

8 March 2020: International Women’s Day

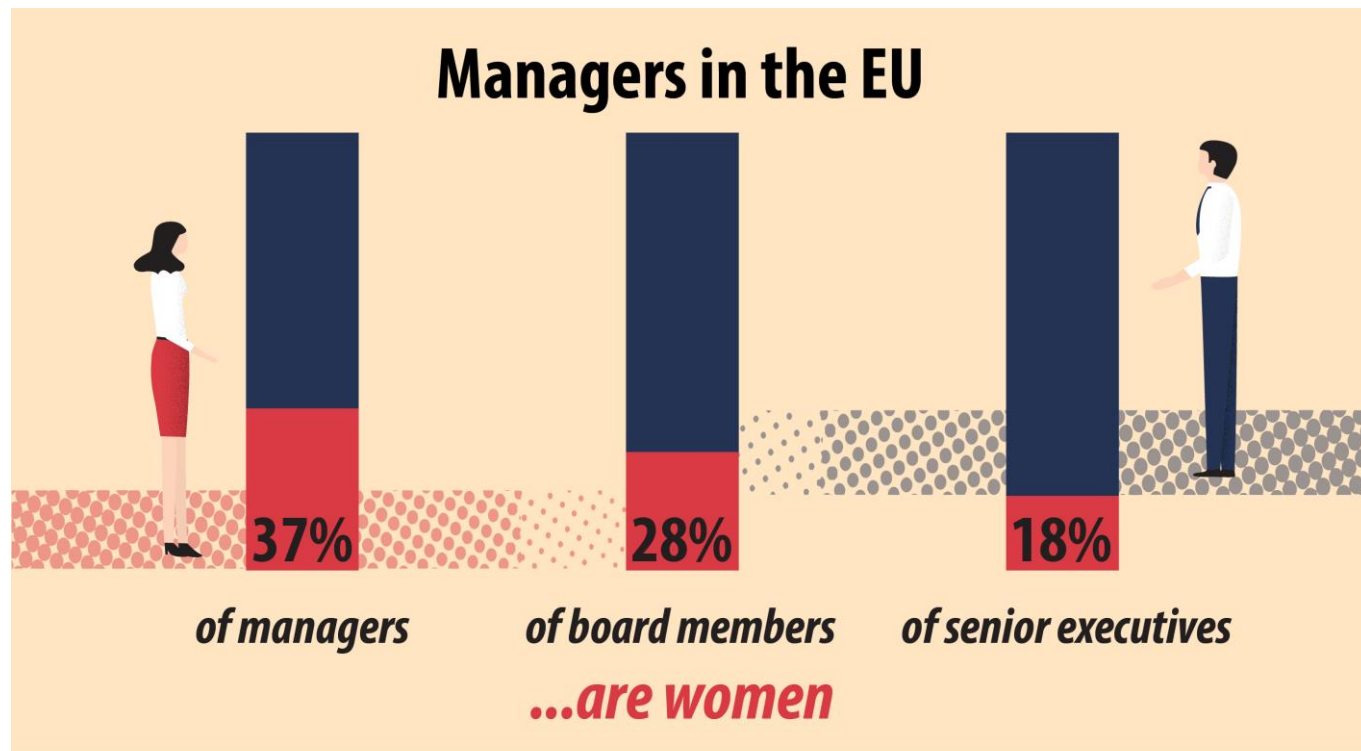
Only 1 manager out of 3 in the EU is a woman...

... even less in senior management positions

More than 6.7 million persons hold a managerial position in the **European Union of 27 Member States (EU)**: 4.3 million men (63% of all managers) and 2.5 million women (37%).

In addition, women account for a little over one quarter of board members of publicly listed companies in the **EU** (28%), and for less than one fifth of senior executives (18%) in 2019. 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.

