

43/2019 - 7 March 2019

8 March 2019: International Women's Day

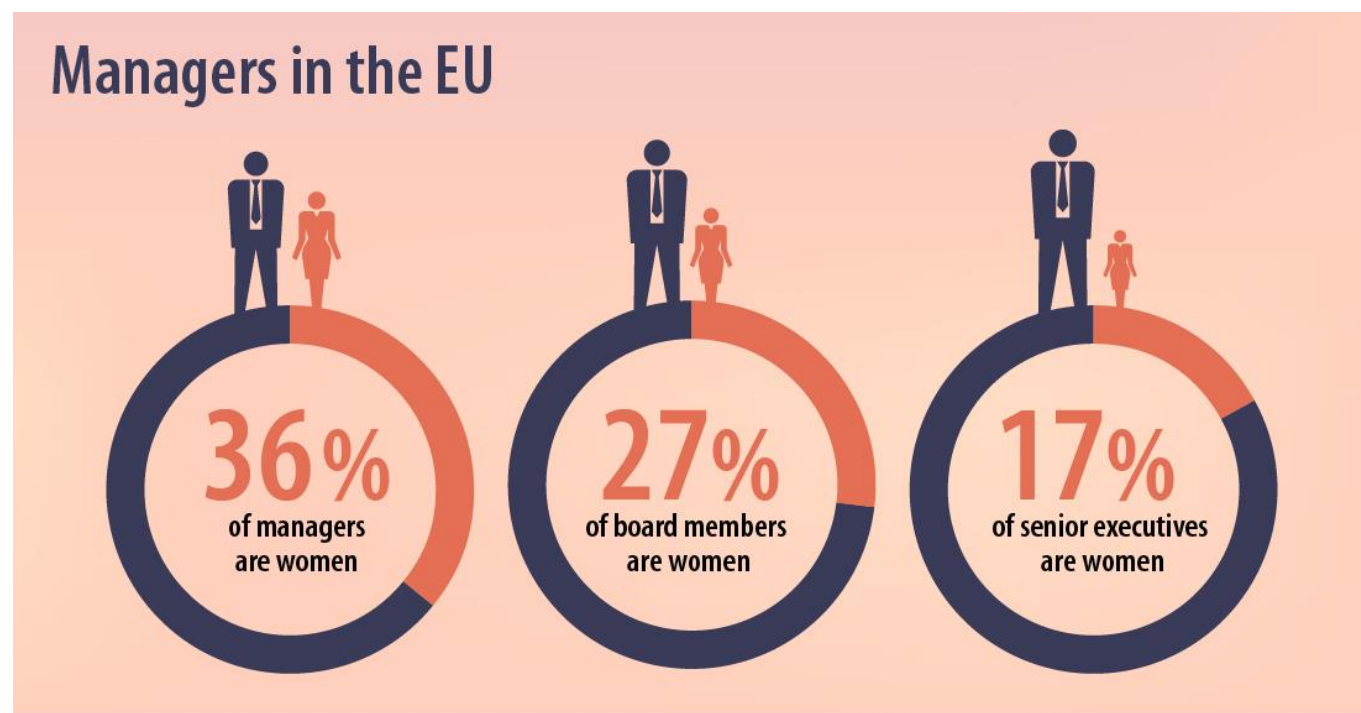
Only 1 manager out of 3 in the EU is a woman...

... even less in senior management positions

Nearly 9.4 million persons hold a managerial position in the **European Union** (EU): 6.0 million men (64% of all managers) and 3.4 million women (36%).

In addition, women account for a little over one quarter of board members of publicly listed companies in the **EU** (27%), and for less than one fifth of senior executives (17%) in 2018. In other words, although representing approximately half of all employed persons in the **EU**, women continue to be under-represented amongst managers.

This information is published by **Eurostat, the statistical office of the European Union**, on the occasion of International Women's Day. This News Release only shows a small part of the large amount of gender based data available at Eurostat.

