



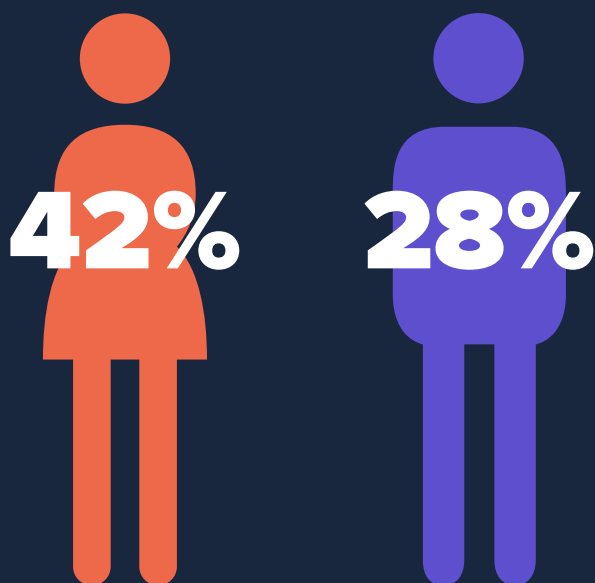
ALPHA FEMALE REPORT

2022

Tracking the progress asset managers
are making towards gender parity in
investment roles

NOW IN ITS SEVENTH YEAR!

Turnover rate for female and male fund managers 2022



Average turnover rate of female and male fund managers at each fund management group in the past 10 years. The percentages were calculated from the number of managers added to funds in the last 10 years, the number who stopped running the funds and the number now active.

17,554

active managers in the Citywire Fund Manager Database



2,108

are female: 12% (2021: 11.8%)



15,377

are male: 87.6% (2021: 87.5%)

There are 27,544 actively managed funds in Citywire's database (€17tn)

4,946

funds (18%) are run by a woman, a team of women or a mixed team of women and men (€3.7tn)

1,508

funds (5.5%) are run by a woman (€590bn)

143

funds (0.5%) are run by a female-only team (€79bn)

3,295

funds (12%) are run by a mixed team (€3tn)

25,821

funds (93.7%) are run by a man, a team of men or a mixed team of women and men (€16tn)

12,659

funds (46%) are run by a man (€5.4tn)

9,867

funds (35.8%) are run by a male-only team (€7.8tn)

72

funds (0.3%) are managed by a person of unknown gender (€4bn)

Fund size figures are from Morningstar (as of June 2022)

For more information on the data behind the *Alpha Female Report*, please contact Dr Nisha Long or Angus Foote. See contacts on p14.

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Progress towards gender parity stalls

Glimmer of light now looks like false dawn

KEY FINDINGS

- **Move towards gender parity grinds to a halt.**
- **Proportion of female managers has increased by just 1.7 percentage points since 2016.**
- **Men dominate launches – just 10% of new funds are assigned to female managers.**
- **Assets run by top-rated women decline as niche sectors suffer.**
- **Mixed-gender teams still produce good returns at lower risk.**
- **Teams in general have the best risk/return profiles over three and five years.**
- **Biggest US investors step up drive to break down barriers.**

There has been almost no overall progress towards gender parity in fund management over the past 12 months, Citywire's *Alpha Female Report 2022* has found.

Past editions of the *Alpha Female Report* showed a slow but steady change in the gender balance, and last year's report suggested there was a glimmer of light at the end of the tunnel. The 2022 report shows that glimmer has been all but snuffed out.

Over the past 12 months, the percentage of female managers in the Citywire Fund Manager Database has gone from 11.8% to 12%, an improvement so small as to be almost statistically irrelevant.

After an encouraging acceleration in the rate of change highlighted in the 2021 report, the negligible increase this year makes the bigger picture look much gloomier. Despite the initiatives taken by asset management firms on gender diversity, the overall percentage of female managers has only moved from 10.3% in 2016 – the first year the *Alpha Female Report* was published – to 12% in 2022.

The report draws on Citywire's database, which now tracks 17,554 portfolio managers worldwide.

What is going wrong?

Dr Nisha Long, head of ESG and cross-border investment research at Citywire, has been involved in the report since its inception.

'Progress towards gender parity in portfolio management looks to have come to a grinding halt,' she says.

'You could legitimately question whether there has been any real change given the tiny incremental percentage changes we are now looking at.

'It is worth emphasising that we have now seen the number of female fund managers increase by just 1.7 percentage points over the seven years of our study – an appallingly slow rate of change.'

Since the first study was published, many companies have pursued policies designed to move them towards a 50:50 gender balance in their intake.

'There should be a pipeline,' Dr Long says. 'We have had enough time for the intake to be feeding through by now. We should be asking what has happened to all those people.'



'Progress towards gender parity in portfolio management looks to have come to a grinding halt'

Dr Nisha Long

Niche effect hurts assets

Over the past year, the assets run by elite female managers – those given Citywire's top AAA rating – have declined.

This is partly because women are typically given portfolios in niche or themed sectors rather than in mainstream categories. These smaller sectors are often more affected by market swings and have suffered in performance terms in recent months, losing assets as a result.