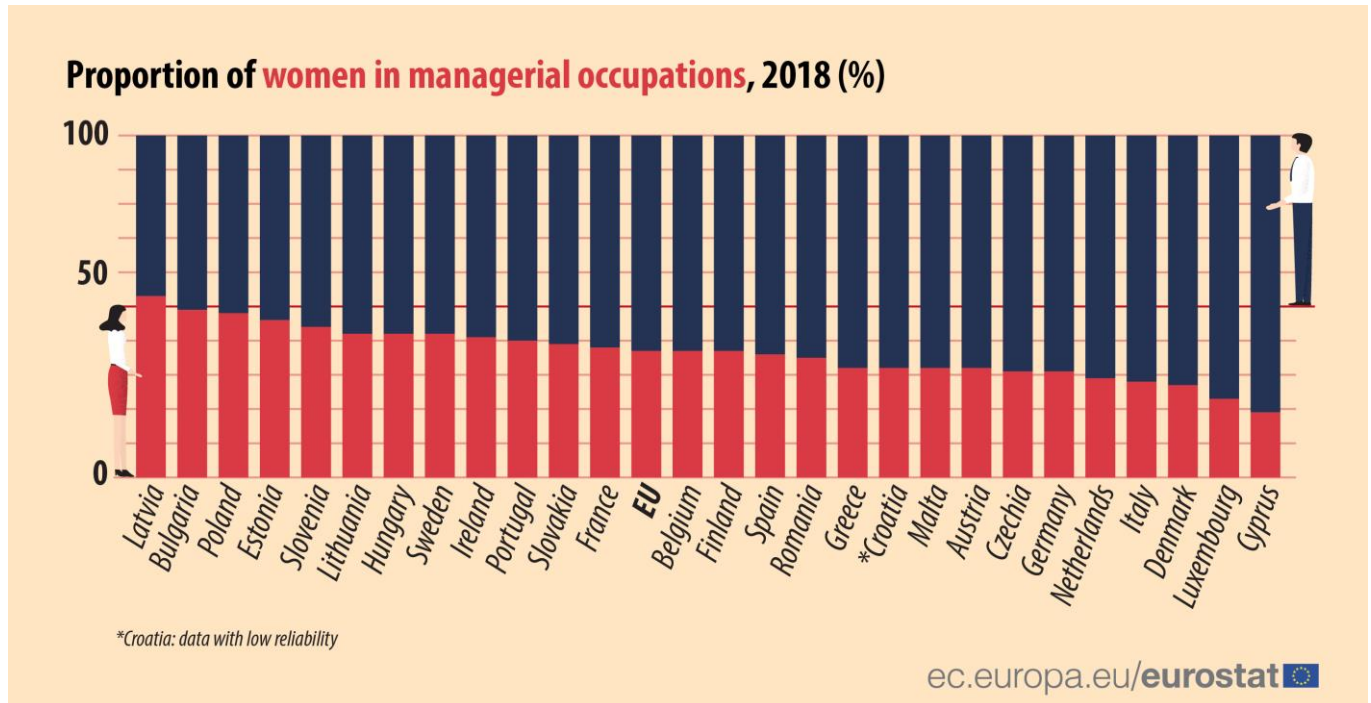


Managers are mostly women only in Latvia

The largest share of women among managerial positions is recorded in **Latvia**, the only Member State where women are a majority (53%) in this occupation. It is followed by **Bulgaria** (49%), **Poland** (48%), **Estonia** (46%), **Slovenia** (44%), **Lithuania**, **Hungary** and **Sweden** (all 42%), **Ireland** (41%) and **Portugal** (40%).

At the opposite end of the scale, women account for less than a third of managers in **Cyprus** (19%), followed by **Luxembourg** (23%), **Denmark** (27%), **Italy** (28%), the **Netherlands** (29%), **Czechia** and **Germany** (both 31%), as well as **Greece**, **Croatia**, **Malta** and **Austria** (all 32%).

At **EU** level, just over a third (37%) of managers are women. This share increased slightly compared with 2012 (36%).



