

Promoting Women's Leadership

Strategies to increase the Share of Women in Management Positions



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Study

At least since the beginning of the millennium a wide range of legislative measures by national governments, voluntary initiatives by businesses, and actions by the European and national social partners have been undertaken to increase the participation of women in the labour market. However, the success of these measures has never been assessed and critically reviewed as far as their effect on women pursuing careers in decision-making positions within middle and higher management is concerned.

Though the goal of promoting women and increasing their share in the workforce is one of the central aims of the EU Commission, and in fact it one of the flagship initiatives of the Europe 2020 strategy and other communications (see also E.4 in the application from), as far as an assessment of women in leadership positions is concerned, only the comparatively small group of women with positions at board level have been considered. The initiative headed by DG Justice is consequently called 'Women in economic decision-making in the EU' and goes hand in hand with the 'Women on Board Pledge' of March 2012 by EU Commission Vice-President Viviane Reding. As important as this initiative is regarding the equality of women and men, by focussing on women at board level it leaves behind the plethora of women striving to work as managers in middle and high management.

In order to fill this gap and to help increase the share of women in managerial positions, one of the central sub-projects of the proposed action shall be a study will take into consideration the following issues:

- It shall assess the current situation in terms of gender representation of women in

PROJECT PARTNERS

