

2020 Club research on gender equality among the TOP200 companies in 2014

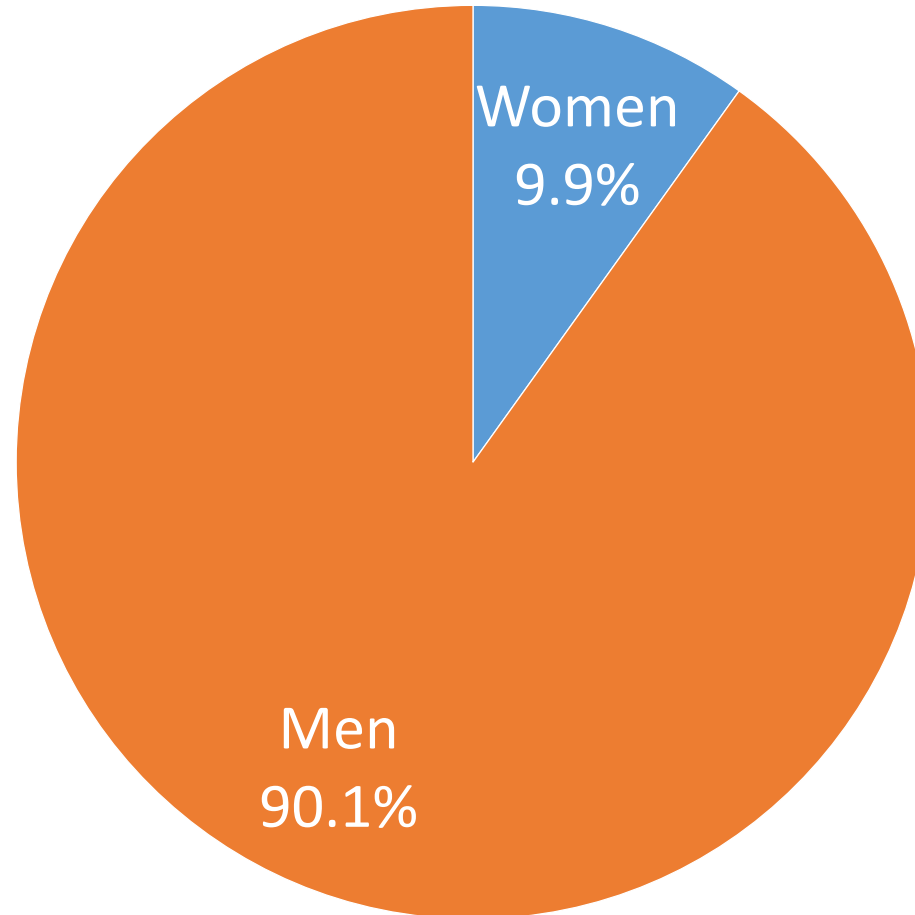


Presented by Dr. Beáta Nagy

Method

- Sample size: 72 companies of the top 200
- Duration: 4-21 November, 2014
- Method: questionnaire, direct e-mail to company managers