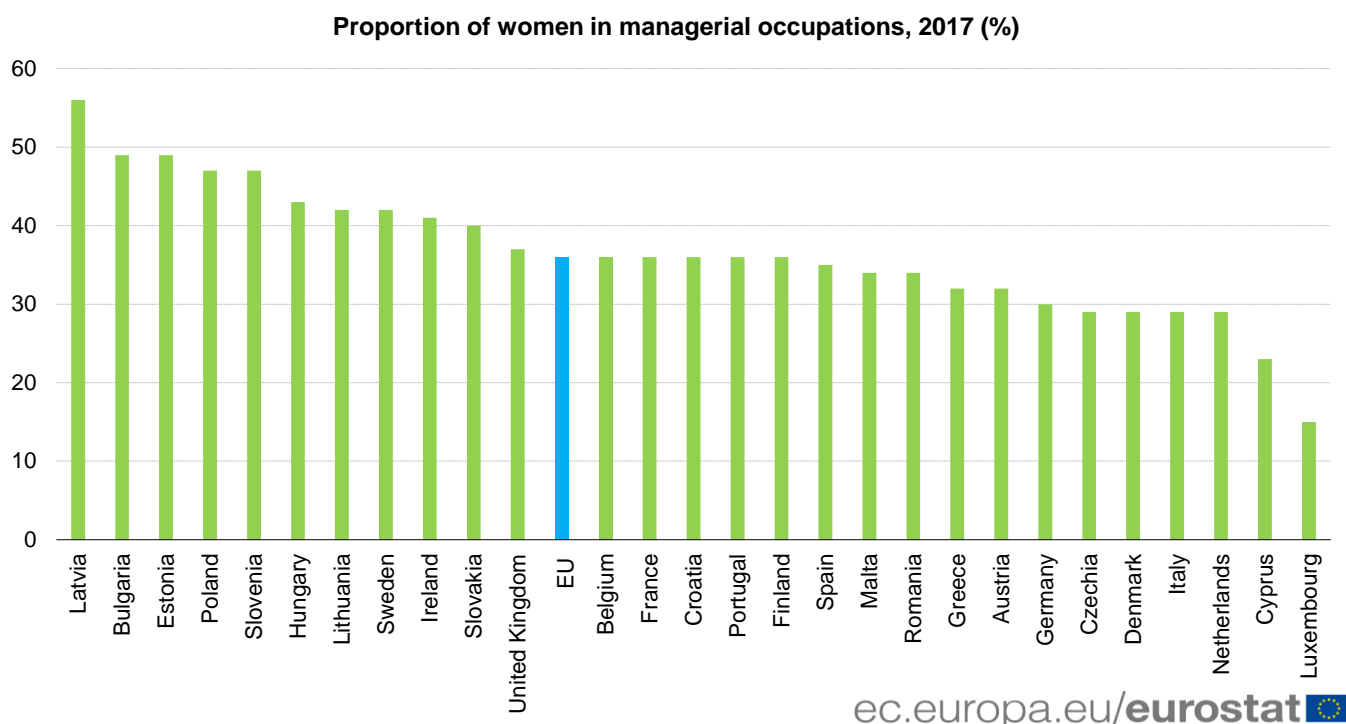


Managers are mostly women only in Latvia

The largest share of women among managerial positions is recorded in **Latvia** (56%), the only Member State where women are a majority (56%) in this occupation. It is followed by **Bulgaria** and **Estonia** (both 49%), **Poland** and **Slovenia** (both 47%), **Hungary** (43%), **Lithuania** and **Sweden** (both 42%), **Ireland** (41%), and **Slovakia** (40%).

At the opposite end of the scale, women account for less than a third of managers in **Luxembourg** (15%), followed by **Cyprus** (23%), **Czechia**, **Denmark**, **Italy** and the **Netherlands** (all 29%), **Germany** (30%), as well as **Greece** and **Austria** (both 32%).

