

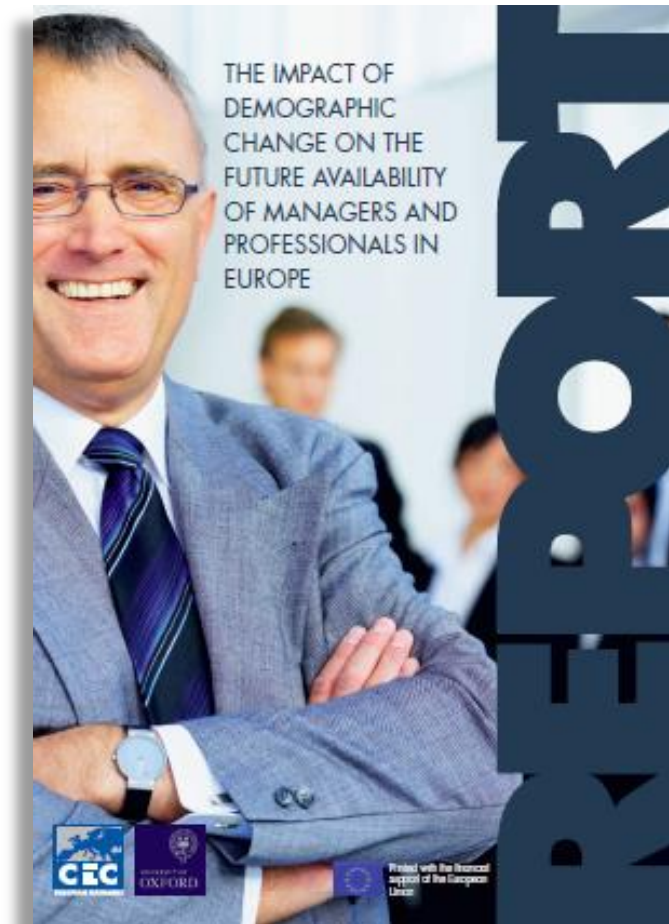


# Promoting Women in Leadership

Kick-Off Meeting and Workshop  
Madrid, 25<sup>th</sup> October 2013

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# Project Demographic Change



# Main Results

- with current patterns of retirement and the effects of demographic change companies may lose **more than 50%** of current managerial workforce over the **next 25-30 years**
- 'middle-age' dominance among managers: **almost 60%** of both the male and female managerial workforces are in the **35-54 year age band**
- positions in middle and higher management across Europe are primarily the domain of men: **between 61 and 70% of managers are male**

# Conclusion

To sustain current or even increase **levels of employment** in all sectors in middle and higher management **the share of women in these positions has to be increased**

# Project

## Promoting Women in Leadership

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Strategies and Best Practices to increase the Share of Women in Middle and Higher Management Positions



# Study

- assess **‘speed of change’**: how has the share of women managers changed over last 5 to 10 years?
- assess **‘effectiveness of change’**: how successful have legislative and voluntary provisions been?
- assess **‘economic importance of change’**: what are the economic advantages of increasing the number of women in managerial positions?
- assess **special case Sweden**:
  - has Sweden achieved equality of women?
    - If yes, how?
    - If not, why not even Sweden?

# Case Studies

- Interviews with women working in middle and higher management positions **without compromising** work life and private life balance
- Including feedback from HR departments and Working Directors
  - Identification of **barriers**
  - **Clear career paths** for women managers in full- and part-time employment
  - Provision of **extended maternal** leave for women managers with children
  - Provisions for a **proactive re-entry management** for women
  - Provision of **support/networks** on company level
  - Provisions of **child care**

# Conference

25 – 27 June 2014 (provisional)

**Participants:** women and men in middle and higher management positions, employers' representatives, works councils' representatives, SEs, HR and further experts

## Topics:

- Presentation of results of the study
- Presentation of best practice cases
- Demo-Version of project website



# Kick-Off Meeting and Workshop

Madrid, 25<sup>th</sup> October 2013

- right **at the start** of the action (21 October 2013)
- introducing project and related topics to core group within CEC ('**level playing field**')
- Collate first hand experience and feedback to identify areas of particular concern
  - regarding study
  - regarding best practices
  - regarding any other area
- **active participation** through key note, presentations and workshop