

Statistics in focus

POPULATION AND SOCIAL CONDITIONS

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Contents

Almost three times as many men as women are self-employed with employees 2

Little sign of the entrepreneurial gap narrowing 3

Sectoral concentration of self-employed with employees is more marked for women 3

Many more men than women in charge of businesses 5

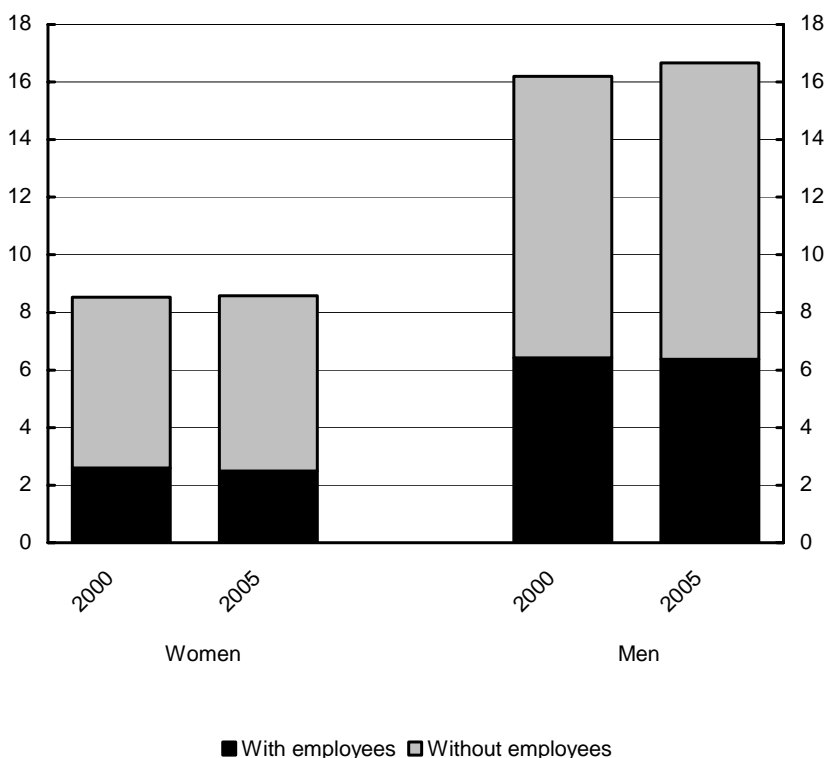
Proportions of women and men managing companies little changed since 2000 6

The entrepreneurial gap between men and women

There continue to be many more men entrepreneurs running their own businesses than women across the EU. Equally, there are many more men than women managing businesses, irrespective of whether they own them or not. Nor has there been much sign of either of these gaps narrowing over recent years.

In 2005, self-employed women in industry and services in the European Union as a whole accounted for around 8.6% of the total number of women in work, half the proportion of self-employed men (Fig. 1). (These figures exclude agriculture in which the self-employed make up a large proportion of total employment – 47% in the case of women and 57% in the case of men.)

Figure 1: Women and men self-employed in industry and services in the EU-25, 2000 and 2005



% of total women/men employed in industry and services



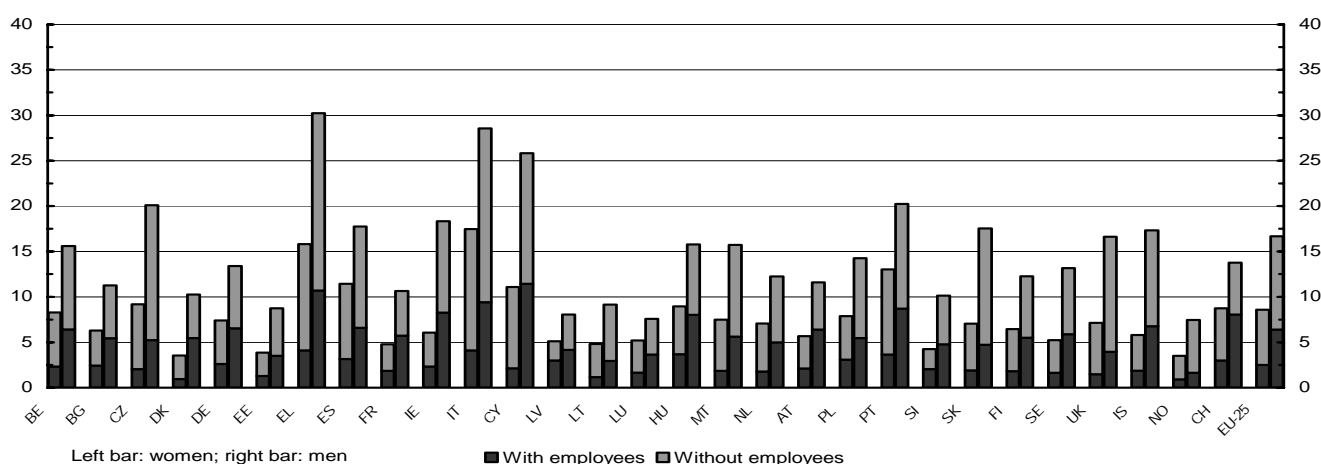
Almost three times as many men as women are self-employed with employees

The main focus here is on the self-employed with employees, who are likely to be running their own businesses, whereas a significant number of those without employees will be doing similar jobs to salaried workers. At the same time, not all entrepreneurs will be classified as self-employed. Many will be employees receiving a salary from the companies or organisations they manage. These are considered below.

For self-employed with employees, the difference between women and men is more marked than for total self-employed. Only 2.5% of women in industry and

services in the EU-25 were classified as self-employed with employees in 2005 as against almost 6.4% of men. The gap is most evident in Denmark, where the figure for men was almost 6 times larger than that of women. This gap was almost as wide in Cyprus. The proportion of women in work who are self-employed with employees was lowest in Denmark, Estonia, Lithuania, and the UK, as well as Norway (under 1.5%). Only in Greece and Italy was the figure for women above 4%, and then only slightly so and still less than half that of men (Fig. 2).

