

▶ Existing data and data gaps around women in leadership positions in the private sector

International Labour Organization

Empowerment and Progression of Women's Economic Representation (EMPOWER)

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Definitions

- ▶ Employment: persons doing, at least for one hour, an activity for pay or profit in a reference week.
- ▶ Part-time workers : persons working usually less than 35 hours per week (for international comparative purposes).
- ▶ ISCO-08 : International Standard Classification of Occupations (latest revision in 2008). Among the 10 major groups, category “01” is for the managerial positions (Managers). It is considered the highest category in ISCO.
- ▶ Senior and middle management : it includes “chief executives, senior officials and legislators”, “administrative and commercial managers” and “production and specialized services managers”.

▶ Key global statistics

- ▶ 3.3 billion people are in employment in the world
- ▶ Among them, 2.0 billion men and 1.3 billion women
- ▶ 153 million people are in managerial positions
- ▶ 110 million are men but only 43 million are women !

▶ Women never reach half of the employment population

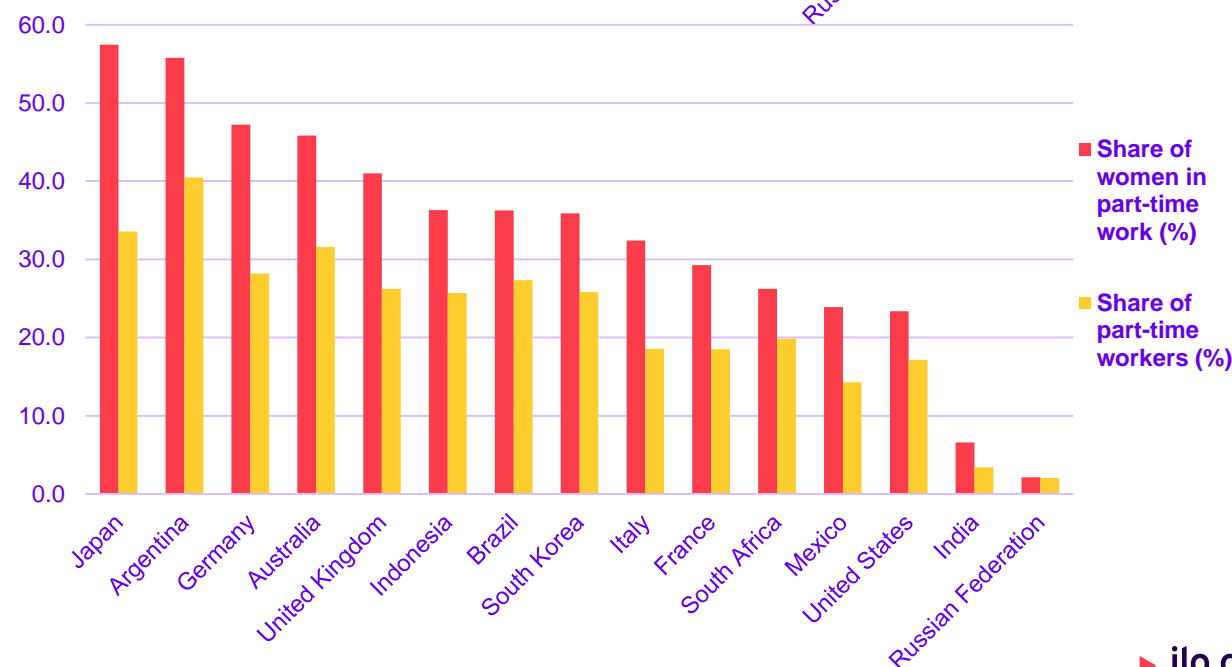
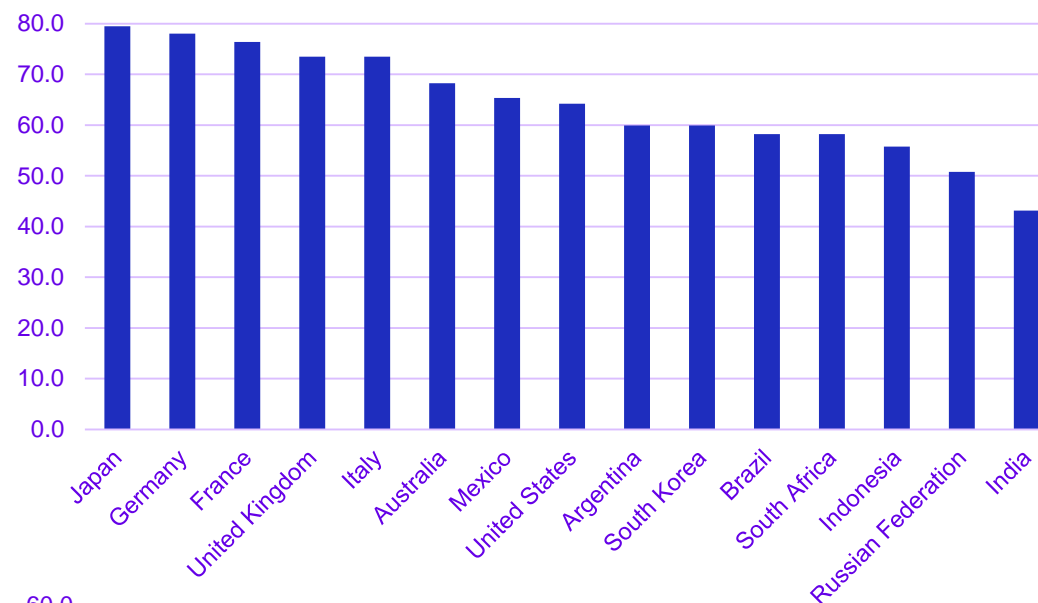
- ▶ For all countries, the share remains below 50%
- ▶ Share of women in total employment goes from 48.6% down to 13%
- ▶ Data are available for 18 countries