Source dataset: [lfsa_eegais](#) (managers)

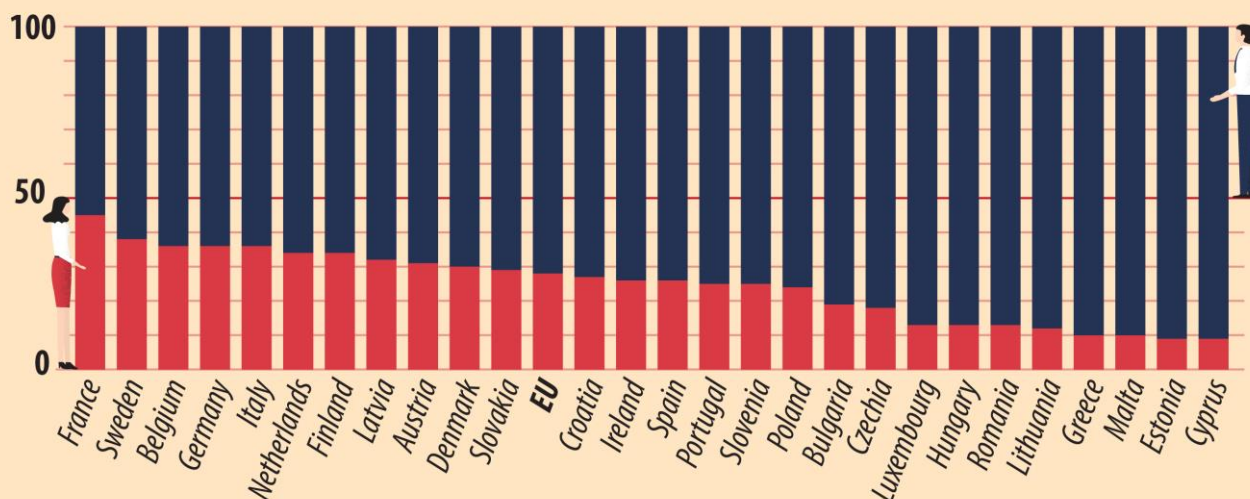
Highest share of female board members in France

The largest share of female board members in the largest publicly listed companies is recorded in **France** (45%), followed by **Sweden** (38%), **Belgium**, **Germany** and **Italy** (all 36%) as well as the **Netherlands** and **Finland** (both 34%).

At the opposite end of the scale, women account for less than a fifth of board members in **Estonia** and **Cyprus** (both 9%), **Greece** and **Malta** (both 10%), **Lithuania** (12%), **Luxembourg**, **Hungary** and **Romania** (all 13%) as well as in **Czechia** (18%) and **Bulgaria** (19%).

At **EU** level, just over a quarter (28%) of board members are women. Since 2012, this share has increased by 13 percentage points from 15%.

Proportion of female board members in the largest publicly listed companies, 2019 (%)



Source: European Institute for Gender Equality (EIGE)

ec.europa.eu/eurostat

Source dataset: [sdg_05_60](#)

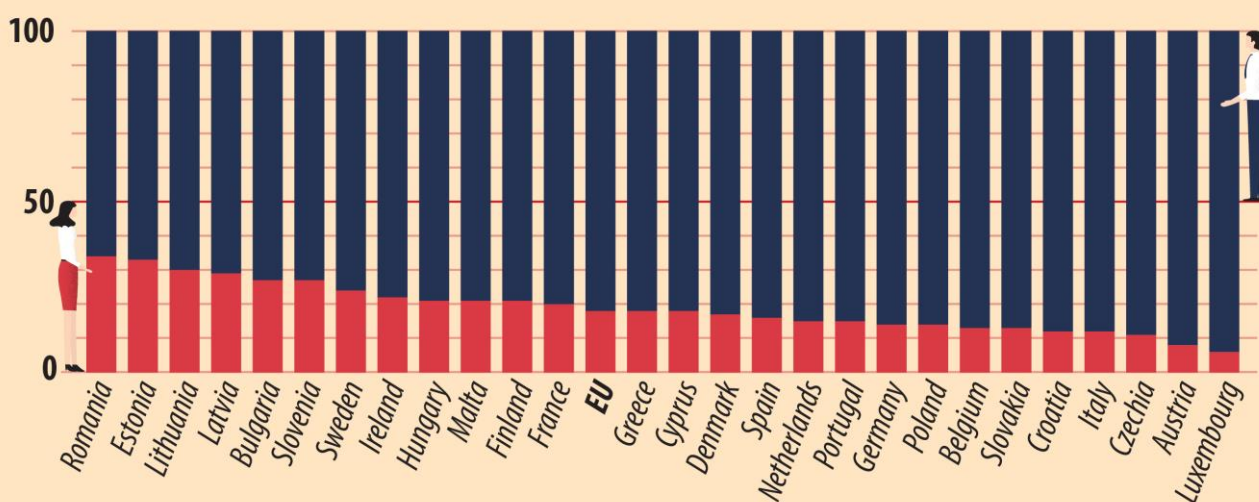
Highest share of female senior executives in Romania

