

Women Hold Just One in Five Hedge Fund Jobs

Women account for 19.3% of hedge fund employees, up slightly from 18.6% in 2017

Preqin's latest analysis of female representation at hedge funds* finds that women represent just one in five employees in the industry. At senior levels this is even lower: women account for just 11% of senior hedge fund staff, compared to 29% of junior employees. Asia is at the forefront of female representation, having the highest proportion of female employees at every level of seniority, but even here women fill just 21% of roles overall. Within hedge fund firms, women are far more likely to be in investor relations teams (where they account for 48% of employees) than in portfolio management teams, where they represent just one in ten employees. In all role functions, female representation decreases among senior roles compared to junior ones.

For more information and analysis, see the full *Women in Hedge Funds 2019* factsheet here:

<http://docs.preqin.com/reports/Preqin-Women-in-Hedge-Funds-February-2019.pdf>

Amy Bensted, Head of Data Products:

“Although an increase of less than one percentage point cannot be described as radical change, it does represent an improvement in the number of women being employed in the industry over the past 18 months. Nonetheless, women still account for just one in five hedge fund employees, and other alternative asset classes are no better. What is particularly noticeable is that even in roles where women are best represented – client-facing investor relations roles – the proportion of roles that are held by women falls sharply at more senior levels, suggesting women are not progressing at the same rate as men. Ultimately, while it is encouraging to see some progress in recent months, there is still a long way to go for female representation in the industry.”

Key Facts on Women in Hedge Funds:

- **Women account for 19.3% of hedge fund employees**, up from 18.6% of employees they accounted for in November 2017.
- Twenty-nine percent of junior roles are held by women, as are 23% of mid-level roles, but **only 11% of senior employees are women**.
- At every level of seniority, **Asia-based firms have the highest rate of female representation**, with 21% of roles overall held by women. Europe-based firms have the lowest representation at almost all seniority levels, and just 18% of employees overall are women.
- **Women constitute 48% of investor relations teams, the highest proportion of any role function**. But this is weighted to junior staff, of which 62% are women, while just 32% of senior staff are women.
- Conversely, just one in 10 portfolio management employees are women. At senior levels, this falls to just 4%.
- Among major hedge fund hubs, **Hong Kong-based firms have by far the highest proportion of senior female employees** – 17.8%. The UK and US have the next highest proportions, at 11.5% and 11.3% respectively.
- The senior role most likely to be held by a woman is that of COO, 18% of which are women. **Women are least likely to be a CIO** – they constitute just 4% of employees with this job title.

*Findings based on analysis of more than 280,000 alternative assets professionals on Preqin's database, including over 63,000 hedge fund professionals.

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Preqin's data and analysis is frequently presented at industry conferences, and is used in the global financial press and academic journals & white papers. We are always happy to support journalists by providing reports, custom data and one-on-one interviews.

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