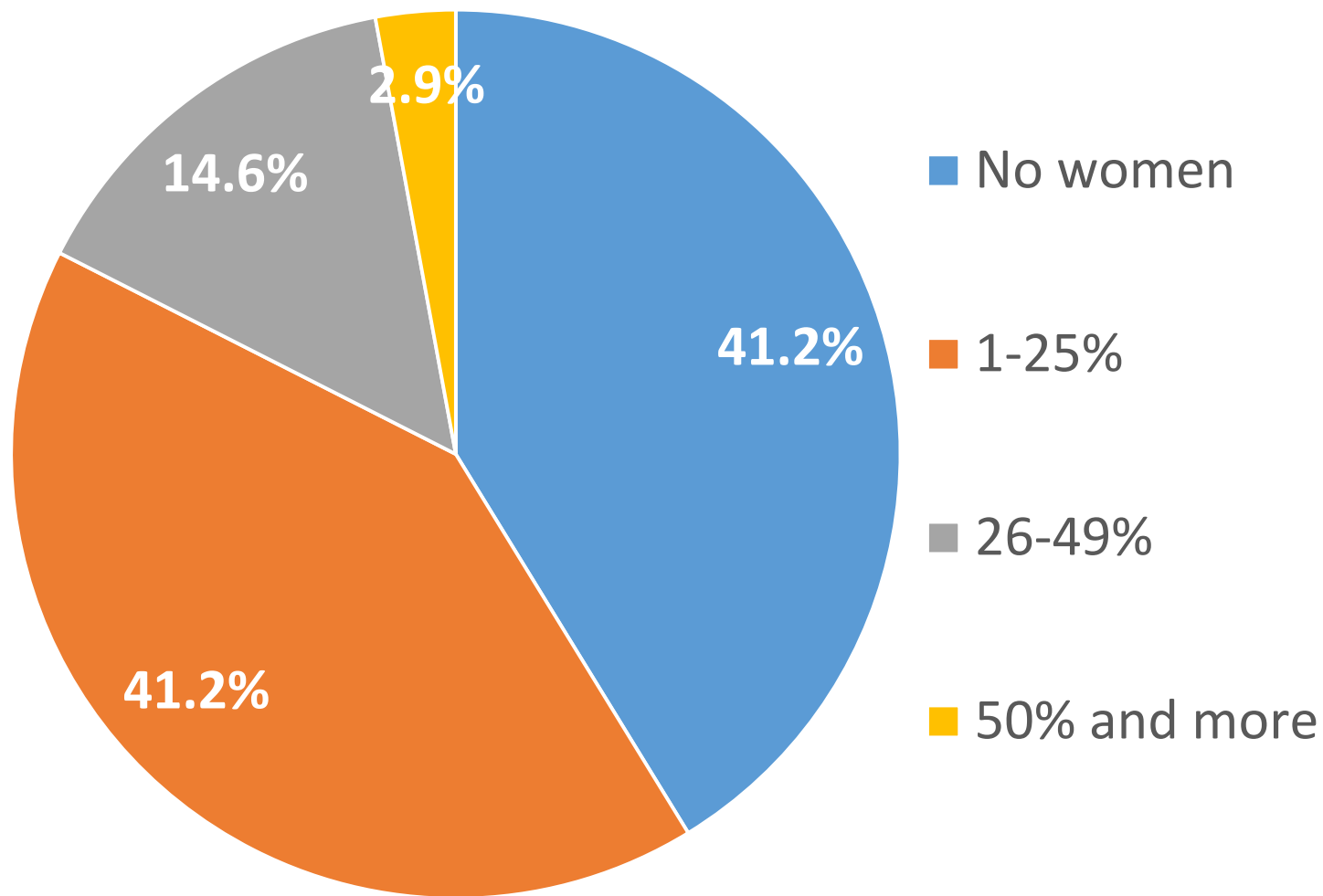
Female and male CEOs



We also collected data from the public data sources for all 200 companies'. Women's ratio in CEO positions among the Top200 companies is 9%.

