

▶ Existing data 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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Content

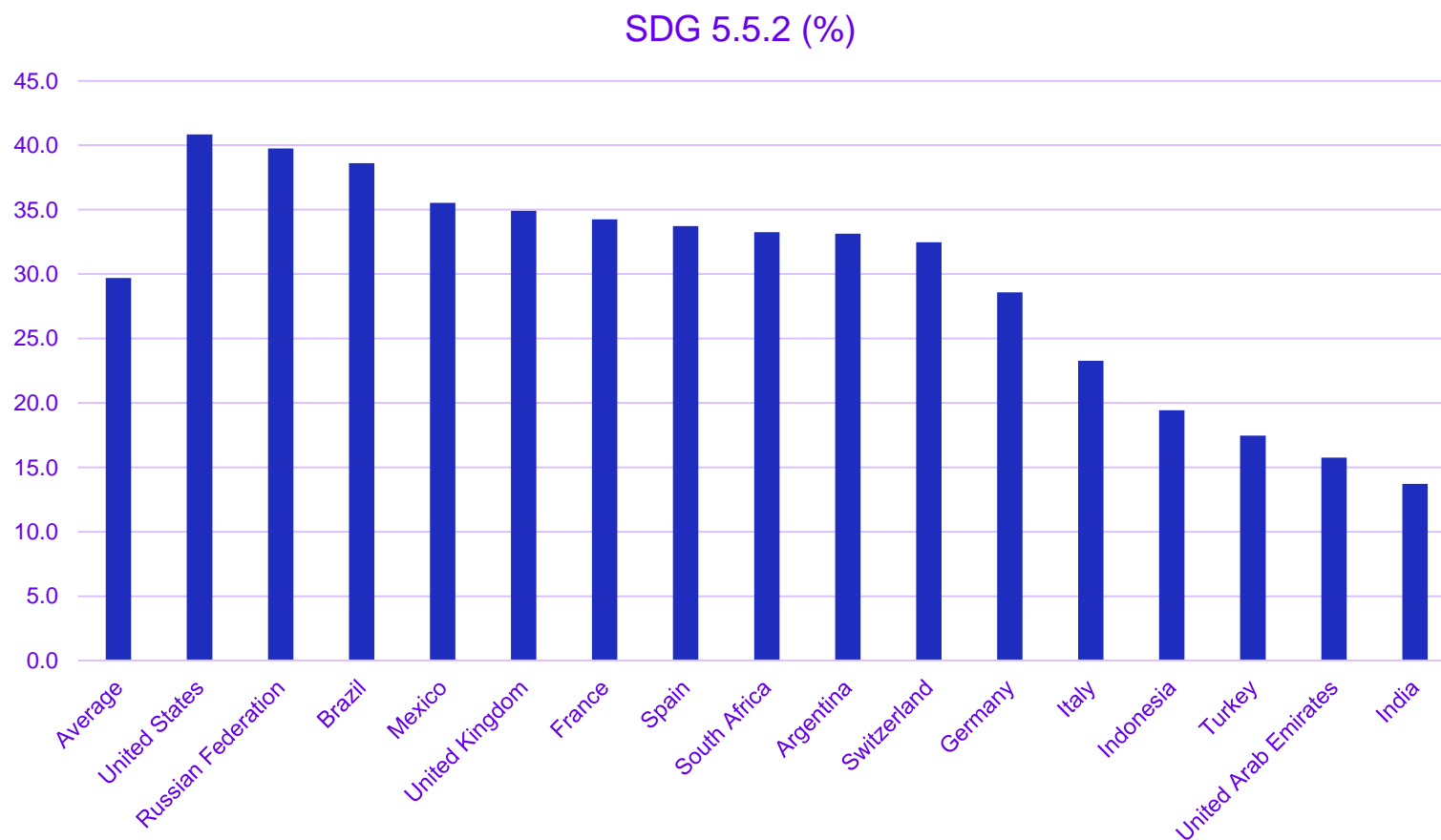
- ▶ Definitions
- ▶ SDG 5.5.2 - Female share of employment in managerial positions
- ▶ Leadership positions by economic activity
- ▶ Leadership positions by economic activity in the private sector
- ▶ Existing microdata shared with the ILO and data gaps

Definitions

- ▶ **Employment:** persons doing, at least for one hour, an activity for pay or profit in a reference week.
- ▶ **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.
- ▶ **ISIC Revision 4:** International Standard Industrial Classification of all Economic Activities Revision 4.