In Citywire's Equity – China sector, for example, 32% of managers are women.

'We know China has had a tough year. In turn, so have the female managers,' Dr Long says. 'The same goes for

biotech, Asia Pacific, emerging markets, consumer discretionary – these are the sectors where women have their highest representation.

‘They have low representation in global value and global blend equities, which are the sectors that have done well over the past year and are much larger.’

Men dominate new launches

The report reveals another factor that has negatively impacted the progress towards gender parity: not enough new launches are being assigned to female managers.

Citywire’s statistics show that of 562 new fund launches in the past 12 months, where a manager was assigned to a new fund, just 10% were given to women.

‘New launches are likely to be in popular asset classes and have a firm’s marketing muscle behind them, so this would work against efforts to improve the gender balance,’ Dr Long says.

‘I cannot understand why, of all the global fund launches last year, only 10% were handed to women, either as part of a team or on their own. If there is a talent pipeline coming through, there is no justification for this. Seven years’ worth of female talent should have progressed through by now.’

There are some bright spots on a sector level, though, with a handful of asset classes where women run more money than men. Perhaps the most noteworthy of these is the Equity US – Large Value sector, in which women run an average of just over \$2.3bn (£1.99bn), versus an average of \$1.5bn for the men.

US heavyweights still pushing for change

Big US investors have been turning up the heat on fund groups over the diversity of their portfolio manager lineups, as we reported last year. This process is not moving as fast as many would like, but the asset figures in the

Equity US – Large Value sector may be the first evidence their approach is working (see page 8).

For those major investors, one motivating factor is diversity of thought. There is a view among many professional fund selectors that diverse teams generally produce better investment results. With regard to mixed-gender teams, there is strong evidence to back that up (see page 9).

We noted last year that these mixed teams had increased in number significantly. In 2016, just 6.7% of the Citywire Fund Manager Database comprised mixed teams. By 2021, that had nearly doubled to 11.8%. However, that growth also appears to have stalled. In 2022, the number has hardly moved: at 12%, it mirrors the wider picture for female managers.

Even the leaders are bogged down

The overall picture now looks far from encouraging. Even the asset management groups leading the way – the winners of diversity awards and those with credible programmes to promote diversity – are more or less at the same level as last year.

Abrdn is again the top-ranked group of more than 100 fund managers for having the greatest proportion of female managers. The company has been running a gender action plan for the past five years and has a returnship programme that is seen as working well. But while 24% of its portfolio manager lineup is female – twice the industry average – that figure is unchanged from the 2021 report.

Spain’s CaixaBank Asset Management was a standout story last year, leading the firms that employ 20-50 managers: 48% were women. Following a merger, the group has moved up a bracket, so it now features in the 50-100 manager table. Although it tops that category, its percentage of female managers has dropped to 39%.

Which firms employ the most female fund managers?

Top firm with 100 managers or more:	
Abrdn	24%
Top firm with 50-100 managers:	
CaixaBank Asset Management	39%
Top firm with 20-50 managers:	
Capital Invest	38%

[DOWNLOAD THE FULL TABLES HERE](#)

Source: **CITYWIRE**
AMPLIFY

Capital Invest now has the best numbers among groups with 20-50 managers: 38% of its lineup is female.

Talent pipeline choked off

Dr Long says that although asset managers have achieved a better gender balance at the intake level, most firms are failing to promote female investment talent through their organisations.

‘There is no excuse for not giving the next generation of female analysts funds to manage, whether that is within a team structure or trusting them to manage a fund on their own,’ she says.

‘When I started working on the *Alpha Female Report*, the onus was on creating a pipeline of female talent. Huge steps were being taken to have gender parity at entry level, and this has largely happened. The figures suggest that the pipeline is somehow being choked off. This talent doesn’t seem to make it past analyst positions.’

Positive signs on turnover

Retaining female staff has been a challenge for firms trying to improve their gender balance. A significantly higher turnover among female fund managers compared with men has been a feature of previous reports. The good news is that over the past 12 months the overall turnover figures have improved.

However, the numbers have improved more for men than for women.

Last year there was an expectation that a post-pandemic move to more flexible working may benefit women in investment roles. This year's numbers show no sign of this.

Spain, Italy and HK set the pace; Germany trails

On a country level, the same territories lead the way. There has been a reshuffling of the pack, with some posting small improvements and some slipping

slightly, but last year's leaders – Taiwan, Hong Kong, Italy and Spain – again make up the top four and are the only territories with more than 20% female managers.

Spain has bucked the trend in terms of assets run by women – the total assets run exclusively by female managers is £44.6bn (€51.9bn; \$51.5bn) versus £40.4bn for men.

In the listing of countries by their overall percentage of female managers, the UK comes in at the industry average of 12%, with the US just behind on 11%. Germany continues to languish at a dismal 6%.