At **EU** level, about a third (36%) of managers are women. This share remained stable since 2012.



The source dataset is available [here](#).

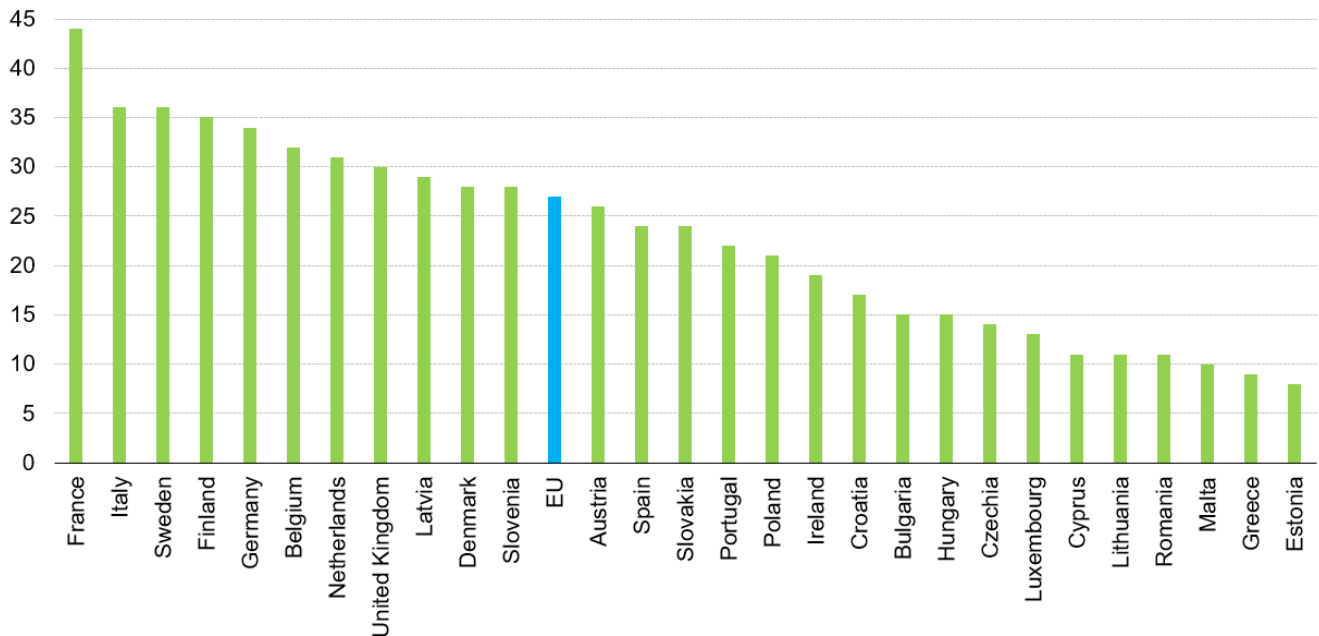
Highest share of female board members in France

The largest share of female board members in the largest publicly listed companies is recorded in **France** (44%), followed by **Italy** and **Sweden** (both 36%), **Finland** (35%), and **Germany** (34%).

At the opposite end of the scale, women account for less than a fifth of board members in **Estonia** (8%), **Greece** (9%), **Malta** (10%), **Cyprus**, **Lithuania** and **Romania** (all 11%), **Luxembourg** (13%), **Czechia** (14%), **Bulgaria** and **Hungary** (15%), **Croatia** (17%), as well as in **Ireland** (19%).

At **EU** level, just over a quarter (27%) of board members are women. Over the last five years, this share has increased by 9 percentage points (18% in 2013).

Proportion of female board members in the largest publicly listed companies, 2018 (%)



Source: European Institute for Gender Equality (EIGE) (online data code: sdg_05_60)

ec.europa.eu/eurostat

The source dataset is available [here](#).