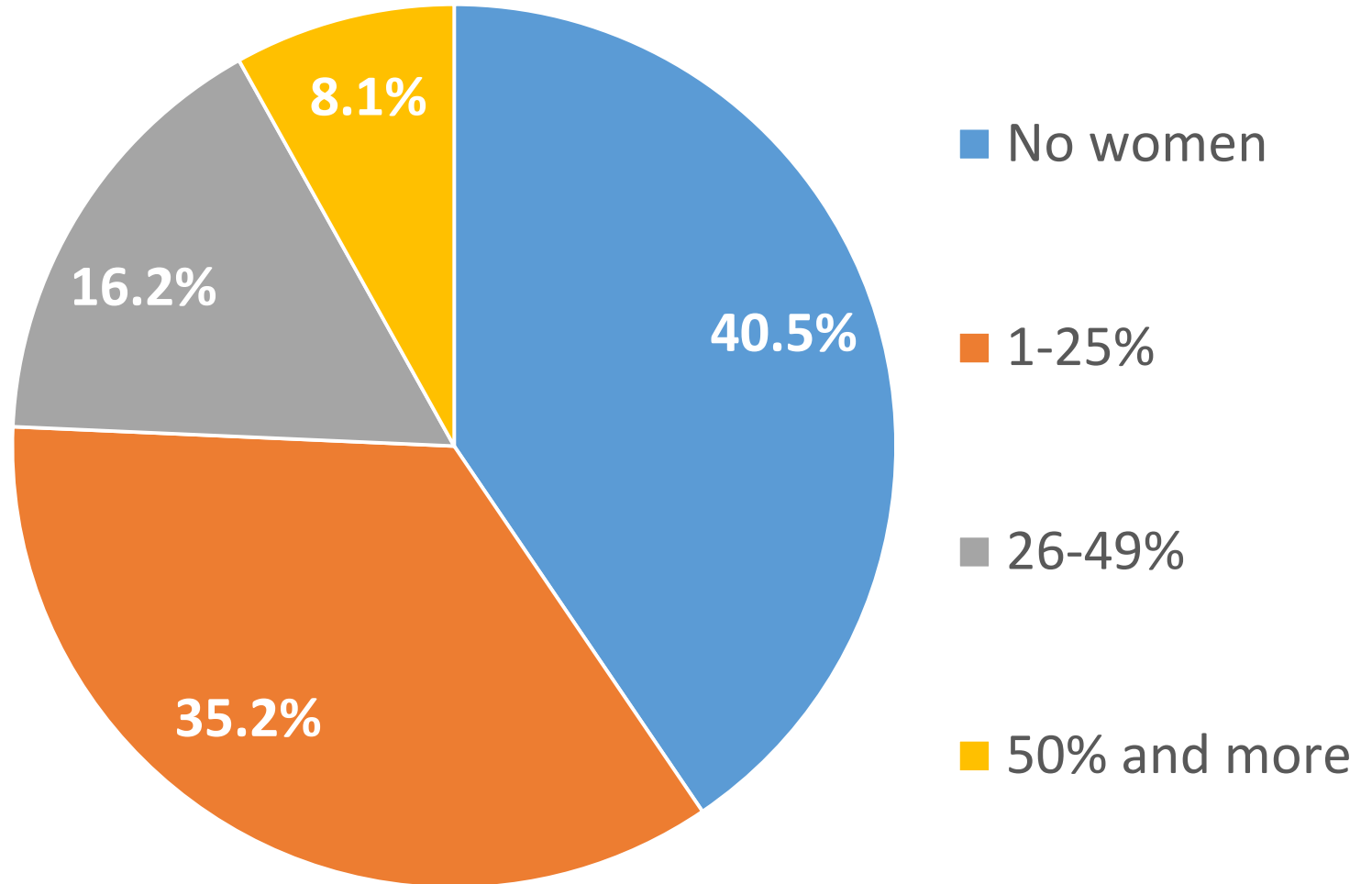
Women on board

- Average: 15%
- A significant proportion of companies (41%) has no women on board
- Another 41% has 1-25% women
- There are some companies (3%) with female majority on board



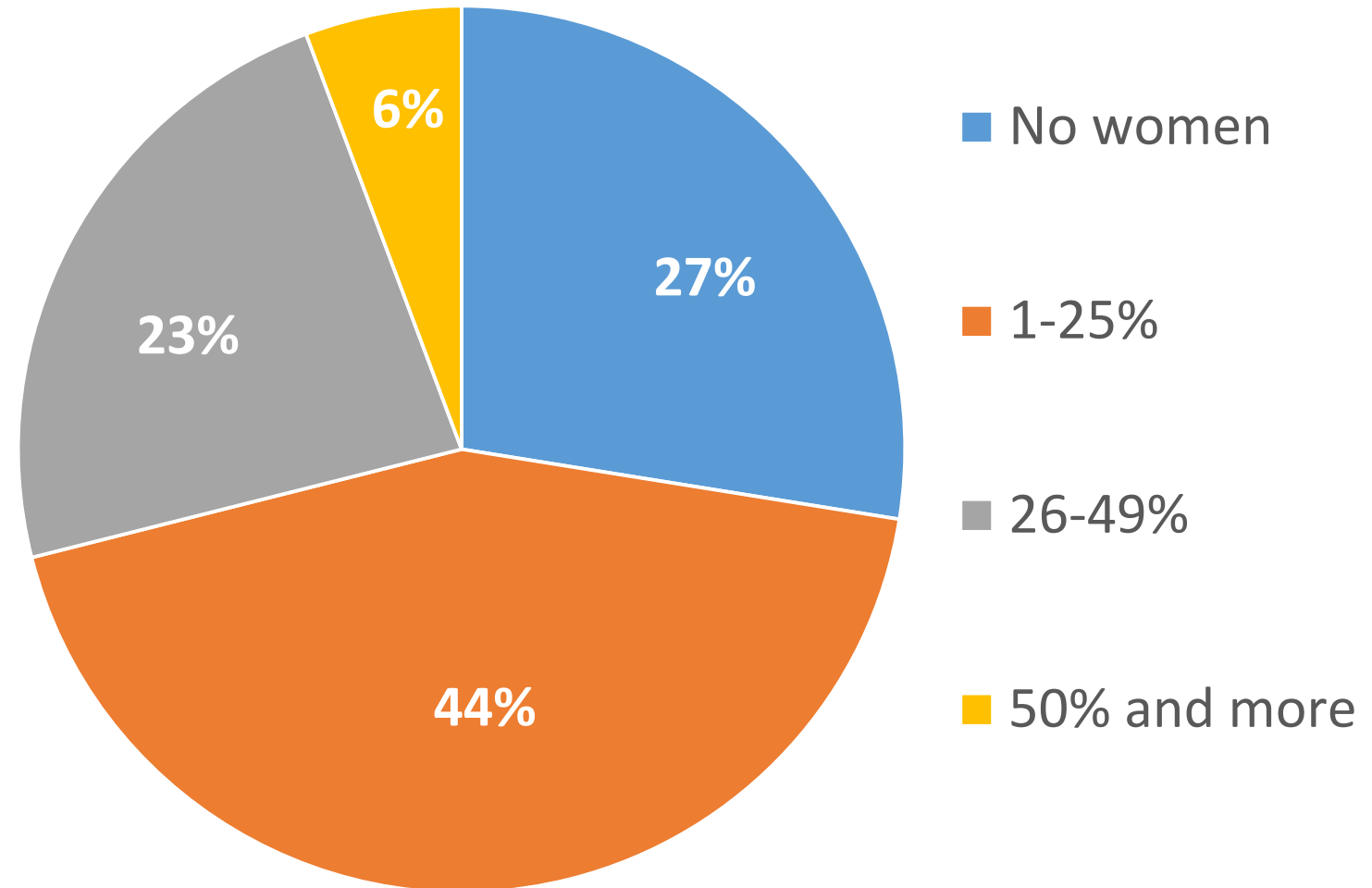
Women on supervisory board

- Average: 18%
- 41% has no women on supervisory board
- 35%: 1-25% female board members
- 8,1% with female majority