Among EU Member States, women account for around a third of senior executives in the largest publicly listed companies in **Romania** (34%), **Estonia** (33%), **Lithuania** (30%) and **Latvia** (29%), and around a quarter of senior executives in **Bulgaria** and **Slovenia** (both 27%) as well as in **Sweden** (24%).

At the opposite end of the scale, the lowest share of female senior executives is recorded in **Luxembourg** (6%) and **Austria** (8%), followed by **Czechia** (11%), **Croatia** and **Italy** (both 12%), **Belgium** and **Slovakia** (both 13%), **Germany** and **Poland** (both 14%) as well as in the **Netherlands** and **Portugal** (both 15%).

At **EU** level, less than a fifth (18%) of senior executives are women; up by 8 percentage points compared with 2012 (10%).

Proportion of female senior executives in the largest publicly listed companies, 2019 (%)



Source: European Institute for Gender Equality (EIGE)

ec.europa.eu/eurostat

Source dataset: [sdg_05_60](#)

Geographical information

The **European Union (EU)** refers to its composition with 27 Member States, as of 1 February 2020, and 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 and Sweden.

The United Kingdom left the European Union on 31 January 2020. Information on dissemination of European statistics from 1 February 2020 is published on the [Eurostat website](#).

In this news release, data are also available for the United Kingdom, Iceland, Norway, Montenegro, North Macedonia, Serbia, Turkey and Bosnia and Herzegovina.

Methods and definitions

The **Labour Force Survey (LFS)** is a large sample survey among private households. LFS data refer to the resident population, 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 refer to people aged 20-64 and 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 labour market](#) and [women in science](#)

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

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

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

European Statistics [Code of Practice](#)

Eurostat Press Office

Natalia PETROVOVA

Tel: +352-4301-33 444

eurostat-pressoffice@ec.europa.eu

 **Media requests:** eurostat-mediasupport@ec.europa.eu / Tel: +352-4301-33 408

 [@EU_Eurostat](#)

 [EurostatStatistics](#)

 ec.europa.eu/eurostat/

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

	Managers 2018	Board members 2019	Senior executives 2019
EU27*	37	28	18
EU28	37	29	19
Belgium	37	36	13
Bulgaria	49	19	27
Czechia	31	18	11
Denmark	27	30	17
Germany	31	36	14
Estonia	46	9	33
Ireland	41	26	22
Greece	32	10	18
Spain	36	26	16
France	38	45	20
Croatia	32u:	27	12
Italy	28	36	12
Cyprus	19	9	18
Latvia	53	32	29
Lithuania	42	12	30
Luxembourg	23	13	6
Hungary	42	13	21
Malta	32	10	21
Netherlands	29	34	15
Austria	32	31	8
Poland	48	24	14
Portugal	40	25	15
Romania	35	13	34
Slovenia	44	25	27
Slovakia	39	29	13
Finland	37	34	21
Sweden	42	38	24
United Kingdom	37	33	23
Iceland	46	46	20
Norway	38	40	27
Switzerland	34	:	:
Montenegro	:	21	31
North Macedonia	36	17	28
Serbia	34	16	21
Turkey	22	18	11
Bosnia and Herzegovina	:	17	28

: Data not available

u: Data with low reliability

* EU27 represents the European Union of 27 Member States after 1 February 2020

Source datasets: [ifsa_eegais](#) (managers), [sdg_05_60](#) (board members) and [sdg_05_60](#) (senior executives)