The firms where female fund managers stay longest

Top firm with 100 managers or more:
Neuberger Berman 5.6 years

Top firm with 50-100 managers:
Mackenzie Investments 7.3 years

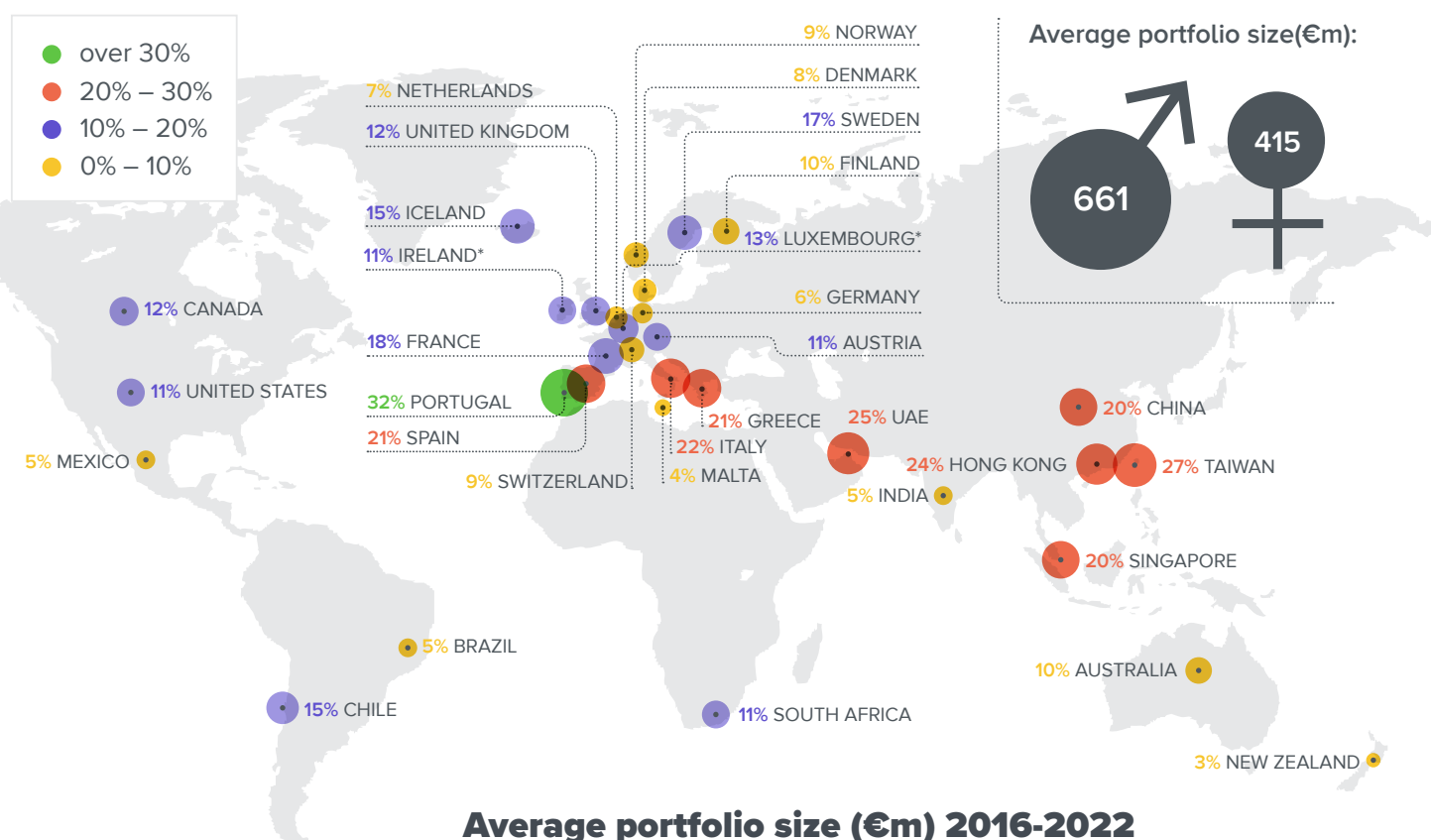
Top firm with 20-50 managers:
Brandes Investment Partners 10 years

[DOWNLOAD THE FULL TABLES HERE](#)

Source: **CITYWIRE**
AMPLIFY

Figures show average tenure for female fund managers

Women are still lagging behind in investment roles globally



The map shows the percentage of female fund managers running funds domiciled in each country.