| Country | Total employment (in thousands) | Share of women (%) |
|--------------------|---------------------------------|--------------------|
| Russian Federation | 72,532 | 48.6 |
| France | 27,122 | 48.3 |
| Canada | 19,056 | 47.6 |
| Australia | 12,876 | 47.1 |
| United States | 157,538 | 47.0 |
| United Kingdom | 32,534 | 46.7 |
| Germany | 41,915 | 46.6 |
| Japan | 67,240 | 44.5 |
| South Africa | 16,571 | 44.0 |
| Brazil | 92,603 | 43.9 |
| Argentina | 11,745 | 43.5 |
| South Korea | 27,231 | 43.1 |
| Italy | 23,215 | 42.1 |
| Indonesia | 125,536 | 39.5 |
| Mexico | 54,994 | 39.1 |
| Turkey | 28,734 | 31.4 |
| India | 360,574 | 21.5 |
| Saudi Arabia | 13,278 | 13.0 |

Part-time workers are mostly women

- ▶ In Japan, Germany, France, the UK and Italy, more than 70% of part-time workers are women
- ▶ Women are always the majority of the part-time workers except in India where the share is below 50%
- ▶ The share of women in part-time is always higher than the global share of part-time workers
- ▶ Data are available for 15 countries

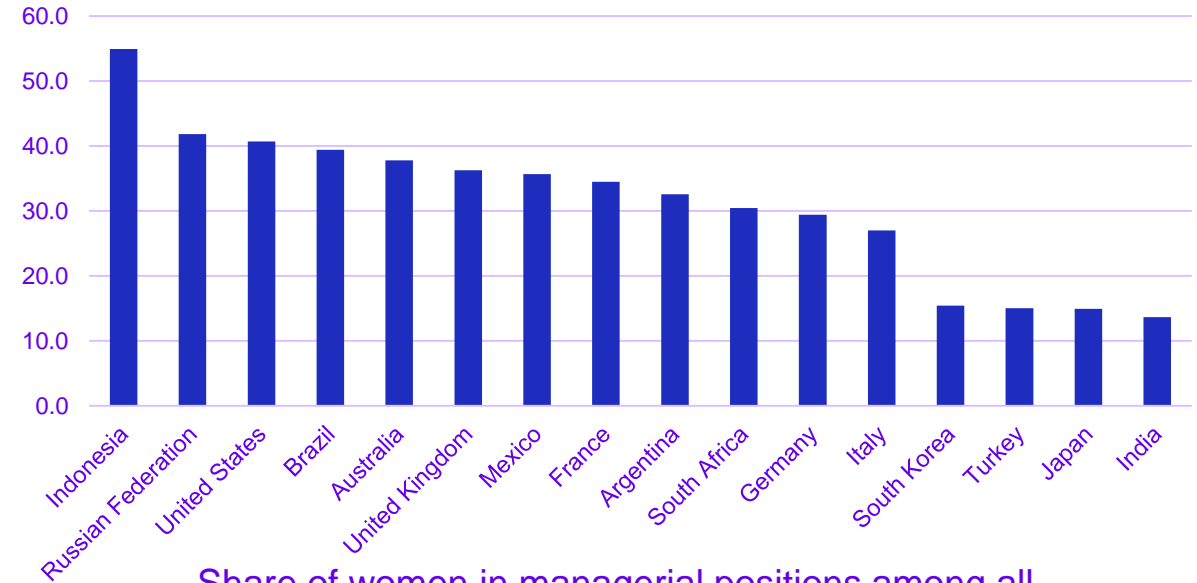
Share of women among part-time workers (%)



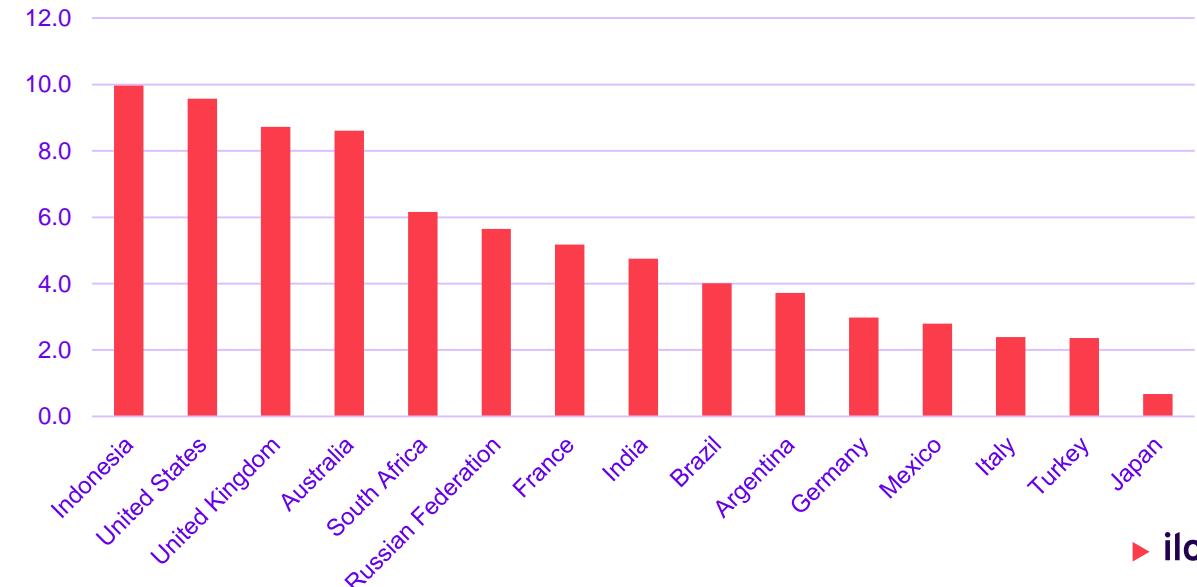
Only few women in managerial positions

- ▶ Looking at the highest category of ISCO, the managerial positions, the situation is worrying for women
- ▶ Except for Indonesia, the share of women among managers is always far below 50%
- ▶ For 4 countries, the share is even below 20%, which means less than 1 manager out of 4 is a woman
- ▶ Data are available for 16 countries

Share of women in managerial positions among total managerial positions (%)



Share of women in managerial positions among all women in employment (%)