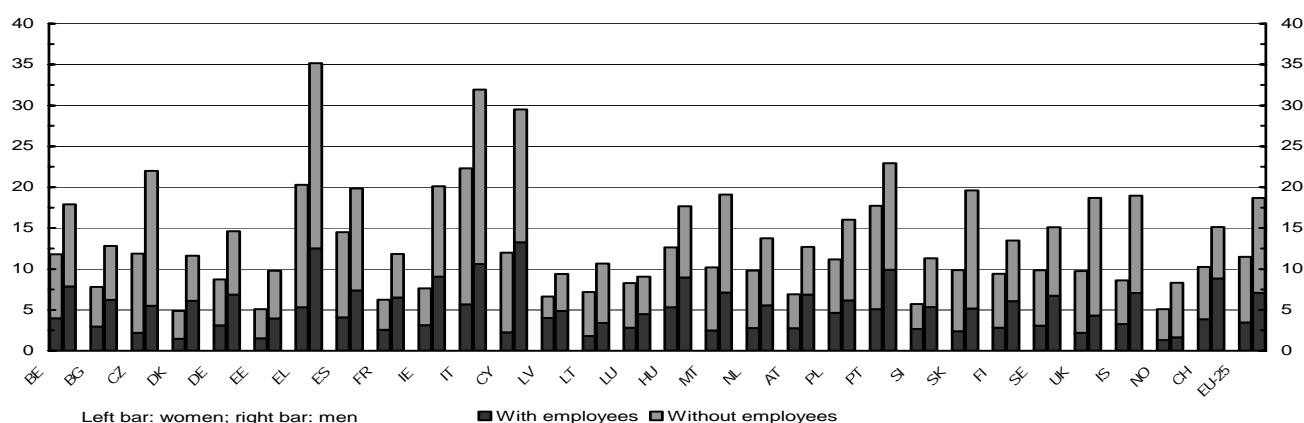
Figure 2: Women and men self-employed in industry and services, 2005
% of total women/men employed in industry and services



The small share of self-employed among women can be partly explained by the large proportion of women employed in public administration, education, and health and social work. These tend to be public sector activities, therefore limiting the possibility for self-employment. Excluding these sectors from the analysis has the effect of increasing the proportion of those who

are classified as self-employed with employees, and more so for women than for men. In 2005, in the EU-25 as a whole, around 3.5% of women in industry and market services (i.e. excluding the above-mentioned sectors) were recorded as self-employed with employees. This compares with just over 7% of men, still more than twice as high (Fig. 3).

Figure 3: Women and men self-employed in industry and market services, 2005
% of total women/men employed in industry and services*



(*) excluding Public Administration, Education, Health and Extra-territorial organisations

This adjustment to the sectors covered, however, has comparatively little effect on the relative size of the gap in different countries. As before, the gap is widest in

Denmark and Cyprus, while it is narrowest in Latvia, Poland and Norway, where the proportion of men was less than 50% higher than that of women.

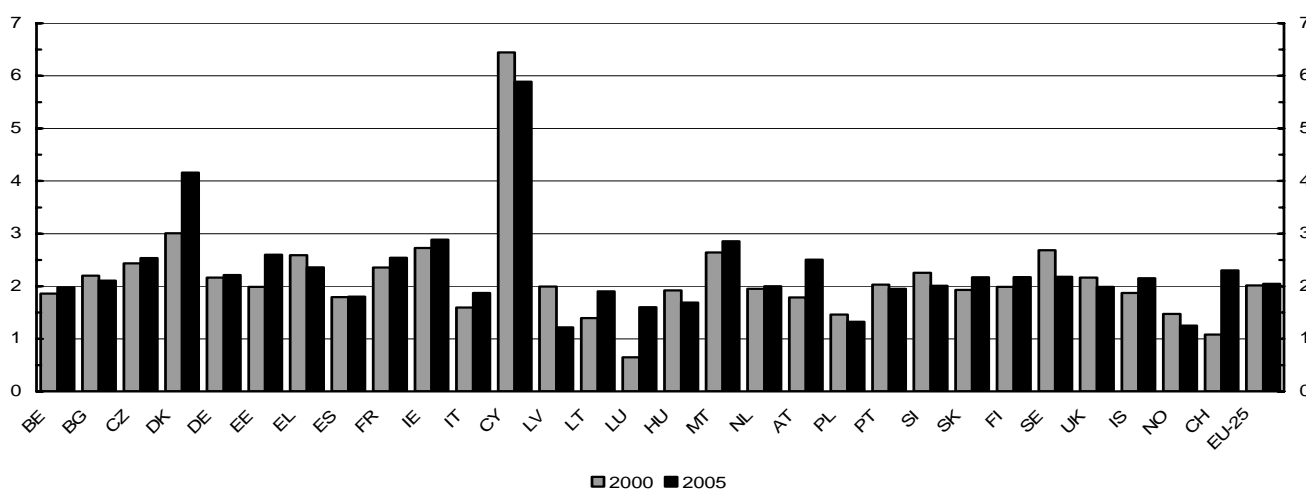
Little sign of the entrepreneurial gap narrowing

There is not much sign of the entrepreneurial gap, measured in this way, narrowing in recent years. Between 2000 and 2005, the overall proportion of self-employed with employees in the EU-25 remained virtually unchanged for both women and men, leaving the gap at the same size as before (Fig. 4).

While both the extent and direction of change in the relative number of self-employed with employees varied between countries over this period, there were only a few in which the gap between men and women narrowed. In 6 Member States, the Czech Republic, Denmark, Estonia, Spain, Italy and Finland, as well as in Iceland, the proportion of self-employed with employees decreased for both women and men, with

the gap between the two widening or remaining the same. In 7 Member States, Cyprus, Hungary, Malta, the Netherlands, Poland, Slovakia and Sweden, as well as Bulgaria, the proportion increased (more than marginally) for both men and women and the gap narrowed in Cyprus, Sweden and, to a small extent, in Hungary, Poland and Bulgaria. In the remaining countries, the proportion of self-employed with employees changed in different directions for men and women, but the gap between the two narrowed to a significant extent only in Latvia while it widened by over two times in Luxembourg and Switzerland. In most cases, however, the scale of the change in the gap, whether towards widening or narrowing, was relatively small.

