



Chart of the Week



THE CONFERENCE BOARD INITIATIVE ON SUSTAINABILITY™

Women in Management

FROM *SUSTAINABILITY PRACTICES: 2013 EDITION*

Just over one-quarter of S&P Global 1200 companies disclosed the share of management positions held by women, according to data from *Sustainability Practices: 2013 Edition*.

Sector analysis shows that women were more likely to hold management positions at health care, consumer discretionary, and financial companies, and they were least likely to be managers in materials and energy companies. However, when comparing the share of women in management positions and the overall share of women in the workforce, the financial sector had the largest gap (22 percentage points) between these two metrics. By comparison, the gap in health care companies is 13 points.

The geographic analysis shows that women are significantly underrepresented in management positions among companies in Asia-Pacific and Latin America. The gap is especially significant in Asia-Pacific: women accounted for 35 percent of the overall workforce among companies in this region, but only 12 percent of managers.

Why it matters...

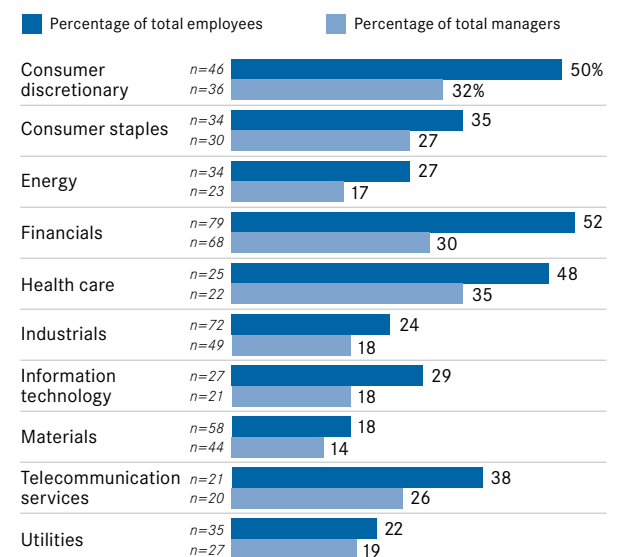
- Despite encouraging developments over the last few decades with respect to the representation of women in the overall workforce, progress has been significantly slower when it comes to the number of women in managerial and upper-level positions. The debate in the United States has intensified after the decision by some European countries to fill the gap through legislative requirements.
- Research shows that the increased participation of women in the labor force can help stimulate economic growth. The opposite is also true: in developing countries, in particular, the limited role of women in society has been linked to economic stagnation.

For more information on this and over 70 other sustainability metrics, download *Sustainability Practices: 2012 Edition* at: <http://www.conferenceboard.org/sustainabilitypractices> or contact Matteo Tonello at matteo.tonello@conferenceboard.org

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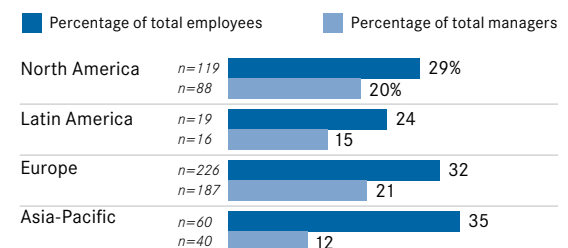
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Women in the Workforce, Median by Sector



Source: The Conference Board/Bloomberg, 2013.

Women in the Workforce, Median by Geography



Source: The Conference Board/Bloomberg, 2013.

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