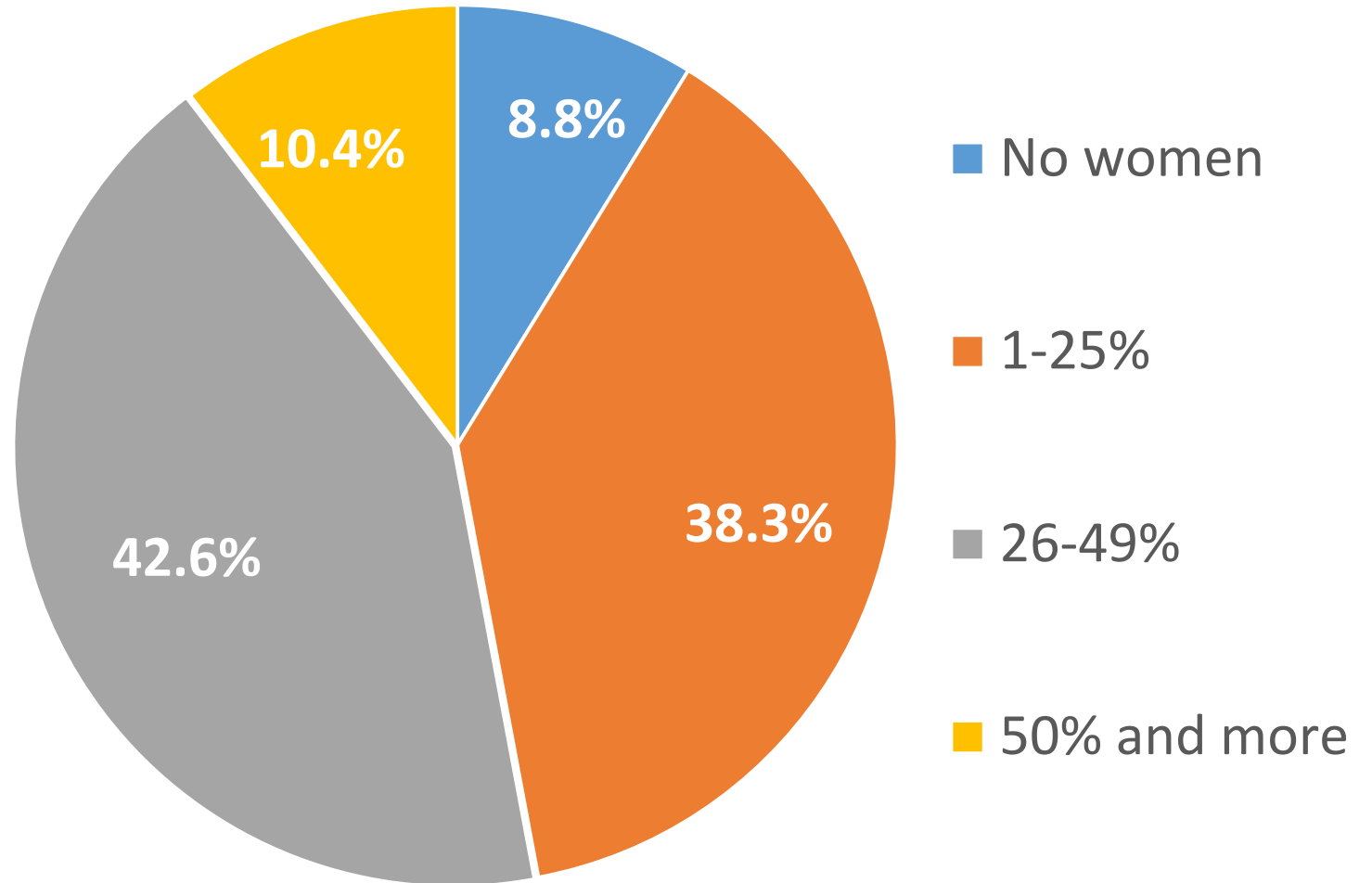
Women in top management

- Average: 17%
- 160 women, 662 men
- More than $\frac{1}{4}$ has no women in top management at all
- The vast majority has only 1-25% women
- 6% of companies have 50% or more women in top management