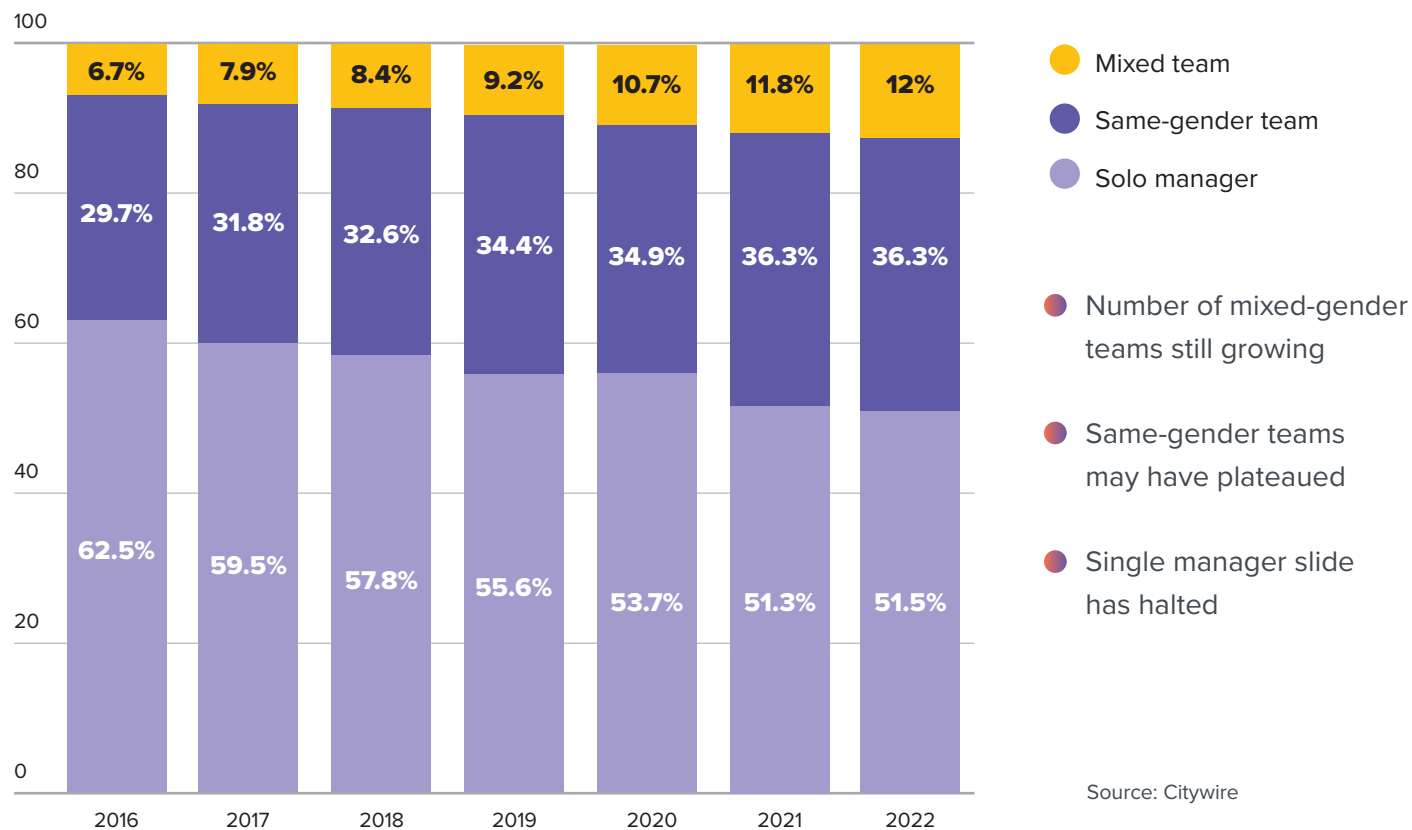
*Luxembourg and Ireland are centres for funds sold internationally.

Source: Citywire

Average portfolio size (€m) 2016-2022

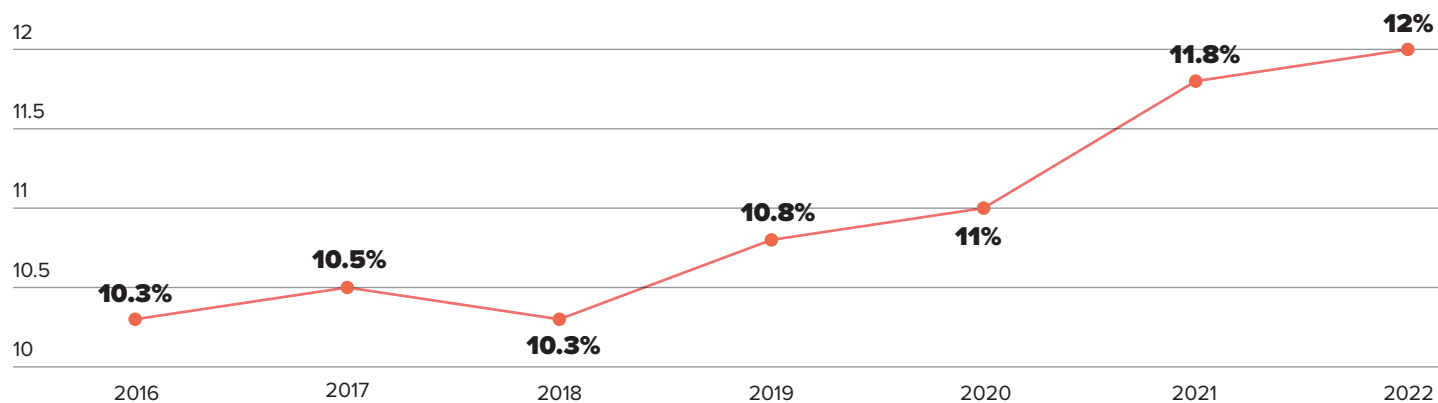
	Men	Women
2022	611 ▼	415 ▼
2021	664 ▲	475 ▲
2020	565 ▲	407 ▲
2019	515 ▼	333 ▼
2018	651 ▲	556 ▲
2017	558 ▲	344 ▲
2016	506 ▲	254 ▲

Manager composition of the Citywire Fund Manager Database over the past seven years



A slow climb – and getting slower

Percentage of women fund managers for each year since the *Alpha Female Report* was launched, according to Citywire's database.