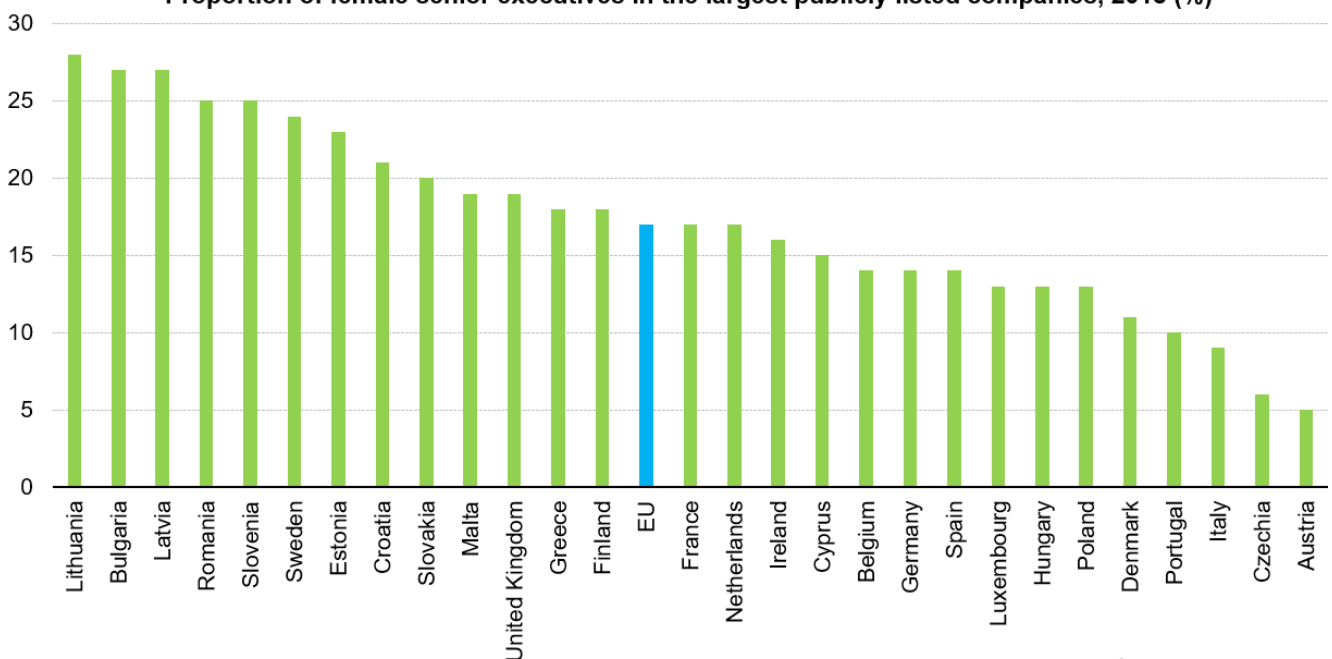
Highest share of female senior executives in Lithuania

Among EU Member States, women account for over a quarter of senior executives in the largest publicly listed companies in **Lithuania** (28%), followed by **Bulgaria** and **Latvia** (both 27%), as well as in **Romania** (25%).

At the opposite end of the scale, the lowest share of female senior executives is recorded in **Austria** (5%), **Czechia** (6%), **Italy** (9%), **Portugal** (10%), **Denmark** (11%), **Luxembourg**, **Hungary** and **Poland** (all 13%), **Belgium**, **Germany** and **Spain** (all 14%), and in **Cyprus** (15%).

At **EU** level, less than a fifth (17%) of senior executives are women; up by 5 percentage points compared with five years ago (12% in 2013).

Proportion of female senior executives in the largest publicly listed companies, 2018 (%)



Source: European Institute for Gender Equality (EIGE) (online data code: sdg_05_60)

ec.europa.eu/eurostat

The source dataset is available [here](#).