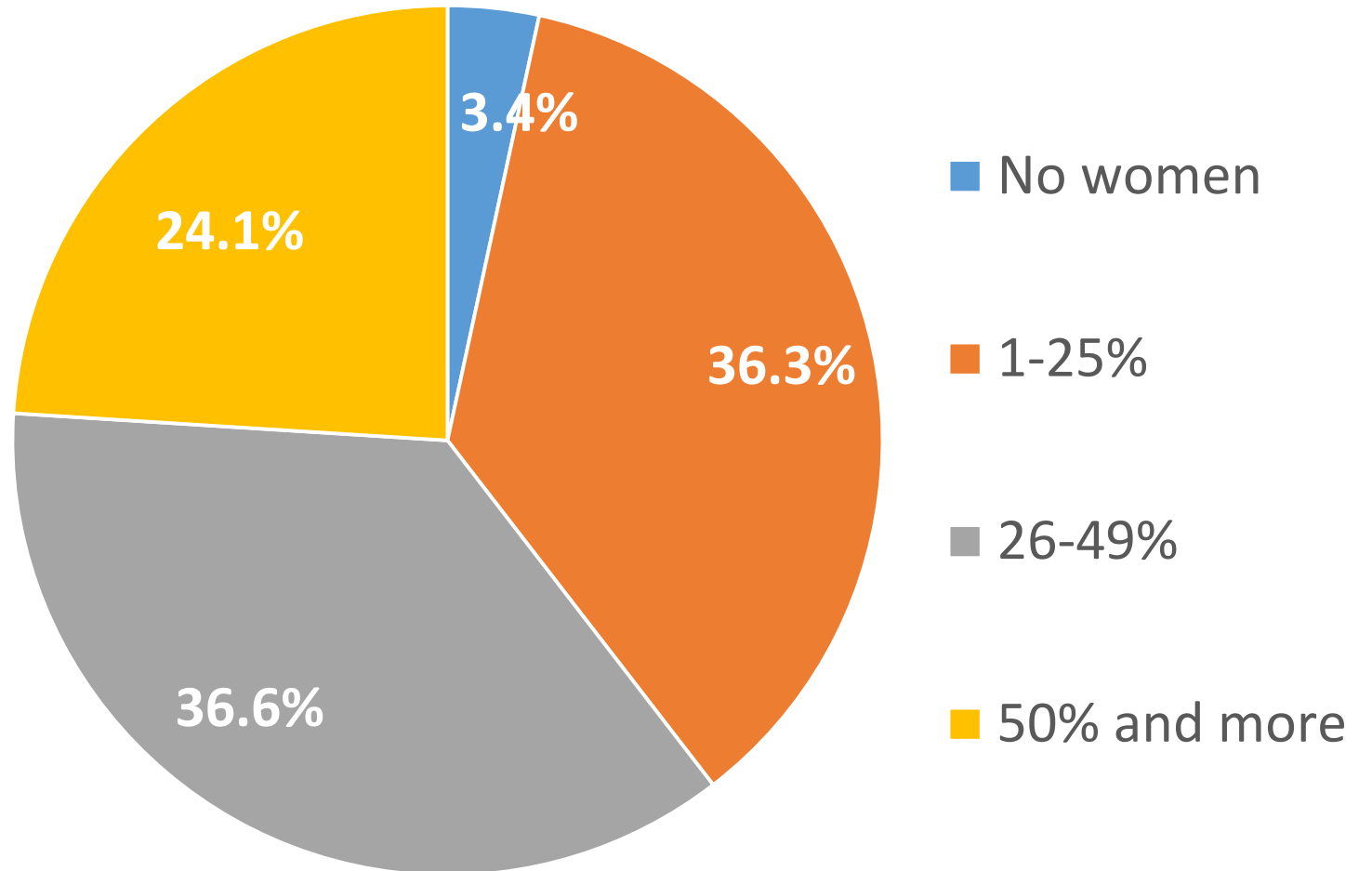
Women in middle management

- Average: 28%
- 870 women, 2083 men
- Considerable more women than at top level
- Even here many companies miss women leaders
- In 38% of companies women's representation is just 1-25%
- The majority of companies (42,6%) has more balanced gender ratio
- 10% has at least 50% or more women in middle level