Figure 4: Ratio of the proportion of men self-employed with employees to women self-employed with employees in industry and market services, 2000 and 2005*



Share of men as ratio of share of women

(*) excluding Public Administration, Education, Health and Extra-territorial organisations

Sectoral concentration of self-employed with employees is more marked for women

Almost a third of self-employed women with employees in 2005 were in the distributive trades (retailing especially), in the EU-25, significantly more than the sector's share of women employees (25%). Another 16% of self-employed women with employees worked in business and financial services, much less than the share of women employees in this sector, while 14% worked in the hotels and restaurants sector and in community and personal services, in both cases more than their share of women employees, especially in the

first. These four sectors accounted for some 75% of all women entrepreneurs defined in this way.

Men entrepreneurs, however, were much less concentrated in these sectors. Apart from financial and business services, in which the proportion for men and women was much the same, each of the four sectors accounted for a significantly smaller proportion of men self-employed with employees than women – only just over half as against three-quarters. Correspondingly,

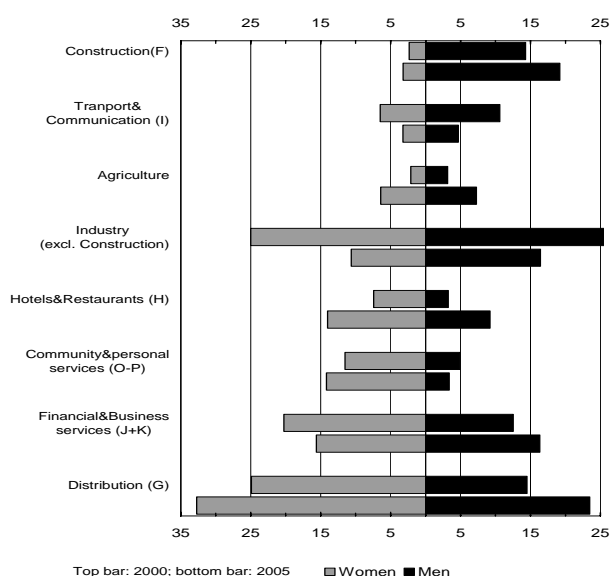
more men entrepreneurs worked in industry and construction, over 35% of the total as opposed to just 14% in the case of women (Fig. 5 and Table 1).

Table 1: Distribution of employees and self-employed with employees by sector, 2005
% of women/men self-employed with employees; % of women/men employees

Sector	Sex	Status	BE	BG	CZ	DK	DE	EE	EL	ES	FR	IE	IT	CY	LV	LT	LU
Agriculture (A+B)	Women	SE w/e	2.4	4.8	3.1	8.1	3.2	0.0	14.1	2.9	11.3	6.0	5.4	8.5	9.0	19.7	6.1
		Employees	0.8	4.0	4.3	2.3	1.4	4.3	1.5	3.0	1.4	1.0	2.8	0.7	5.1	3.8	0.5
	Men	SE w/e	6.1	7.7	2.7	12.2	6.7	13.1	10.4	4.9	11.0	8.2	5.8	6.4	16.0	14.4	7.2
		Employees	1.2	6.8	5.7	3.1	2.2	5.9	2.1	4.7	2.2	2.3	3.7	2.3	12.8	8.2	1.2
Industry (C-E)	Women	SE w/e	0.7	14.0	9.1	11.1	5.7	47.0	13.3	9.5	9.9	7.4	16.7	8.5	18.0	6.2	8.3
		Employees	21.5	43.6	39.4	23.5	23.5	34.1	17.8	15.8	19.5	18.0	27.6	13.3	25.3	33.4	8.5
	Men	SE w/e	11.7	21.1	20.5	15.0	14.5	33.0	17.4	16.7	15.0	10.9	22.2	18.7	21.5	20.6	7.9
		Employees	36.4	37.6	44.7	28.5	41.0	35.9	27.2	28.2	31.5	26.1	38.4	20.1	23.8	28.9	20.8
Construction (F)	Women	SE w/e	1.2	2.5	0.7	3.2	4.1	0.0	0.7	3.8	1.6	2.1	3.2	0.0	2.9	0.0	8.1
		Employees	2.3	2.0	2.9	2.5	2.8	2.2	0.5	2.1	2.0	2.2	1.6	2.3	3.5	2.9	3.1
	Men	SE w/e	15.6	6.0	20.6	22.4	16.9	9.0	17.0	24.2	20.0	30.7	19.6	21.1	7.4	6.1	21.2
		Employees	13.0	13.7	14.0	13.7	12.1	14.9	19.3	23.2	13.1	24.1	14.5	24.4	18.8	19.7	20.7
Services (G-K, O,P)	Women	SE w/e	95.6	78.8	87.1	77.6	86.9	53.0	72.0	83.8	77.2	84.4	74.7	83.1	70.1	74.1	77.5
		Employees	75.4	50.4	53.4	71.7	72.3	59.4	80.1	79.1	77.0	78.9	68.0	83.7	66.1	59.9	87.9
	Men	SE w/e	66.6	65.3	56.3	50.5	61.9	44.9	55.2	54.2	54.0	50.2	52.5	53.8	55.1	59.0	63.6
		Employees	49.5	41.9	35.6	54.8	44.7	43.4	51.5	44.0	53.2	47.5	43.4	53.2	44.6	43.2	57.4
Distribution (G)	Women	SE w/e	45.4	48.0	37.2	39.1	32.3	26.3	33.3	33.0	30.1	31.3	31.0	24.3	36.9	39.5	30.7
		Employees	26.3	20.8	22.1	24.5	26.2	23.8	26.9	21.6	23.1	26.1	19.1	22.8	29.7	28.2	21.8
	Men	SE w/e	31.4	43.0	26.7	21.5	21.0	26.8	27.1	19.8	22.3	19.8	23.6	27.3	17.5	33.4	21.7
		Employees	13.3	12.8	10.1	19.9	14.5	11.1	17.0	13.8	16.1	14.2	13.0	19.5	12.4	17.8	13.3
Hotels, restaurants (H)	Women	SE w/e	20.1	11.5	23.3	0.0	11.7	12.8	11.9	19.7	15.9	17.2	14.6	15.3	12.5	8.2	20.3
		Employees	5.6	9.3	6.8	5.8	6.9	8.1	12.2	12.5	5.0	12.4	8.5	14.5	6.3	6.0	7.1
	Men	SE w/e	10.5	7.7	9.3	1.7	9.5	4.9	12.8	13.5	8.6	7.1	9.3	8.6	13.4	7.0	12.8
		Employees	2.7	4.2	3.3	2.0	2.7	2.0	7.2	5.7	3.4	5.2	4.0	7.7	2.5	1.0	2.7
Transport, communication (I)	Women	SE w/e	1.9	1.6	3.5	11.5	4.4	0.0	2.4	4.1	2.4	4.0	1.3	5.5	0.0	4.8	1.5
		Employees	9.7	6.5	8.4	8.1	5.3	8.1	5.8	5.0	8.4	5.2	5.8	5.0	10.7	7.2	6.2
	Men	SE w/e	4.2	6.2	6.3	9.1	4.6	8.0	3.3	6.3	2.5	5.4	2.8	1.3	6.2	9.1	3.0
		Employees	15.6	12.8	11.3	10.6	9.0	14.5	12.6	8.5	11.6	9.5	10.2	7.8	16.1	12.7	13.7
Financial and business services (J+K)	Women	SE w/e	18.8	13.1	17.4	10.7	19.1	13.9	15.9	13.3	12.4	15.7	12.8	5.4	9.8	7.3	9.0
		Employees	23.6	8.2	10.6	22.7	22.0	9.8	19.5	19.5	23.4	24.8	20.8	20.6	9.9	8.8	36.4
	Men	SE w/e	17.5	6.4	10.4	16.1	20.8	5.2	10.4	11.6	17.6	14.7	14.6	14.2	12.2	7.8	23.4
		Employees	13.8	7.9	6.9	15.9	13.2	12.9	9.7	11.3	16.7	13.9	11.4	12.1	8.2	6.7	23.7
Community, personal services (O-P)	Women	SE w/e	9.4	4.5	5.7	16.3	19.4	0.0	8.4	13.8	16.3	16.2	15.0	32.6	10.9	14.2	15.9
		Employees	10.1	5.7	5.4	10.5	11.9	9.7	15.8	20.5	17.2	10.3	13.9	20.8	9.6	9.6	16.4
	Men	SE w/e	3.1	1.9	3.6	2.0	5.9	0.0	1.6	3.0	3.0	3.1	2.2	2.4	5.8	1.6	2.7
		Employees	4.1	4.3	4.0	6.5	5.4	2.9	4.9	4.7	5.4	4.6	4.9	6.1	5.4	5.0	4.0