Gatekeepers use diversity data to drive change

Some of the world's biggest wealth management firms are using Citywire's Alpha Female data to ensure a diverse mix of portfolio managers make it onto their recommendation lists – but they warn the journey to gender parity will take time

Progress on gender diversity may have slowed but pressure from the world's biggest private banks and wealth managers is ramping up. In last year's *Alpha Female Report* we outlined a new pledge that major US fund selectors were signing up to – an asset management version of the NFL's 'Rooney Rule' which commits these giant professional investors to ensure diverse fund managers are considered for every recommendation list.

JP Morgan Private Bank was among the first to sign up, and Aubre Clemens (pictured above), executive director manager solutions, warned us last year that industry-wide progress on diversity would be slow.

Looking at this year's figures, she says: 'It is disappointing to see the numbers haven't budged, but I'm not surprised. It's early innings, this is not going to be an overnight change. Today, as an industry, we've acknowledged the weakness, that we haven't invested the way we should have. Now we're figuring out what we do to make change.'

Data will play a key role in driving that change, Clemens believes.

'There's a lot of work that has been done on the data side to build an awareness of where the industry is today. That gives us the baseline – if you don't have that baseline it's very difficult to measure progress. It takes time, not just in focusing on diverse managers but we also need to see more work being done in building diversity in the investment teams, in the research teams.'

The pledge to improve diversity, equity and inclusion was drawn up York Lo, head of alternative products and LLCs at John Hancock Investment Management. Firms that sign up also get access to Citywire's Alpha Female Fund Manager Database, which allows them to identify female portfolio managers. The fund analyst team at JP Morgan is already using this data in its searches.



Aaron Hanson is vice president in global manager research at RBC Wealth Management, another signatory to the pledge.

'Even as some asset managers are making an effort, it will take time before we see real progress,' he says.

'I'm not sure team diversity has been a concern for most investors, until perhaps recently. Until it becomes a more important issue for investors and clients, it might take longer to make meaningful change.'

However, global banks are seeing a change in attitude from their clients, as Clemens explains.

'What are clients asking for? Similar to our own journey, they are starting to ask questions around diversity and they want to be comfortable with what's in their portfolios,' she says.

Hanson (pictured below) thinks manager research teams have a big role to play.

'As we are going through our due diligence efforts quarter-over-quarter and year-over-year, we need to continue asking managers about their approach and implementation of diversity practices.

Are managers doing what they say they are going to do? If they aren't showing any signs of improving diversity, what are the reasons for that?'

The actual pace of change

How long, then, before we see the numbers move?

'Five-plus years,' says Clemens.

'That's why we have been broadening our definition to include what does the investment team look like? What does the research analyst team look like?'

Hanson says the climb to the top jobs can be slow.

'There may be more opportunity to hire for diversity at the early-career job levels,' he says.

'If that is accurate, it will likely take years for those individuals to reach senior levels within the organisation – for example, a senior investment professional or portfolio manager.'

Despite the slowdown in progress, Clemens is positive.

'What I'm excited about is the interest from clients who have been asking about this. Now it's every client,' she says.

'We're being more proactive, the data piece is coming along, and along with our peers we're standardising the kind of questions we ask. So it's just the way we do business these days.'