The share of women in middle and senior management positions is below 50 per cent in all countries with available data

- ▶ SDG indicators receive a particular attention
- ▶ SDG 5.5.2 is an adequate indicator for the objectives of EMPOWER
- ▶ Data is available for 16 countries

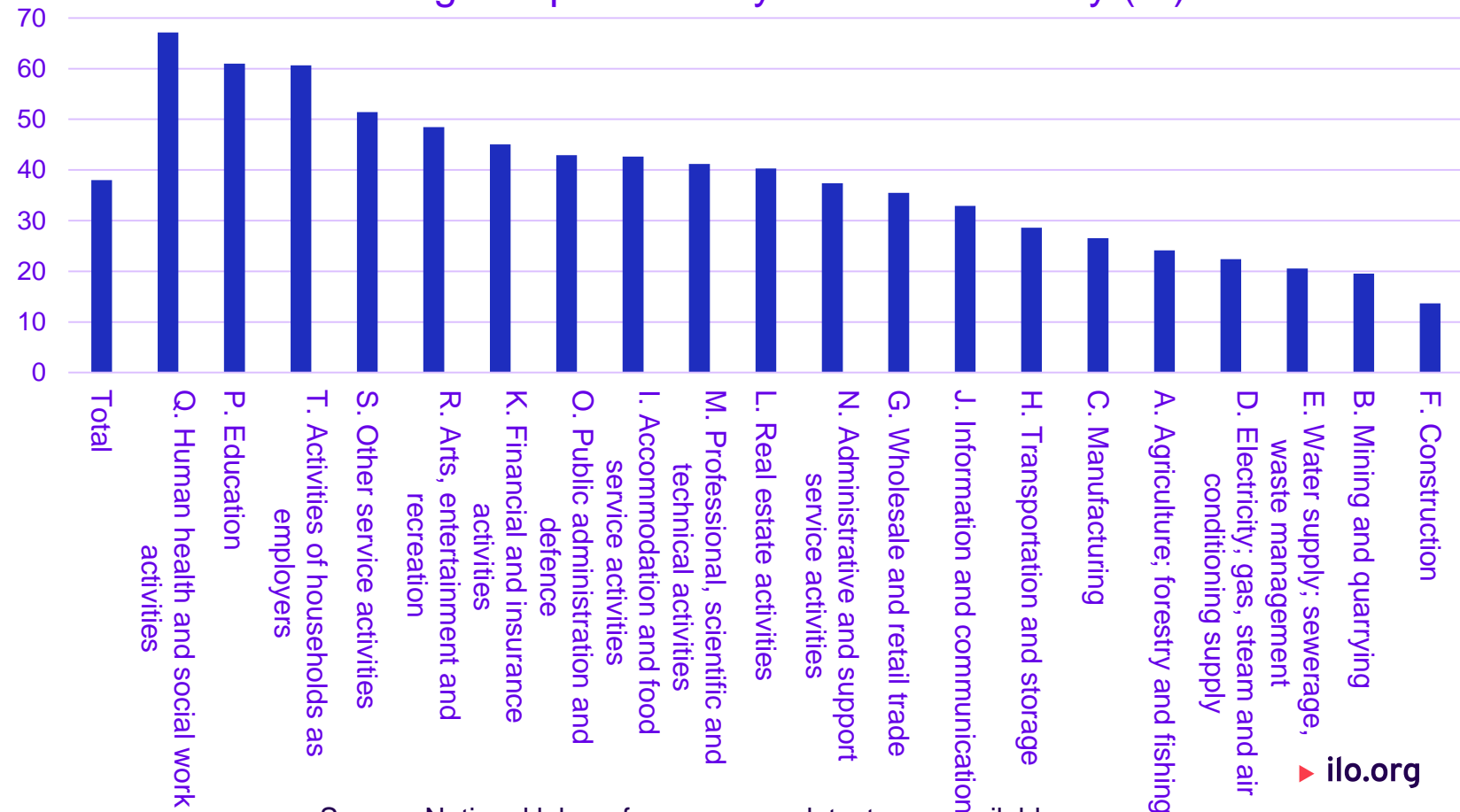


The average share of women in leadership positions stands at 38 per cent

With considerable variations across sectors:

- ▶ Below 14 per cent in the construction sector
- ▶ Well above 50 per cent in human health and social work (67%), education (61%) and activities of households as employers of domestic personnel (60.5%) and other service activities (51.5%)
- ▶ Data based on 13 countries