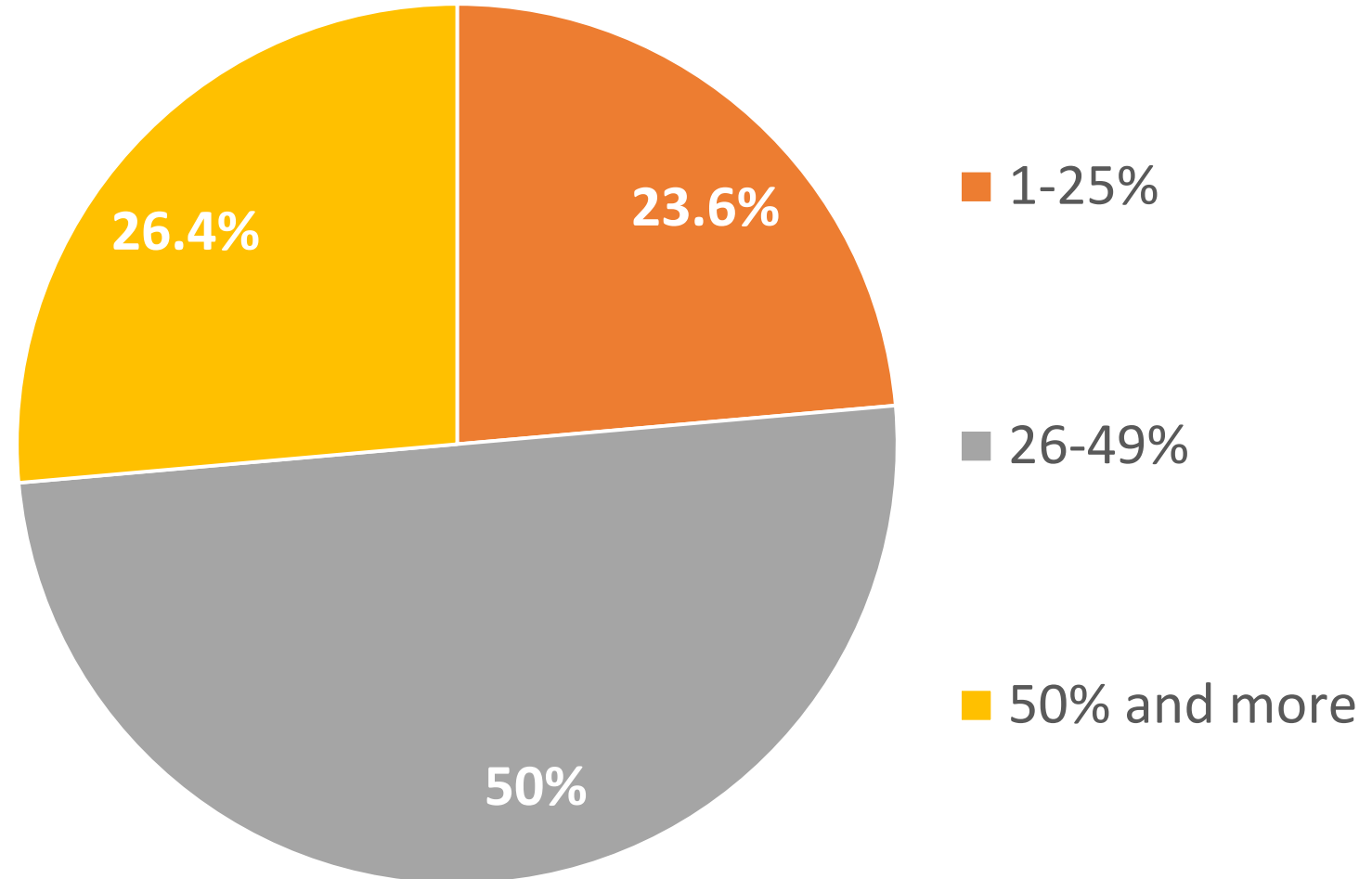
Women in entry level management

- Average: 38%
- 1338 women, 2932 men
- Female managers are concentrated at the lowest level of management
- 1/4 of companies has at least 50% female representation
- 1/3 of companies has 26-49% female representation