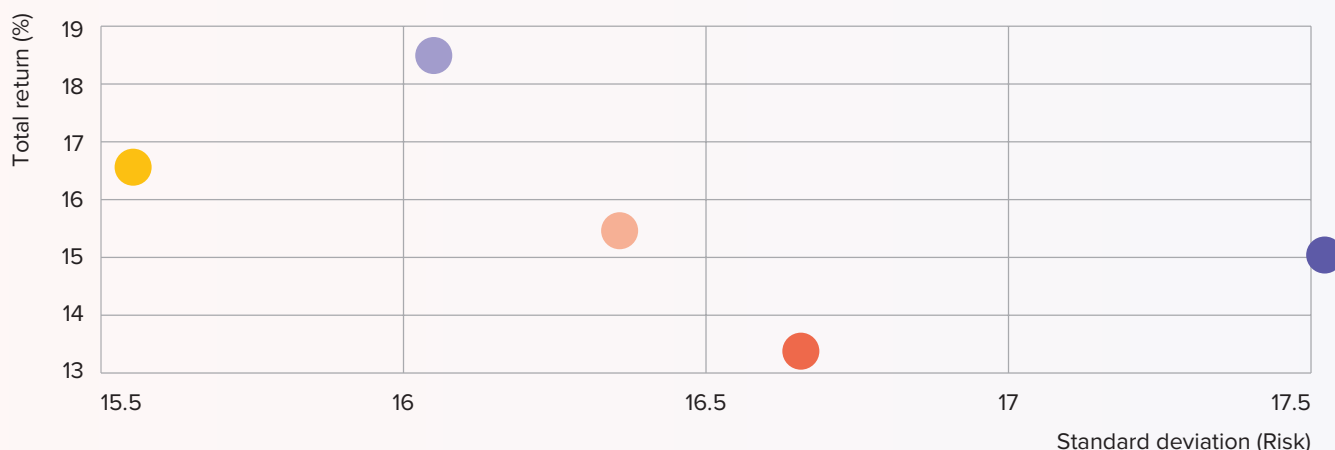


Teams work best for risk/return: The evidence

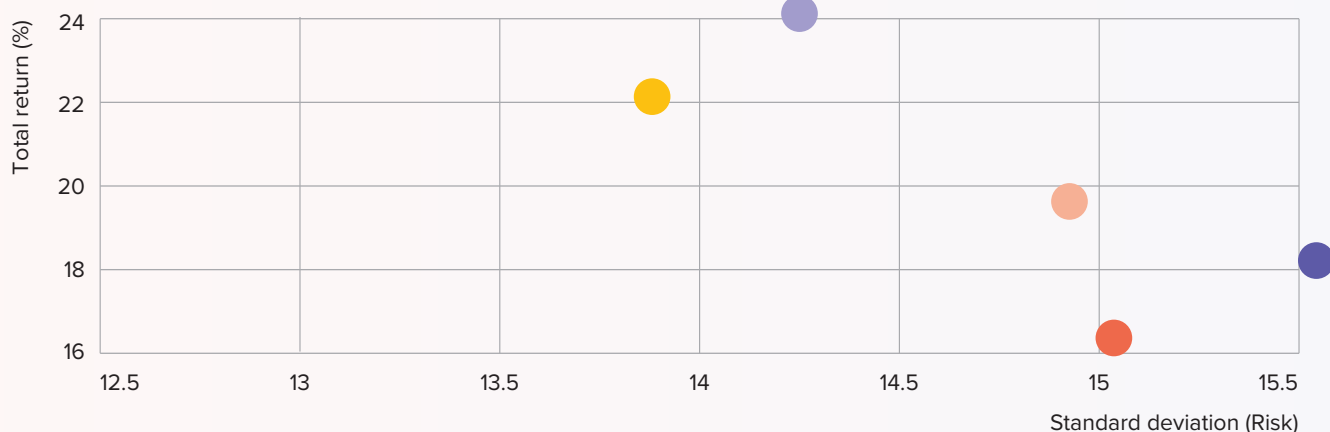
Risk/return profiles for all managers active in the database for the different composition of teams (three years versus five years)

Female-only team Solo managed female Male-only team Solo managed male Mixed team

OVERALL (3 years)



OVERALL (5 years)



Over the past three years, if we look at how much total return was generated per unit of risk, the mixed teams performed better than funds managed by just one manager. For every unit of risk a mixed team took, 1.07% in returns was generated, which compares with solo male managers' return of 0.86% and solo female managers' return of 0.8%.

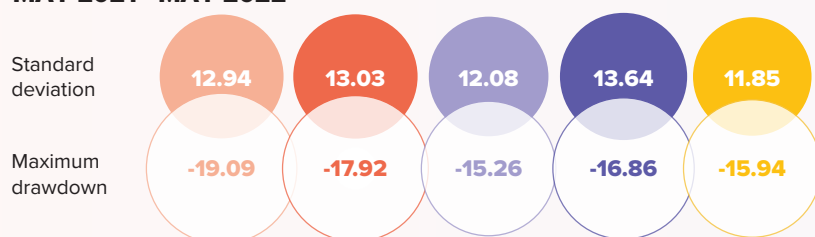
Looking over five years, teams also came out on top. For every unit of risk a mixed team took, 1.59% in returns was generated, which compares with solo male managers' return of 1.16% and solo female managers' return of 1.07%.

Over the three- and five-year periods analysed, teams returned more money than the other management structures, showing teams work best.

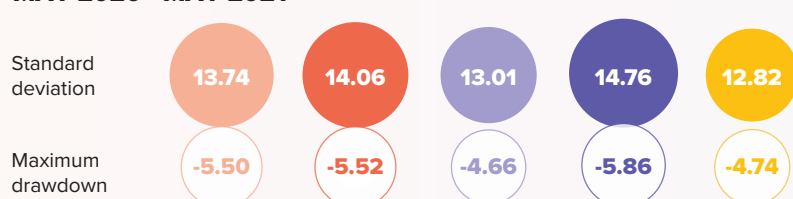
Standard deviation and maximum drawdown comparison