The distribution by sector relates to the total economy, excluding public administration, education, health and extra-territorial organisations

Figure 5: Distribution of self-employed with employees by sector in the EU-25, 2005



% of women/men self employed with employees

The pattern is similar in most Member States. A significantly larger proportion of women entrepreneurs

than men had businesses in the distributive trades, hotels and restaurants and personal and community services in virtually all countries, while the reverse was the case in industry and, especially, in construction. Financial and business services, on the other hand, accounted for a similar proportion of men and women entrepreneurs, and more women than men in Greece, Spain, Portugal and Finland and 5 of the new Member States (the Czech Republic, Estonia, Hungary, Poland, and Slovenia) as well as Bulgaria and Croatia.

In itself, the division of the self-employed with employees between sectors gives no indication of whether women who work in these sectors are more or less likely than men to be running businesses in them. This issue is examined here by comparing the proportion of men and women in different sectors who are self-employed with employees.

Again, the pattern is generally similar across Europe. Community and personal services is the only sector with a larger proportion of women than men self-employed with employees in a significant number of Member States – Italy, Lithuania, Hungary, Poland, Slovenia, Slovakia and the UK – as well as Croatia, Iceland and Norway. But there are a few other sectors where in one or two countries, employed women are more likely than

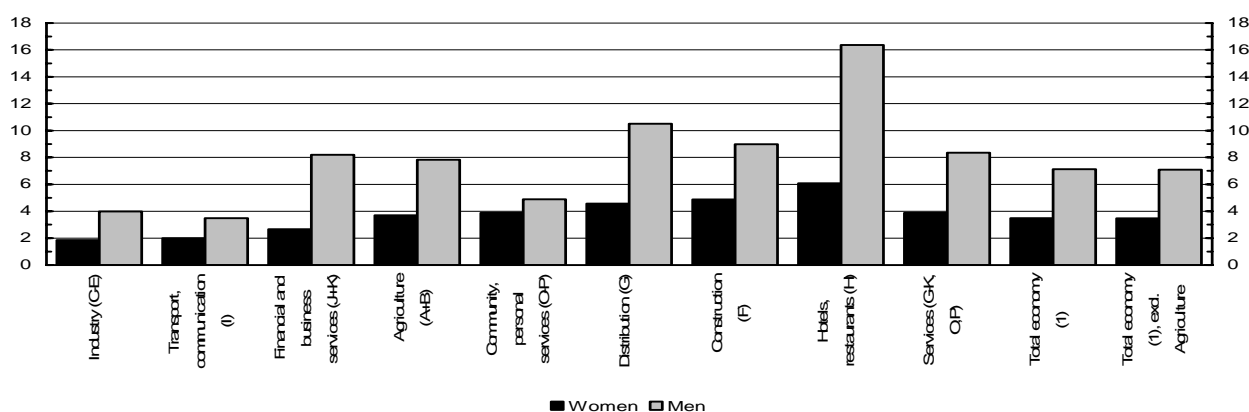
men to run businesses. In particular, the proportion of women who are self-employed with employees in agriculture was larger than that of men in Ireland, Finland and Iceland (Fig. 6 and Table 2).

Table 1: Distribution of employees and self-employed with employees by sector, 2005
% of women/men self-employed with employees; % of women/men employees

