WOMEN IN MANAGEMENT

Impact indicator, Outcome indicator

Indicator Phrasing

English: % of management positions in the [specify the employers or sub-sector] held by women

French: % de postes de direction occupés par des femmes dans [spécifiez l'employeur ou le sous-secteur]

Portuguese: % de cargos de gestão no [especificar os empregadores ou subsector] ocupados por mulheres

Czech: % manažerských pozic v [určete zaměstnavatele nebo subsektor] obsazených ženami

What is its purpose?

The indicator measures the extent to which the management positions of certain employers or in a certain sub-sector in a given geographical area are held by women. It can provide insights into women's power in decision-making and the economy.

How to Collect and Analyse the Required Data

Determine the indicator's value by using the following methodology:

1) **Define** what types of jobs can be considered as "management positions".

2) **Use interviews** with employers and **reviews of secondary documentation** (e.g. overview of employees and their positions) to identify:

   - the total number of occupied management positions among the target employers / the target sub-sector in the given areas

   - the number of these positions that are held by women

3) To **calculate the indicator's value**, divide the number of management positions held by women by the total number of management positions among the target employers / the target sub-sector. Multiply the result by 100 to convert it to a percentage.

Disaggregate by

[Disaggregate](#) the data by the types of management positions and other relevant criteria.

Important Comments

1) This indicator is one of the SDG indicators – see more information at [this website](#).