Central banks

20 out of the world's 20 largest central banks including: People's Bank of China, Bank of Japan, Swiss National Bank, Board of Governors of the Federal Reserve System, Reserve Bank of India, Central Bank of the Republic of China, Saudi Central Bank, Hong Kong Monetary Authority, Bank of Korea, Central Bank of the Russian Federation, Monetary Authority of Singapore, Banco Central do Brasil, Deutsche Bundesbank, Banca d'Italia, Banque de France, Bank of Thailand, Banco de México, Bank of Israel, Narodowy Bank Polski, Central Bank of the United Arab Emirates

160 of **171**

central banks subscribed

The opportunity

OMFIF is inviting a select group of institutions to join the 2026 edition of the index as sponsoring partners. These partners will have the opportunity to engage in high-level, constructive dialogue with the financial industry and shape the research direction to ensure alignment with their strategic goals.

Benefits of partnering

- Demonstrate global leadership in the gender balance space
- Access OMFIF's vast network of public and private sector institutions
- Learn from peers and share expertise and best practice
- Lead the conversation and be a force for action

Deliverables

- A speaking slot at the global launch of the report
- A two-page article of thought leadership within the report
- Branding on the front cover and all marketing visuals
- Input on the research topics and strategy





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