HU	MT	NL	AT	PL	PT	SI	SK	FI	SE	UK	HR	IS	NO	CH	EU-25	Status	Sex	Sector
3.4	0.0	10.0	14.9	11.9	3.5	7.2	0.0	15.5	6.8	5.1	5.6	20.5	19.7	13.1	6.4	SE w/e	Women	Agriculture (A+B)
2.9	0.0	2.5	1.3	2.0	2.9	1.7	4.3	2.1	1.4	0.8	2.0	1.5	1.4	1.2	1.9	Employees	Men	
7.1	7.2	11.2	10.3	9.5	4.8	3.9	3.1	9.4	6.8	6.2	6.1	17.6	25.8	16.1	7.3	SE w/e	Men	Industry (C-E)
6.0	2.0	3.0	1.2	3.4	3.7	2.1	8.0	2.8	1.8	1.2	4.4	8.8	2.7	1.8	2.9	Employees	Women	
12.1	8.5	7.5	2.5	12.3	23.0	10.7	14.2	6.6	12.4	5.4	4.9	7.3	3.6	10.2	10.6	SE w/e	Women	Industry (C-E)
33.8	29.5	14.0	18.0	34.6	31.6	40.0	39.0	21.7	18.4	14.2	30.4	18.9	15.7	16.5	22.5	Employees	Men	
14.5	16.8	9.9	13.8	20.1	18.9	27.9	19.5	14.3	13.6	9.5	16.2	7.2	9.5	15.2	16.4	SE w/e	Men	Construction (F)
36.6	33.8	28.1	36.0	45.1	31.5	46.9	44.1	35.0	31.0	27.9	34.7	26.1	26.1	29.0	34.6	Employees	Women	
1.9	0.0	5.3	6.6	1.9	4.3	2.9	2.3	5.6	3.8	4.2	5.1	4.4	0.0	3.2	3.2	SE w/e	Women	Construction (F)
1.7	1.6	2.2	3.6	1.6	1.7	1.2	1.9	1.4	1.6	3.0	2.4	2.0	2.2	2.1	2.3	Employees	Men	
20.1	8.7	12.4	15.4	14.8	24.9	19.0	15.9	20.1	15.8	21.2	15.2	22.9	20.5	16.3	19.2	SE w/e	Men	Services (G-K, O,P)
15.2	13.8	12.0	14.1	12.4	23.4	12.4	14.3	12.8	11.8	11.5	18.1	12.8	14.8	12.9	14.4	Employees	Women	
82.6	91.5	77.3	76.0	73.9	69.2	79.1	83.4	72.3	77.0	85.3	84.4	67.8	76.7	73.4	79.8	SE w/e	Women	Services (G-K, O,P)
61.5	68.9	81.3	77.2	61.8	63.8	57.1	54.8	74.7	78.5	82.0	65.3	77.5	80.8	80.3	73.3	Employees	Men	
58.3	67.3	66.5	60.4	55.6	51.5	49.1	61.4	56.3	63.8	63.2	62.5	52.3	44.2	52.4	57.1	SE w/e	Men	Distribution (G)
42.1	50.5	56.9	48.6	39.2	41.4	38.6	33.6	49.3	55.4	59.4	42.8	52.3	56.5	56.4	48.0	Employees	Women	
37.4	44.0	37.1	23.7	39.1	36.7	36.5	44.5	27.9	27.7	25.9	36.0	40.8	27.3	31.3	32.7	SE w/e	Women	Distribution (G)
26.4	20.1	29.7	29.5	28.9	20.0	21.6	22.3	22.6	24.0	30.1	28.3	22.5	33.5	28.0	25.2	Employees	Men	
28.0	37.7	27.1	18.9	30.8	28.2	16.7	33.0	20.0	25.0	21.6	28.0	23.1	9.9	18.0	23.5	SE w/e	Men	Hotels, restaurants (H)
13.4	13.8	17.3	16.3	13.6	16.9	11.6	8.8	14.4	15.6	18.0	14.7	17.0	20.2	15.0	15.0	Employees	Women	
8.8	8.5	13.6	24.8	2.3	15.2	13.1	12.6	14.3	14.6	17.6	14.2	0.0	5.7	12.2	14.0	SE w/e	Women	Hotels, restaurants (H)
7.6	12.9	9.1	12.3	4.5	10.6	8.9	8.6	8.6	6.4	9.2	11.1	8.2	8.6	8.2	8.0	Employees	Men	
6.8	11.6	8.1	15.6	3.6	11.4	7.3	8.4	4.9	6.5	7.1	14.1	8.4	4.3	3.6	9.2	SE w/e	Men	Transport, communication (I)
3.9	9.9	4.2	4.7	1.4	3.4	3.6	2.9	2.0	2.5	4.6	5.3	3.8	3.0	3.5	3.7	Employees	Women	
2.4	15.1	2.8	2.6	5.8	1.0	0.0	1.6	6.7	4.3	3.5	3.8	6.9	14.3	1.9	3.2	SE w/e	Women	Transport, communication (I)
6.6	10.2	7.5	5.5	6.1	4.4	4.8	7.0	7.2	7.7	6.6	5.4	11.8	7.8	7.1	6.4	Employees	Men	
6.3	3.9	4.8	3.4	7.7	3.4	7.2	6.9	16.4	8.9	5.1	6.0	3.8	16.3	3.1	4.7	SE w/e	Men	Financial and business services (J+K)
12.2	11.0	11.8	11.4	10.8	8.4	9.3	10.2	11.6	11.4	12.3	12.2	11.1	11.8	10.2	10.7	Employees	Women	
24.1	8.8	13.8	12.2	16.7	9.5	18.3	11.2	16.3	21.5	20.4	17.4	8.0	10.6	16.9	15.6	SE w/e	Women	Financial and business services (J+K)
14.2	18.5	27.4	20.7	15.3	13.3	15.0	10.7	24.8	28.7	26.4	12.5	25.3	20.9	23.6	21.3	Employees	Men	
14.9	10.5	22.8	18.6	10.8	6.9	16.0	9.8	12.0	20.1	25.1	13.8	14.7	11.5	26.1	16.3	SE w/e	Men	Community, personal services (O-P)
8.4	11.4	20.1	12.0	9.6	9.2	9.4	7.9	15.5	20.4	18.8	6.9	14.3	17.7	22.3	13.7	Employees	Women	
10.0	15.0	10.0	12.6	10.0	6.8	11.2	13.6	7.2	9.0	17.9	13.0	12.1	18.8	11.0	14.2	SE w/e	Women	Community, personal services (O-P)
6.7	7.2	7.8	9.1	7.1	15.5	6.7	6.2	11.6	11.8	9.8	8.0	9.7	10.0	13.4	12.5	Employees	Men	
2.3	3.6	3.8	4.0	2.8	1.7	2.0	3.1	2.9	3.3	4.2	0.5	2.2	2.2	1.7	3.4	SE w/e	Men	Total economy
4.2	4.4	3.5	4.3	3.7	3.4	4.7	3.9	5.8	5.5	5.7	3.8	6.2	3.8	5.3	4.9	Employees	Men	