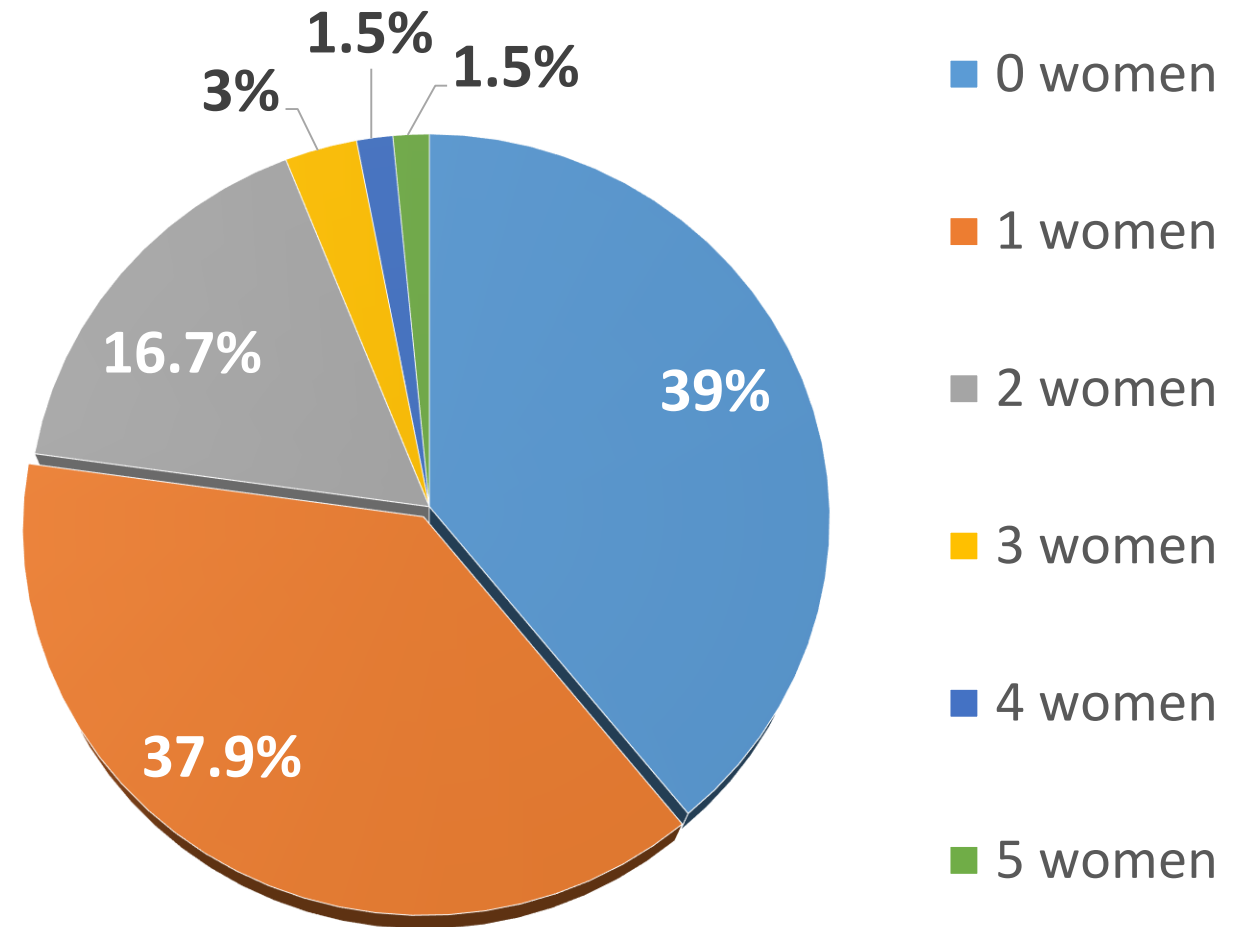
Women among employees

- Women are slightly underrepresented among employees (40%)
- This proportion is close to the entry level managerial proportion



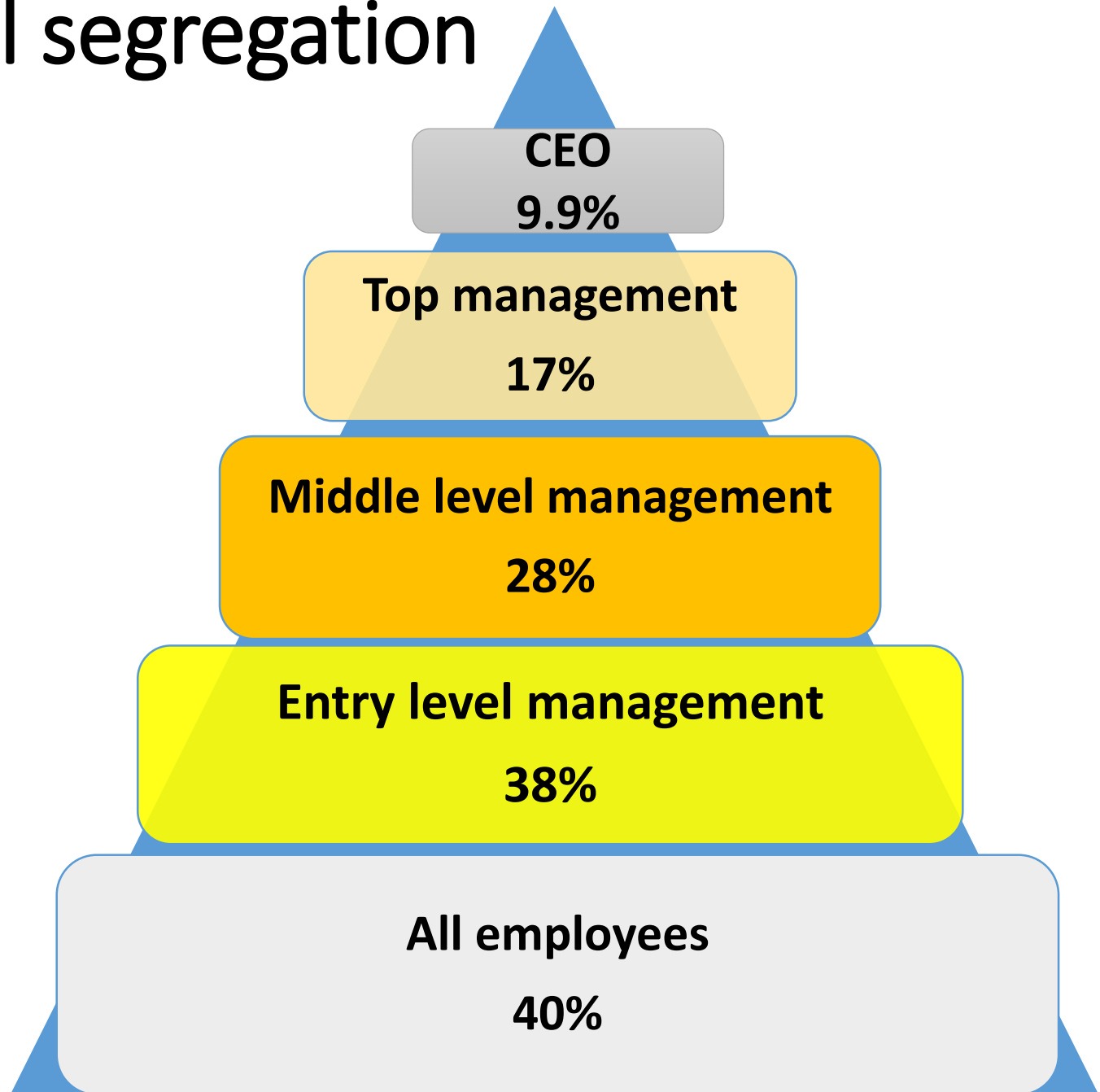
Women among the 5 best paid people

- Average: 18%
- 39% of companies has no women among the best paid people
- 38% has only 1 women
- 17% has 2 women
- In one case are only women among the best paid people



Vertical segregation

- Women disappear from the higher levels of hierarchy
- Glass ceiling or leaky pipeline?