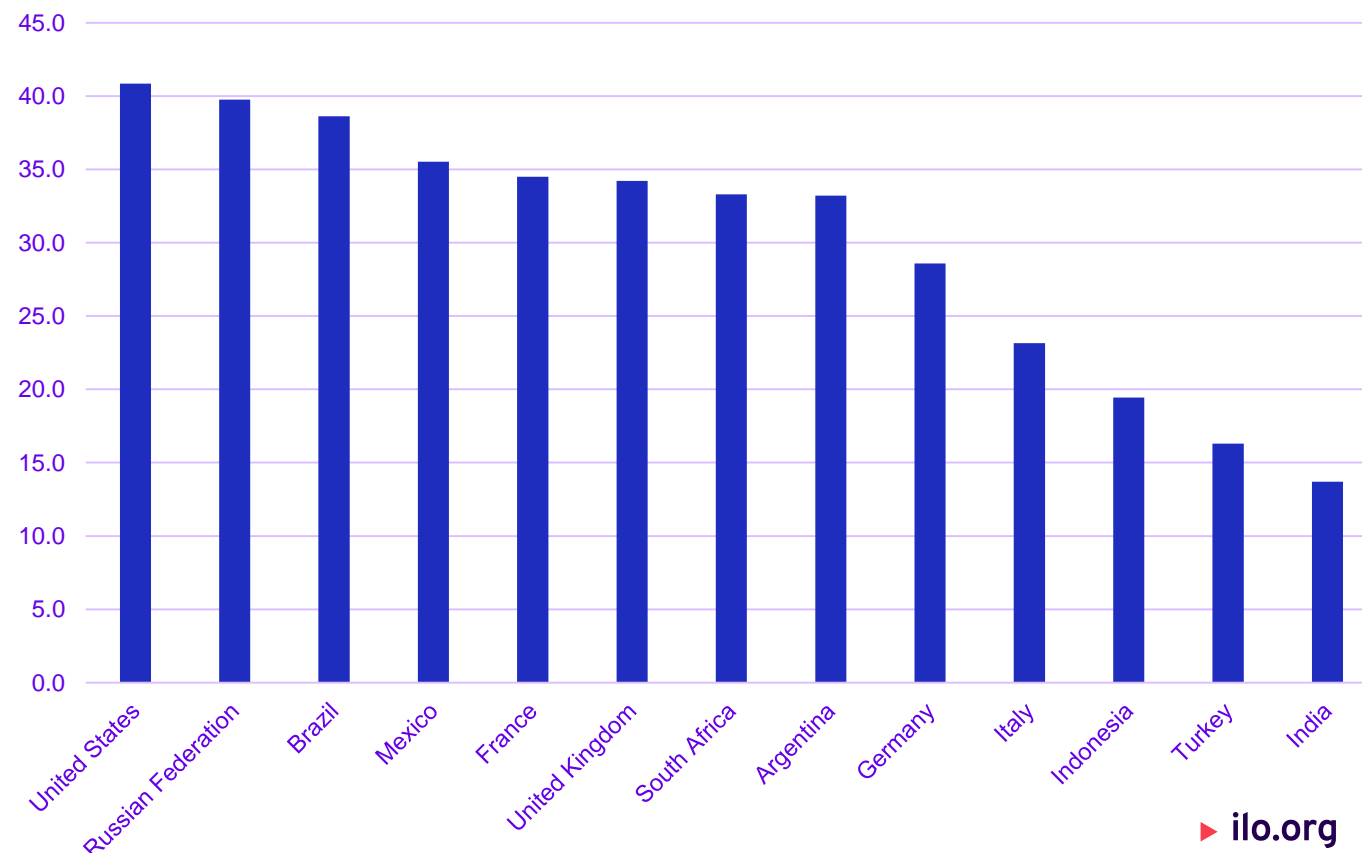


Source: National labour force surveys; latest year available.