The distribution by sector relates to the total economy, excluding public administration, education, health and extra-territorial organisations

Figure 6: Women and men self-employed with employees by sector in the EU-25, 2005
% of women/men employed in each sector



(1) Total economy is defined as to exclude Public Administration, Education, Health and Extra-territorial organisations

Many more men than women in charge of businesses

The proportion of self-employed women and men with employees is only a partial indicator of those running businesses since many of those concerned, especially in larger companies, are likely to be salaried employees of the enterprises they work for rather than self-employed. Another indicator of the relative number of

men and women entrepreneurs is, therefore, the number classified as company Directors or senior executives and as managers of small enterprises (Fig. 7). As in the case of the self-employed, many more men than women in the EU-25 are classed in these two occupational groups – around 5.3% of men in

employment as opposed to just 3.2% of women in 2005. Only in Spain, France, Italy, Latvia and Portugal was the proportion of men less than 50% higher than for women,

while in Denmark, Malta, Slovenia, Finland, as well as Iceland and Norway, it was over 3 times higher.

Table 2: Women and men self-employed with employees by sector, 2005
% of women/men self-employed with employees in each sector

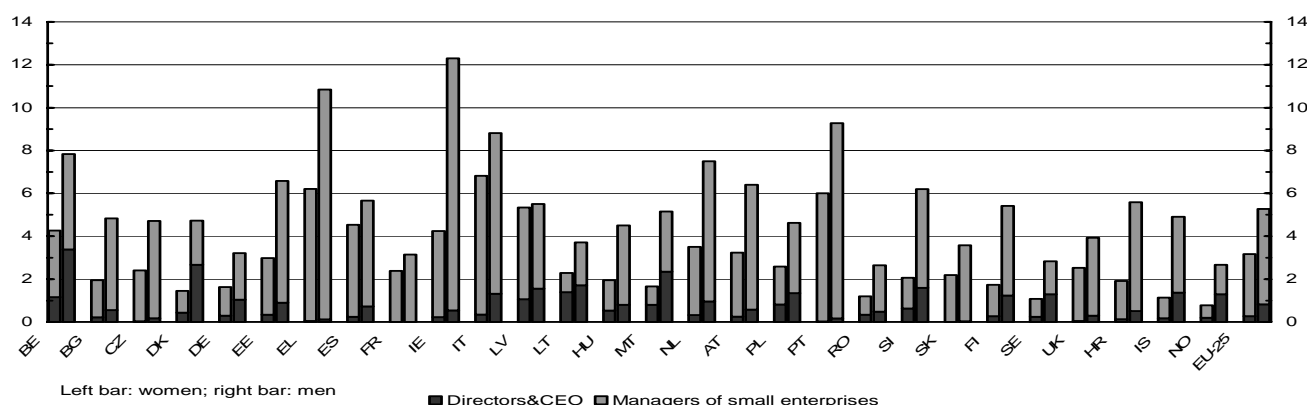
Sector	Sex	BE	BG	CZ	DK	DE	EE	EL	ES	FR	IE	IT	CY	LV	LT	LU
Agriculture (A+B)	Women	3.4	1.3	1.6	3.6	4.0	0.0	3.7	2.4	7.3	9.2	7.2	4.6	2.8	2.1	6.5
	Men	14.8	3.6	2.5	15.0	14.1	6.2	9.2	4.9	12.6	6.9	11.1	13.4	3.9	2.2	10.2
Industry (C-E)	Women	0.2	1.0	0.6	0.8	0.8	2.0	5.1	2.6	1.5	1.4	4.2	1.6	3.0	0.4	3.0
	Men	3.1	3.8	2.9	3.8	2.8	4.0	10.5	4.8	3.7	4.6	7.8	13.5	4.8	2.7	1.9
Construction (F)	Women	2.1	3.9	0.5	1.8	4.5	0.0	6.1	6.5	2.1	3.0	11.2	0.0	3.4	0.0	6.9
	Men	9.4	2.9	6.2	10.0	9.6	2.5	12.9	7.8	10.0	11.6	13.4	12.3	2.0	1.1	5.0
Services (G-K, O,P)	Women	5.0	4.4	3.2	1.7	3.7	1.3	5.3	4.3	2.8	3.5	6.0	2.4	4.4	2.6	2.6
	Men	10.3	8.9	7.8	6.1	9.2	4.4	13.2	8.6	7.2	9.8	11.5	13.6	6.0	4.8	5.1
Distribution (G)	Women	6.4	6.0	3.5	2.4	3.9	1.6	6.5	5.5	3.6	4.0	8.2	2.5	5.2	2.8	4.0
	Men	16.2	16.6	11.6	7.2	9.9	9.3	15.9	9.4	9.3	12.9	14.4	17.8	6.9	6.1	7.3
Hotels, restaurants (H)	Women	10.8	3.7	7.1	0.0	5.2	2.3	5.4	6.2	8.0	4.5	9.5	2.5	8.2	3.0	7.8
	Men	21.5	10.3	13.8	6.0	20.4	10.1	20.9	15.5	15.3	13.6	21.4	15.5	23.1	21.4	17.1
Transport, communication (I)	Women	0.9	0.8	1.0	2.2	2.7	0.0	3.1	3.6	0.9	2.5	1.7	2.9	0.0	1.5	0.8
	Men	2.6	3.1	3.3	5.9	4.0	2.4	4.2	5.3	1.7	5.2	3.6	2.4	2.0	2.8	1.1
Financial and business services (J+K)	Women	3.3	4.6	2.9	0.7	2.7	2.1	5.1	2.9	1.6	2.1	3.5	0.6	4.1	1.8	0.8
	Men	9.2	5.0	6.8	6.5	9.8	1.8	13.5	7.5	7.5	9.9	11.2	15.3	7.4	4.1	4.6
Community, personal services (O-P)	Women	3.6	2.2	1.8	2.2	4.7	0.0	3.7	3.0	2.7	4.8	5.9	3.8	4.3	2.8	2.9
	Men	6.0	2.9	4.7	2.1	7.1	0.0	5.5	5.0	4.0	6.0	4.9	6.1	4.4	1.2	3.0
Total economy (1)	Women	4.0	2.8	2.1	1.5	3.1	1.4	5.0	4.0	2.8	3.3	5.7	2.4	3.9	1.8	2.9
	Men	8.1	5.9	5.3	6.6	7.1	4.1	12.1	7.2	6.9	8.8	10.7	13.3	4.7	3.2	4.7
Total economy (1), excl. Agriculture	Women	4.0	3.0	2.2	1.5	3.1	1.5	5.3	4.1	2.6	3.1	5.7	2.3	4.0	1.8	2.8
	Men	7.9	6.2	5.5	6.1	6.9	3.9	12.5	7.4	6.5	9.1	10.6	13.3	4.9	3.4	4.5

(1) Total economy is defined as to exclude Public Administration, Education, Health and Extra-territorial organisations

The gap between men and women is widest for Directors and chief executives of companies, the proportion of men occupying these positions being, on average, more than twice as high as for women in 2005 (around 0.8% of men in employment as opposed to under 0.3% of women). At the same time, around 4.4% of men in work were employed as 'Managers of small enterprises', 1.5 times the proportion of women (3%).