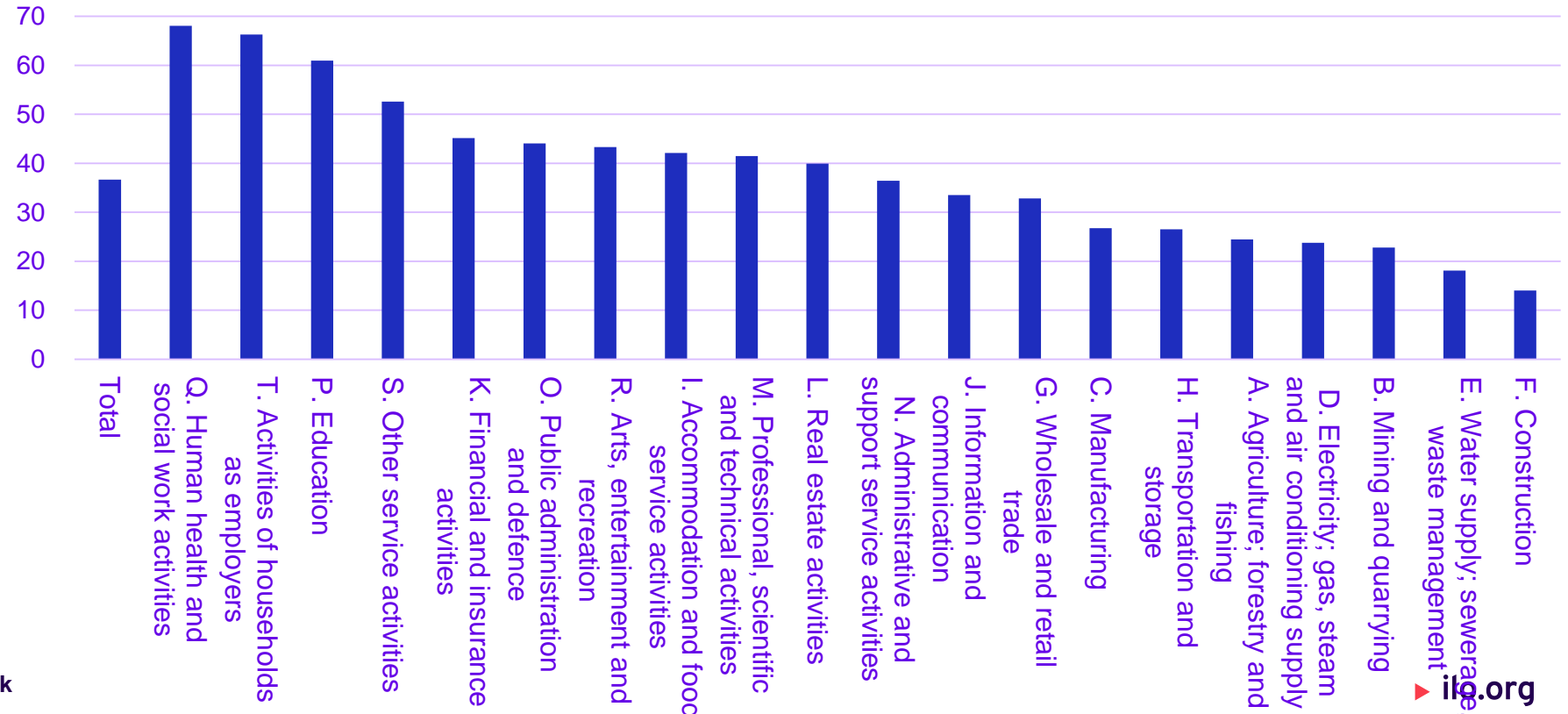
Share of women in managerial positions among total managerial positions by economic activity (%)



The overall share of women in leadership positions is slightly lower in the private sector

- ▶ Overall 1.3 percentage points lower than in the public sector
- ▶ Distribution across sectors follows a similar pattern
- ▶ Data based on 9 countries

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

- ▶ **9 countries** have **no data gap**. These countries share their labour force survey microdata and all the needed variables are available.
- ▶ **8 countries** share their microdata but **some variables are missing** (ISCO-08, ISIC Rev. 4 or the variable to identify private sector)
- ▶ **6 countries** do not share microdata and therefore the last 2 **indicators cannot be produced** for the time being.

► Stock-take report on data availability and preliminary findings of women in managerial positions – Outline

1. Data situation among G20 Members

- a. Definition of key labour market indicators
- b. Sources of information
- c. SDG indicator 5.5.2 “Proportion of women in managerial positions”
- d. Current State of Play

2. Key findings from the data

- a. Progress or regress towards SDG 5
- b. Variation between economic sectors
- c. Differences between private and public sector employment

3. Conclusion

▶ **Thank you for your attention**