Female-only team Solo managed female Male-only team Solo managed male Mixed team

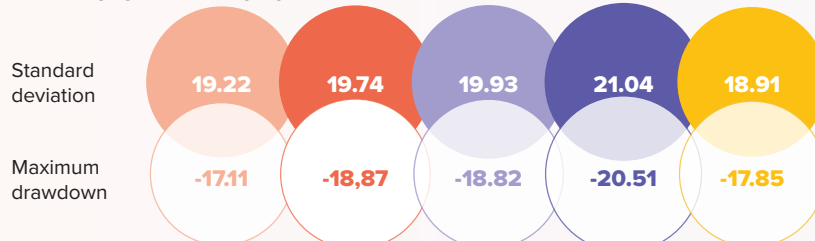
MAY 2021 - MAY 2022



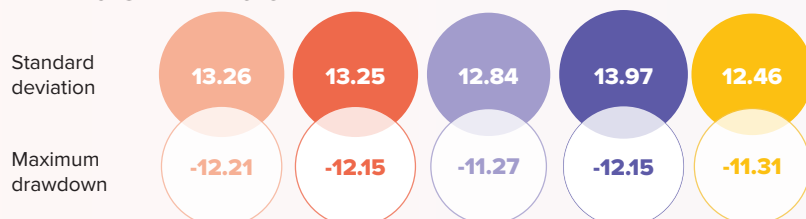
MAY 2020 - MAY 2021



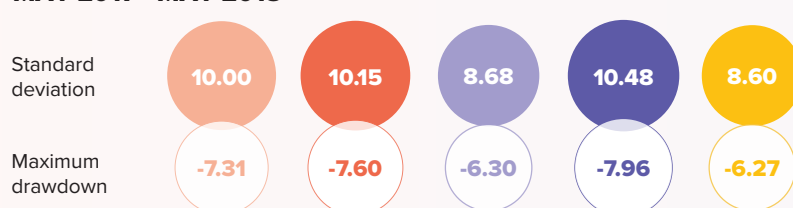
MAY 2019 - MAY 2020



MAY 2018 - MAY 2019



MAY 2017 - MAY 2018



The attractiveness of mixed-gender teams in performance terms is further illustrated by analysing standard deviation and maximum drawdown for the different management structures over the past five years, broken down into one-year rolling periods.

Over one year to May 2021, following the Covid-19-induced market crash, mixed teams took the least risk to achieve their return and had the second-lowest drawdowns of all management structures.

The figures for one year to May 2020 include the stock market crash that began on 20 February 2020 and ended on 7 April 2020. Here again, mixed teams took the least risk and, with the exception of female-only teams, had the lowest drawdowns.

Between May 2021 and May 2022, mixed teams still took the least risk as measured by standard deviation, and drawdowns were the second lowest of all management structures.

The volatility in funds managed by female-only teams is because female-only teams typically manage funds in niche sectors – single-country emerging market equities and technology and consumer discretionary – and these bore the brunt of the market turmoil over the one-year period.

The most consistently outperforming female fund managers revealed

The list shows the top 30 female fund managers in Citywire's database based on their ratings consistency over the past five years.

Source: Citywire

Fund manager	Total points*	Eligibility in past 5 years	% rated since eligible	Group (Manager may work at additional/alternative group as well)
Hui Zhong Xiao	349	100%	100%	Allianz Global Investors
Aisa Ogoshi	343	100%	100%	J.P. Morgan Asset Management
Victoria Harling	331	100%	100%	Ninety One
Nicole Kornitzer	324	98%	98%	Buffalo Mutual Funds
Paola Binns	323	100%	100%	Royal London Asset Management
Joanna Kwok	317	100%	100%	J.P. Morgan Asset Management
Eva Fornadi	311	100%	97%	Comgest
Sharon Bentley-Hamlyn	310	100%	100%	Aubrey Capital
Angelica Hanson	306	100%	100%	AMF Fonder
Valerie Schueler	298	100%	98%	DWS
Taeko Setaishi	288	98%	95%	Atlantis Investment Management
Mary Lisanti	280	100%	98%	AH Lisanti Capital Growth LLC
Jackie Wagner	279	85%	82%	American Century Investment Management
Victoria Stevens	279	82%	82%	Liontrust
Henrietta Pacquement	272	100%	98%	Wells Fargo
Chantana Ward	264	100%	97%	Comgest
Alix Stewart	263	100%	100%	Schroders
Miyako Urabe	263	100%	95%	J.P. Morgan Asset Management
Veronica Yu	261	100%	100%	Swedbank
Edna Regina Marcelino	260	100%	95%	E2M Investimentos
Jian Shi Cortesi	255	100%	98%	GAM
Natalie N. Trevithick	255	100%	97%	Payden & Rygel
Katherine Renfrew	255	95%	93%	Nuveen Fund Advisors Inc, TIAA-CREF
Elaine Morgan	254	100%	92%	Aegon Asset Management
Eileen Riley	254	100%	97%	IA Clarington Investments, Natixis Investment Managers, Nordea
Julianne Bass	252	100%	98%	USAA Asset Management Company
Ayumi Kobayashi	249	100%	95%	Schroders
Amy Zhang	244	88%	78%	Alger
Yannan Chenye	241	95%	83%	Harvest Fund Management
Nathalie Becuwe	240	100%	90%	Dubly Douilhet Gestion SA

* The individual fund manager's monthly ratings are converted to points (AAA = 6, AA = 5, A = 4, + = 3) and these are added up over the five years.