Only in Latvia, Lithuania, Hungary, Poland and Romania, was the proportion of men employed working as 'Directors and chief executives' less than twice the proportion of women, while in the Czech Republic, Denmark, Portugal, Sweden and the UK as well as Iceland and Norway, it was over 5 times higher. The variation across countries was less marked for 'Managers of small enterprises', though in all cases, proportionately more men than women occupied such a position.

Figure 7: Women and men managing companies, 2005
% of total women/men employed



Proportions of women and men managing companies little changed since 2000

In the EU-25 as a whole, the overall proportion of men and women in work employed as Directors and CEOs was virtually the same in 2005 as in 2000, though there was a marginal narrowing of the gap between the two (Tables 3 and 4). This was slightly more in the new Member States than in the EU-15 Member States. While the gap narrowed in 11 of the 21 countries for which it is possible to compare data for both years, the numbers involved are very small so that this conclusion

should be treated with some caution. The proportion of employed men and women classified as managers of small enterprises was also broadly unchanged between 2000 and 2005, though in the new Member States there was some reduction on average, perhaps reflecting the growth of businesses in these countries. The gap between men and women occupying such positions was also much the same in the two years over the EU-25 as a whole. Nevertheless, the gap widened in 14 of the 25

European countries for which data are available and narrowed in 8. The widening of the gap was particularly marked in Belgium, Estonia, Lithuania, Hungary and

Austria, while it narrowed significantly in the Czech Republic and Latvia.

Table 2: Women and men self-employed with employees by sector, 2005
% of women/men self-employed with employees in each sector

HU	MT	NL	AT	PL	PT	SI	SK	FI	SE	UK	HR	IS	NO	CH	EU-25	Sex	Sector
4.5	0.0	7.3	6.1	2.0	0.8	1.4	0.0	9.2	9.2	9.0	0.7	18.8	9.4	11.8	3.7	Women	Agriculture (A+B)
8.3	18.9	12.7	12.3	2.6	3.5	2.0	2.1	7.6	12.4	12.3	2.4	11.3	9.2	27.3	7.8	Men	
2.1	0.8	1.7	0.5	2.0	4.2	0.8	0.9	1.0	2.3	0.9	0.8	1.6	0.4	2.8	1.9	Women	Industry (C-E)
4.0	4.1	2.4	3.2	3.3	6.9	3.4	2.5	2.9	3.5	1.8	4.3	2.5	0.8	5.8	4.0	Men	
5.9	0.0	6.5	5.9	6.2	13.1	5.8	2.7	10.6	7.3	3.1	9.2	8.9	0.0	5.5	4.9	Women	Construction (F)
11.2	4.5	5.9	8.3	7.5	10.4	7.8	4.4	9.2	8.8	6.1	6.8	11.4	2.8	12.1	9.0	Men	
6.8	3.2	2.9	3.1	5.9	5.2	3.8	3.3	3.1	3.2	2.3	5.4	3.5	1.5	4.0	3.9	Women	Services (G-K, O,P)
11.8	9.5	6.9	8.9	8.5	11.5	6.7	8.4	7.2	7.9	4.9	11.2	7.7	1.7	9.5	8.4	Men	
7.3	5.0	3.8	2.6	6.4	7.9	4.7	4.5	4.0	3.8	2.0	5.5	7.3	1.3	4.8	4.6	Women	Distribution (G)
17.0	15.7	9.3	8.5	12.1	14.0	7.5	14.9	8.7	10.8	5.7	14.1	10.5	1.1	11.7	10.5	Men	
6.3	1.7	4.6	6.1	2.7	6.9	4.0	3.4	5.4	7.2	4.5	5.6	0.0	1.1	6.5	6.1	Women	Hotels, restaurants (H)
15.2	9.4	11.2	20.9	15.2	23.7	10.6	14.5	14.6	16.2	7.6	19.6	16.3	3.1	10.3	16.4	Men	
2.2	3.9	1.2	1.6	5.2	1.4	0.0	0.6	3.2	1.9	1.3	3.2	2.5	2.9	1.3	2.0	Women	Transport, communication (I)
4.9	2.8	2.7	2.4	4.5	4.5	4.1	3.7	8.9	5.9	2.0	4.2	2.9	2.9	3.5	3.5	Men	
8.3	1.3	1.5	1.9	5.6	3.9	3.4	2.0	2.2	2.4	1.7	5.6	1.3	0.8	3.2	2.7	Women	Financial and business services (J+K)
13.6	7.2	6.4	10.3	7.0	7.4	8.5	5.5	5.0	6.6	5.8	14.8	7.8	1.4	11.4	8.2	Men	
6.2	3.6	3.2	4.1	6.8	2.1	4.3	4.2	1.7	2.2	3.4	5.9	4.3	2.7	3.5	3.9	Women	Community, personal services (O-P)
4.7	6.2	5.4	6.1	5.1	5.1	2.5	3.8	3.1	4.0	3.0	0.9	2.6	1.1	3.5	4.9	Men	
5.3	2.5	3.0	3.0	4.0	4.3	2.5	2.3	3.1	3.2	2.3	3.3	3.9	1.6	4.2	3.5	Women	Total economy (1)
8.9	7.4	5.9	7.2	5.4	9.1	5.0	4.9	6.2	6.9	4.5	7.1	7.5	2.1	9.9	7.1	Men	
5.3	2.5	2.8	2.7	4.6	5.1	2.7	2.4	2.8	3.1	2.2	4.2	3.3	1.3	3.8	3.5	Women	Total economy (1), excl. Agriculture
9.0	7.1	5.6	6.9	6.2	9.9	5.3	5.2	6.1	6.7	4.3	8.1	7.0	1.6	8.9	7.1	Men	