Geographical information

The **European Union** (EU) includes Belgium, Bulgaria, Czechia, Denmark, Germany, Estonia, Ireland, Greece, Spain, France, Croatia, Italy, Cyprus, Latvia, Lithuania, Luxembourg, Hungary, Malta, the Netherlands, Austria, Poland, Portugal, Romania, Slovenia, Slovakia, Finland, Sweden and the United Kingdom.

Methods and definitions

The **Labour Force Survey (LFS)** is a large sample survey among private households. LFS data refer to the resident population, aged 15 – 64 years old, and therefore LFS results relate to the persons resident in the country irrespective of the country where those persons work. This difference may be significant in countries with large cross-border flows. For further information, please consult the [Eurostat EU-LFS publication](#). Annual results presented in this news release are calculated as the average of quarterly results.

Managerial positions are defined according to the [International Standard Classification of Occupations \(ISCO-08\)](#), which is managed by the International Labour Organisation (ILO). Managers plan, direct, coordinate and evaluate the overall activities of enterprises, governments and other organizations, or of organizational units within them, and formulate and review their policies, laws, rules and regulations. The source of data is LFS.

Board members cover all members of the highest decision-making body in each company (i.e. chairperson, non-executive directors, senior executives and employee representatives, where present). The highest decision-making body is usually termed the supervisory board (in case of a two-tier governance system) or the board of directors (in a unitary system).

Executives refer to senior executives in the two highest decision-making bodies of the largest (max. 50) nationally registered companies listed on the national stock exchange. The two highest decision-making bodies are usually referred to as the supervisory board and the management board (in case of a two-tier governance system) and the board of directors and executive/management committee (in a unitary system). The source of data on female executives is the **European Institute for Gender Equality (EIGE)**. Data cover all persons occupying specified positions in the organisational units covered.

Publicly listed companies means that the shares of the company are traded on the stock exchange. The largest companies are taken to be the members (max. 50) of the primary blue-chip index, which is an index maintained by the stock exchange and covers the largest companies by market capitalisation and/or market trades. Only companies which are registered in the country concerned are counted. The source of data on female board members in the largest publicly owned companies is the **European Institute for Gender Equality (EIGE)**. Data cover all persons occupying specified positions in the organisational units covered.

For more information

Eurostat [website section](#) dedicated to gender based indicators

Eurostat [database](#) on gender equality

Eurostat news article on [women in national parliaments and governments](#), [women in science](#), and [gender employment gap](#)

Eurostat [Statistics Explained](#) article on gender statistics

[Themes in the Spotlight](#) page with a set of EU and country infographics and an interactive visualisation on statistics

The European Institute for Gender Equality (EIGE) [database](#)


The [UN website](#) dedicated to the International Women's Day

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Share of women in managerial occupations by position held (%)

	Managers (2017)	Board members (2018)	Senior executives (2018)
EU	36	27	17
Belgium	36	32	14
Bulgaria	49	15	27
Czechia	29	14	6
Denmark	29	28	11
Germany	30	34	14
Estonia	49	8	23
Ireland	41	19	16
Greece	32	9	18
Spain	35	24	14
France	36	44	17
Croatia	36	17	21
Italy	29	36	9
Cyprus	23	11	15
Latvia	56	29	27
Lithuania	42	11	28
Luxembourg	15u	13	13
Hungary	43	15	13
Malta	34	10	19
Netherlands	29	31	17
Austria	32	26	5
Poland	47	21	13
Portugal	36	22	10
Romania	34	11	25
Slovenia	47	28	25
Slovakia	40	24	20
Finland	36	35	18
Sweden	42	36	24
United Kingdom	37	30	19
Iceland	38	30	24
Norway	40	45	24
Switzerland	35	40	:
Montenegro	:	:	37
North Macedonia	30	22	26
Serbia	37	20	22
Turkey	23	21	10
Bosnia and Herzegovina	:	15	21

: Data not available

u: Data with low reliability

The source dataset can be found [here](#) for managers, [here](#) for board members and [here](#) for executives.