▶ Even lower share in senior and middle management positions

- ▶ The share is even lower when we restrict to senior and middle management positions among managers
- ▶ In Indonesia for example, the share is now only 19.4%
- ▶ In 3 countries, among 5 senior managers, not even 1 is a woman
- ▶ Data are available for 13 countries

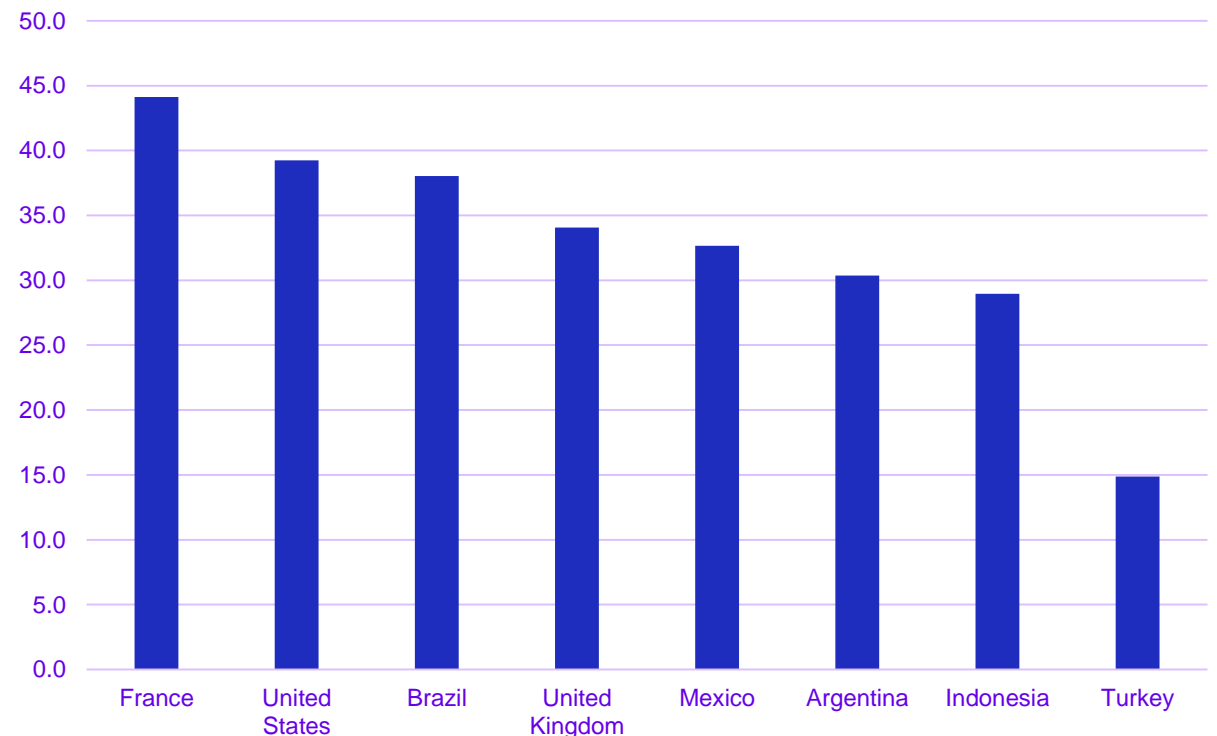
Share of women in senior and middle management positions among total senior and middle management positions (%)



▶ Similar situation in the private sector

- ▶ In the private sector, among the persons working in managerial positions, the share of women is also always below 50%
- ▶ Data are available only for 8 countries. Large number of missing data as we need to cross tabulate several indicators (access to microdata is mandatory here)

Share of women in managerial positions in the private sector among total managerial positions in the private sector (%)



▶ Existing data shared with the ILO and data gaps

- ▶ 7 countries among the G20 economies have no data gap (Argentina, Brazil, France, Indonesia, Mexico, the United Kingdom and the United States). These countries share their labour force survey microdata with the ILO (or they are publicly available online).
- ▶ 9 countries have limited gaps. They either share their microdata but some variables are missing or they don't share their microdata but display most information on their websites.
- ▶ 2 countries have major gaps because they do not share microdata and display limited information on their websites.
- ▶ 1 country has no data available. This country does not share microdata nor display any information on its website.

▶ **Thank you for your attention**