Top management

160 women

662 men



Middle management

870 women

2083 men

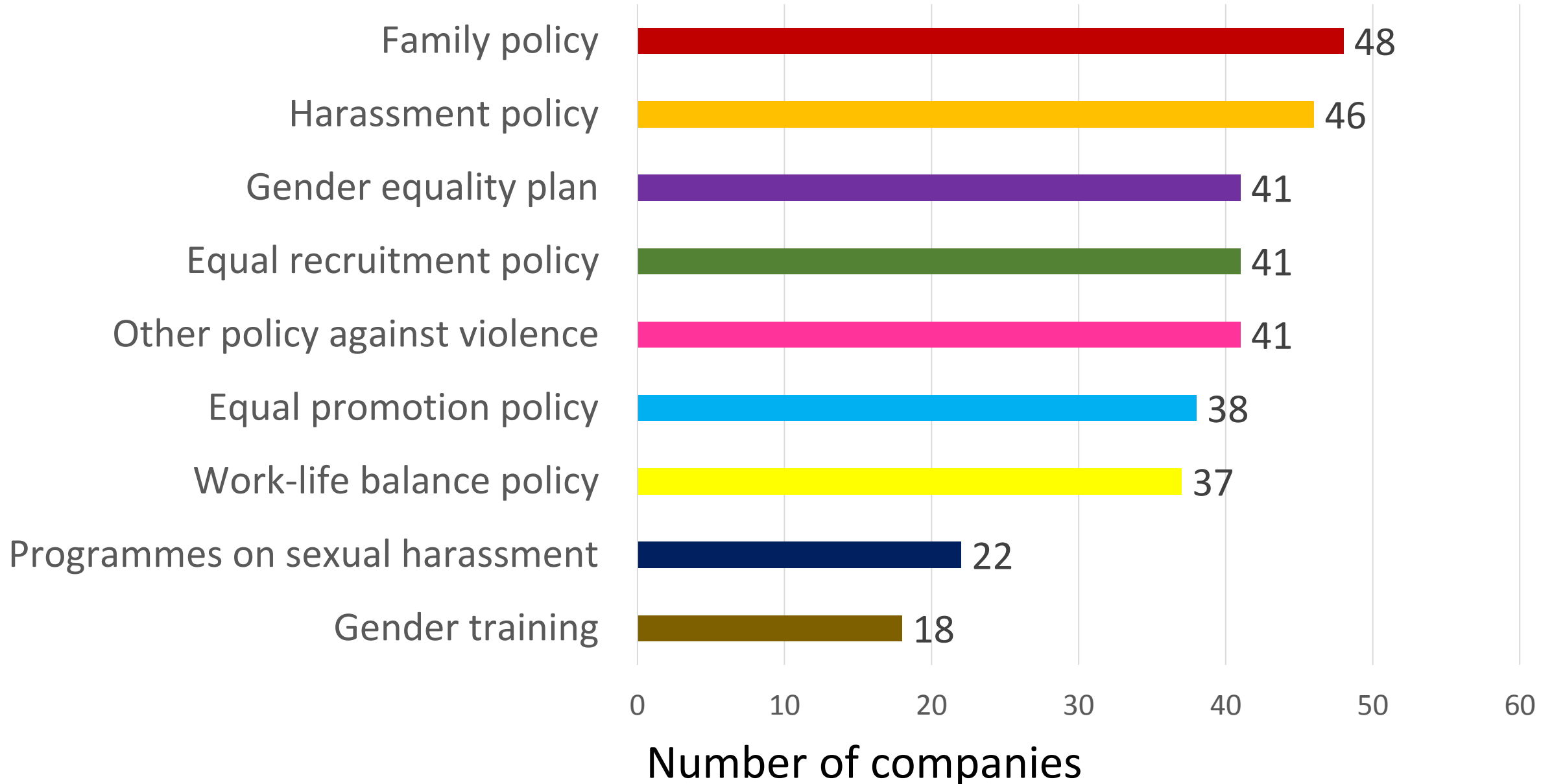


Entry level management

1338 women

2932 men

Company policies



Summary

- Women are suffering from the leaky pipeline
- Strong vertical segregation in the hierarchy and in the best paid positions
- Women are concentrated at the lowest level of management
- Many companies have far-reaching policies with a strong focus on family, however gender approach is emerging as well

