

CRIF BUERGEL STUDY: WOMEN'S QUOTA IN MANAGEMENT POSITIONS AT 24.6 PERCENT



The quota of women in management positions in Germany is currently 24.6 percent. This is shown by an evaluation published on the occasion of International Women's Day by the information service provider CRIFBÜRGEL of almost 2.5 million management positions in 1.2 million companies. In October 2020, the rate was slightly higher at 24.9 percent.



The eastern German states continue to play a pioneering role in the area of women's quotas. Brandenburg leads the way nationally with a women's quota in management positions of 31.4 percent, followed by Saxony (29.4 percent) and Mecklenburg-Western Pomerania (29.2 percent). Bremen (22.3 percent), Baden-Württemberg (22.7 percent) and Hamburg (23.3 percent) in particular have some catching up to do in terms of the proportion of women.

Women in management positions probably still have a more difficult time in large companies. According to CRIFBÜRGEL's figures, the proportion of women in management positions only exceeds the 20 percent mark (26.4 percent) in very small companies with up to 10 employees. The larger the company - measured by the number of employees - the lower the proportion of female bosses.

CRIF BUERGEL STUDY: WOMEN'S QUOTA IN MANAGEMENT POSITIONS AT 24.6 PERCENT



Among companies with more than 1,000 employees, the female quota is only 15.1 percent. The female quota in companies behaves similarly with regard to the criterion of turnover size. Companies with sales of less than EUR 1 million have the highest proportion of women in management positions (24.2 percent). Thereafter, the proportion of women decreases continuously as sales increase. In companies with sales of between 50 and 100 million euros, only just under one in ten management positions (10.3 percent) is held by a woman.

In addition, there are significant differences in terms of women in management positions depending on the industry. Women are most strongly represented in top positions in the healthcare sector with a share of 37.1 percent. There are also above-average numbers of women in management positions in retail (26.3 percent) and publishing (24.1 percent). By contrast, women are underrepresented in management positions in mechanical engineering (9.4 percent) and construction (10.4 percent).



CRIF BUERGEL STUDY: WOMEN'S QUOTA IN MANAGEMENT POSITIONS AT 24.6 PERCENT



Women are also heavily underrepresented on supervisory boards. While the proportion of women on supervisory boards is 19.2 percent, only just under one in ten supervisory board chairs is held by a woman (10.3 percent).



Mecklenburg-Western Pomerania (26.1 percent) and Berlin (25.1 percent) lead the way in terms of the proportion of women on supervisory boards. Saarland, on the other hand, reports the lowest proportion of female supervisory board members with 17.0 percent. A detailed analysis of the positions held by supervisory board chairpersons shows that the proportion of women on this body is highest in Brandenburg (19.0 percent) and Mecklenburg-Western Pomerania (18.1 percent). In Baden-Württemberg (8.1 percent), Lower Saxony (8.3 percent) and Bavaria (9.1 percent), as well as in North Rhine-Westphalia (9.5 percent), the proportion of women at the top of the supervisory body is below 10 percent.

CRIF BUERGEL STUDY: WOMEN'S QUOTA IN MANAGEMENT POSITIONS AT 24.6 PERCENT



The picture is similar for the executive boards of stock corporations. The proportion of female executives on the boards is just 10.1 percent. Mecklenburg-Western Pomerania is a pioneer with regard to women on management boards. The rate here is 12.4 percent. Berlin (12.1 percent), Brandenburg (11.5 percent) and Rhineland-Palatinate (10.9 percent) have more women on their boards than the national average. Schleswig-Holstein in particular has some catching up to do, with a 7.5 percent share of women in the boardrooms of stock corporations.

For the analysis, CRIFBÜRGEL evaluated 2.5 million management positions in 1.2 million companies (as of March 5, 2021). The positions are managing directors, supervisory board members and chairmen, managing partners, and executive board members and chairmen. Approximately 66,000 executive positions were analyzed for supervisory board members and just under 16,000 for supervisory board chairmen. In the analysis of board members in stock corporations, 15,500 positions in Germany were evaluated.