Please note, Citywire data covers 296 sectors and more than 17,500 fund managers. We do not cover every sector, and managers of purely institutional funds or who only run segregated mandates are not included in the group tables analysis showing percentages of women fund managers.

A detailed assessment of Citywire's methodologies can be found in this report from independent actuaries AKG: bit.ly/cw-akg

Which countries lead the way in employing female fund managers?

This table shows the percentage of female managers running funds in each country, based on fund domicile, and the percentages of funds run by all-female teams, all-male teams and mixed-gender teams. The list is limited to countries where there are 100 or more managers running funds.

Solo women, solo men and teams: Breakdown by country

Domicile	Number of managers running funds in domicile	Female managers in domicile	Funds run by solo female managers/ all-female team	Funds run by mixed teams	Funds run by solo male managers/ all-male team
Taiwan	319	27%	26%	3%	59%
Hong Kong	147	24%	13%	30%	50%
Italy	207	22%	8%	18%	74%
Spain	384	21%	16%	16%	68%
Singapore	113	20%	18%	8%	74%
France	1339	18%	10%	16%	74%
Sweden	299	17%	11%	8%	81%
Belgium	113	13%	14%	9%	77%
Luxembourg	5016	13%	5%	13%	81%
United Kingdom	1607	12%	6%	11%	83%
Canada	759	12%	6%	14%	80%
Austria	185	11%	7%	5%	88%
Ireland	1928	11%	5%	14%	81%
South Africa	535	11%	5%	8%	86%
United States	4956	11%	2%	20%	78%
Finland	168	10%	2%	7%	91%
Australia	754	10%	5%	6%	89%
Norway	154	9%	2%	8%	89%
Switzerland	405	9%	5%	4%	91%
Denmark	235	8%	3%	3%	95%
Netherlands	149	7%	1%	13%	86%
Germany	638	6%	4%	3%	93%
India	320	5%	2%	5%	94%
Liechtenstein	113	5%	5%	1%	95%
Brazil	506	5%	4%	1%	95%

The sectors in which female fund managers are most prominent

This table shows the percentage of funds run by female fund managers in all Citywire investment sectors that contain more than 20 managers.

Sectors with 20 or more Citywire-tracked managers

Sector	Total managers in sector	% female managers
Equity - Thailand	24	50%
Equity - Asia Pacific Small & Medium Companies	39	33%
Equity - China	170	32%
Equity - Greater China	97	29%
Equity - ASEAN	21	29%
Equity - Biotechnology	43	26%
Property - European Physical	32	25%
Bonds - Global US Dollar Hedged	24	25%
Equity - Taiwan	77	25%
Bonds - Asia Pacific Local Currency	49	24%
Bonds - Emerging Markets Other	37	24%
Equity US - Miscellaneous Region	22	23%
Equity US - China Region	40	23%
Equity - Emerging Markets Asia	45	22%
Bonds - Euro Medium Term	64	22%
Equity - Pharmaceuticals & Health Care	166	22%
Bonds - Euro Short Term	240	22%
Equity US - Health	51	22%
Equity - Russia	28	21%
Bonds - Eurozone Short Term	28	21%
Bonds - Asia Pacific Hard Currency	89	21%
Equity - Consumer Discretionary	38	21%
Equity - Asia Pacific Including Japan	106	21%
Mixed Assets - Conservative SEK	25	20%
Equity - Spain	40	20%
Equity - Consumer Staples	35	20%
Mixed Assets - Aggressive SEK	26	19%
Equity - Asia Pacific Excluding Japan	290	19%
Equity - Latin America	58	19%
Equity - Emerging Markets Europe	74	19%
Bonds - Swedish Krona	75	19%

Source: Citywire

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Citywire launched its Fund Manager Ratings more than 20 years ago and is the only firm to exclusively rate managers, not funds. We do this because we strongly believe the track record of the fund manager is a very important consideration when selecting an actively managed fund. Citywire currently tracks more than 17,500 fund managers across 296 investment sectors in 87 countries.



About Citywire

Citywire helps professional mutual fund buyers and investors around the world to **Make Better Investments™**.

We have been doing this since 1999 for select groups of professional investors across Europe, Asia, the US and Latin America.

Around the world we maintain more than **40** websites and host around **3,500** delegates at **80** events every year. Citywire is based in London, which is home to most of our **310** staff. We also have offices in New York, Paris, Singapore, Milan, Munich, Sydney and Brighton.

Citywire has been analysing the careers of individual fund managers for more than 20 years. We believe the people running funds are vitally important and that fund selectors need to know how these people have performed over multiple time periods, across different firms and when running different funds over the course of their careers. We now track more than **17,500** individual fund managers running funds in **87** countries.

Citywire publishes unique Fund Manager Ratings, which are supported by a sophisticated methodology approved by AKG, an independent actuary. A full report on the methodology and the approval of the ratings can be found at bit.ly/cw-akg. For a more comprehensive breakdown of how Citywire's ratings work, please visit Citywire at bit.ly/cwratings.

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