(1) Total economy is defined as to exclude Public Administration, Education, Health and Extra-territorial organisations

Table 3: Proportion of men and women employed as heads of businesses, 2000 and 2005

	2000		2005	
	Directors& CEO	Managers of small enterpr.	Directors& CEO	Managers of small enterpr.
BE	3.7	0.9	2.9	1.4
BG	2.4	3.0	2.5	2.5
CZ	:	2.7	5.9	1.9
DK	5.6	1.7	6.2	2.0
DE	4.6	1.4	3.6	1.6
EE	2.1	1.0	2.7	2.1
EL	:	1.7	2.6	1.7
ES	3.9	1.0	3.1	1.1
FR	:	1.3	:	1.3
IE	5.2	2.4	2.4	2.9
IT	3.6	1.2	3.8	1.2
CY	4.7	7.8	:	:
LV	5.5	1.6	1.5	0.9
LT	3.2	1.1	1.2	2.2
LU	4.3	1.7	:	:
HU	1.4	1.8	1.5	2.6
MT	:	:	2.9	3.3
NL	2.7	1.7	2.9	2.1
AT	1.6	1.3	2.3	2.0
PL	1.9	1.7	1.7	1.8
PT	6.4	1.6	8.9	1.5
RO	:	:	1.4	2.5
SI	2.0	3.0	2.5	3.2
SK	5.0	2.0	:	1.6
FI	7.5	2.7	4.6	2.8
SE	4.8	2.2	5.4	1.8
UK	9.7	1.7	6.3	1.5
HR	:	:	4.0	2.9
IS	7.9	2.7	8.1	3.6
NO	8.6	2.5	6.5	2.4
CH	7.4	1.8	:	:
EU-25	3.7	1.5	3.0	1.5

Share of men as ratio of share of women

Table 4: Change in the proportion of men and women employed as heads of businesses, 2000 and 2005

	Women		Men	
	Directors& CEO	Managers of small enterpr.	Directors& CEO	Managers of small enterpr.
BE	0.0	-1.1	-0.7	0.5
BG	0.1	0.2	0.3	-0.4
CZ	:	0.3	0.1	-0.9
DK	0.0	-0.7	0.1	-0.9
DE	0.0	-0.1	-0.1	0.1
EE	-0.5	-1.6	-0.9	1.3
EL	:	-0.5	:	-0.8
ES	0.0	-1.5	-0.2	-0.7
FR	:	-0.1	:	0.0
IE	0.2	-2.3	0.4	-3.7
IT	0.0	0.0	0.0	0.0
CY	:	:	:	:
LV	0.7	1.3	-0.2	-0.9
LT	0.6	-0.4	-0.9	0.7
LU	:	:	:	:
HU	0.0	0.0	0.0	1.3
MT	:	:	:	:
NL	-0.5	-0.8	-1.3	-0.3
AT	-0.1	-0.7	0.0	1.1
PL	0.3	-1.0	0.4	-1.4
PT	-0.1	1.9	-0.4	2.4
RO	:	:	:	:
SI	-0.4	0.0	-0.5	0.3
SK	:	-0.2	-0.1	-1.1
FI	-0.1	-0.1	-1.4	-0.3
SE	0.1	-0.2	0.7	-0.7
UK	0.0	0.6	-0.3	0.5
HR	:	:	:	:
IS	-0.2	0.2	-1.4	1.4
NO	0.1	-0.5	0.2	-1.5
CH	:	:	:	:
EU-25	0.0	-0.1	-0.2	0.0

% point of change

➤ ESSENTIAL INFORMATION – METHODOLOGICAL NOTES

The source for all the data in this report is Eurostat's European Labour Force Survey (EU-LFS).

The analysis is based on the EU Labour Force Survey. Those in employment are defined as any persons who did any work during the reference week, even for as little as one hour, or who had a job or business from which they were temporarily absent during the reference week. Within this, those self-employed are defined as:

A person who works in his own business, professional practice or farm for the purpose of earning a profit, even if the enterprise is failing to make a profit, or who spends time on the operation of a business, professional practice or farm even if no sales were made, no services supplied or nothing produced (for example, someone undertaking maintenance activities, waiting for a client or attending a conference), or who is in the process of setting up a business, farm or professional practice.

The self-employed are further divided between those who employ at least one other person and those who do not.

No EU-27 estimations provided because data refer to a period before Bulgaria and Romania joined the EU

Non-market services – NACE, Section L, Public administration and defence; compulsory social security, Section M, Education, Section N, Health and social work and Section Q, Extra-territorial organisations and bodies – in which there are relatively few self-employed, and even fewer

entrepreneurs, are excluded from most of the analysis in order to improve comparability between Member States.

For the analysis of women and men managing companies, two occupational categories were distinguished in the International Standard Classification of Occupations 1988 (ISCO 1988):

- 121 Directors and chief executives

- 131 Managers of small enterprises.

Comparability over time

The LFS data for a number of countries are affected by breaks in the series, due either to the transition from the Spring survey to a quarterly continuous survey, to census revisions or changes in the methods for defining the sample surveyed, which affect the comparability of the data over time. These are: DE: 2005; EL, IT and AT: 2004; FR and LU: 2003; LT: 2002; SE: 2001 and 2003; RO: 2002) In these cases, to allow for these breaks and improve comparability between the two years being compared, the figures have been adjusted by including only the changes between years for which the data are comparable and excluding those where they are not. In the case of Greece, for example, this means taking the change between 2000 and 2003 and between 2004 and 2005 and aggregating the two to give the change between 2000 and 2005. For the small countries especially, it should be emphasised that because of the small sample size, the data may not be fully reliable and therefore may not be fully comparable between years. Accordingly there is a significant margin of error for a few countries as regards the change estimated between 2000 and 2005.

Further information:


Data: [EUROSTAT Website/Home page/Population and Social Conditions/Data](#)

 **Population and social conditions**

 **Labour market**

 **Employment and unemployment (Labour Force Survey)**

 LFS main indicators

 LFS series - Quarterly survey results

 LFS regional series

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