



Developing leadership statistics in Finland - cooperation between stakeholders

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This presentation

- Focuses on the cooperation between different stakeholders for developing leadership statistics disaggregated by sex in Finland
 - Background of the leadership statistics network
 - Stakeholders
 - Why and what for?
 - Working programme
 - Data sources
 - Outputs
 - Advantages of the cooperation
 - Challenges
 - From now on

Background of the cooperation

- Based on the proposals of the statistical working group of the **Gender Equality in Top Management – Changing Practices in Economic Decision-Making (TASURI)** project in 2015
 - The aim of the TASURI project was to
 - Encourage gender-balanced representation of women and men in senior corporate management
 - Promote gender equality in working life and in recruitment practices of senior corporate management
 - Develop the production of statistics on senior corporate management from the gender equality perspective
 - Reinforce nation-wide collaboration between key actors
 - The project was co-funded by the European Union's Progress programme and carried out by the Gender Equality Unit at the Ministry of Social Affairs and Health

TASURI project

- Had a statistical working group which supported the work and concentrated on how leadership statistics could be developed on a regular basis in the future
- The project produced two reports
 - The statistical report **Representation of women and men in senior corporate management**
 - Focused on the representation of women and men in the boards of directors, executive management groups and middle management of listed companies, major unlisted companies and state-owned companies
 - The report was the first step towards a more regular production of extensive statistical reports on leadership statistics that take gender into account
 - The qualitative study **Gender equality in the recruitment of senior corporate management** on recruitment processes

Statistical report: Representation of women and men in senior corporate management

- New information on the quantitative representation of men and women in managerial positions
- A basis for establishing statistics on top management in regard to gender
- Gender representation was investigated with respect to age, educational level, educational sector, nationality and main type of activity as well as company size, ownership, gender distribution among personnel and industrial sector
- The ratio of women and men was found out by company type and background variable. The reference years were 2007, 2012 and 2013
- Showed that the proportion of women in corporate governance had risen in all types of companies researched in recent years but still remained quite low

Stakeholders of the network

- Ministry of Finance (Chair)
- Ministry of Social Affairs and Health
- Ministry of Economic Affairs and Employment
- Prime Minister's Office
- Statistics Finland
- University of Helsinki
- University of Jyväskylä
- Finland Chamber of Commerce
- Confederation of Finnish Industries
- Centre for Gender Equality Information / National Institute for Health and Welfare
- Association of Finnish Local and Regional Authorities





Why and what for?

Leadership statistics network

Why?

- Previously there were no systematically and regularly produced gender-relevant leadership statistics
- Compiled statistics on the representation of women and men in senior management were missing
- Prior to this, there were no data on senior management in unlisted and state-owned companies by sex
- Actions need to be taken for promoting gender equality at all levels of management and in education as well
- The statistical report was the first step towards a more regular production of extensive statistical reports on leadership statistics which take gender into account

What for?

- To implement the proposals of the statistical group of the TASURI project
- The Action Plan for Gender Equality 2016-2019 includes a mention on establishing leadership statistics on gender
- To share the current information
- To increase the synergy between the key actors and improve the publishing of gender relevant publications and studies in one place
- To provide decision-makers and other key stakeholders compiled statistics to support the decision-making process
- To increase knowledge
- To provide reliable information to large public, citizens and the media
- To reinforce nation-wide collaboration between the key stakeholders

Working programme

- To ensure that statistical data disaggregated by sex will be produced annually on the senior and middle management of all state-owned companies, or their boards and management groups
- To ensure that statistical data will also be regularly produced on the senior and middle management of small, medium and large listed companies





Data sources

Leadership statistics

Data sources

- Data of Statistics Finland
 - Business Register
 - Employment statistics
 - Other register-based statistics
- Finnish listed companies on the main list of Nasdaq OMX Nordic Helsinki
- Data of Suomen Asiakastieto Oy
- Annual reports produced by the Prime Minister's Office
- Company level information (websites mainly)

Outputs

- Publications
 - Representation of women and men in senior corporate management
 - Gender equality in the recruitment of senior corporate management
 - Women and Men in the Senior Management of Municipally-Owned Companies
- An article on the families of senior management
- The chair participated in the panel discussion of the HLP of Women's Economic Empowerment during the GF of gender statistics in Helsinki 2016
- Improvement of internet pages of [gender statistics](#)
- Improvement of the Women and Men in Finland publication



Advantages of the cooperation

- All the relevant stakeholders are participating
- The chair is from a strategically relevant organisation
- The point of view of the users is also taken into account in the network
- A place of new ideas and sharing of information
- Continuity
- Developing the leadership statistics and cooperation in the long run





Challenges

Leadership statistics network

Challenges

- How the production of leadership statistics can be regularised and added to the data that are already available
- Resources
- Cost-effectiveness in data collection
- The choices already made
- Comparability of the data and differences in timelines when combining data with register data



From now on

Leadership statistics network

From now on 1/2

- Action Plan for Gender Equality 2016-2019 (Finnish Government accepted on 4 May 2016)
 - A mention on establishing leadership statistics on gender
→ the leadership statistics network supports implementation
- The group has a set of concrete targets of actions
→ followed by the government
- The work has effectively started to reach the goals
 - The studies have widened to include the senior management of municipally-owned companies
- We still need to improve the data availability of the middle management and decide how to define unlisted companies

From now on 2/2

- Some information is already included in the Women and Men in Finland 2016 publication
 - The share of women in the boards of state-owned companies, listed companies and unlisted companies for the years 2007, 2012, 2013 and 2015
- More data will be included in the next Women and Men in Finland publication → will be published in May 2018
- The theme pages of gender statistics also include some information → will be improved further
- Broader studies in the future still need to be considered and discussed within the network and how those will be carried out
- Besides statistics and statistical reports qualitative studies on career path developments are needed as well

Further information

- Representation of women and men in senior corporate management

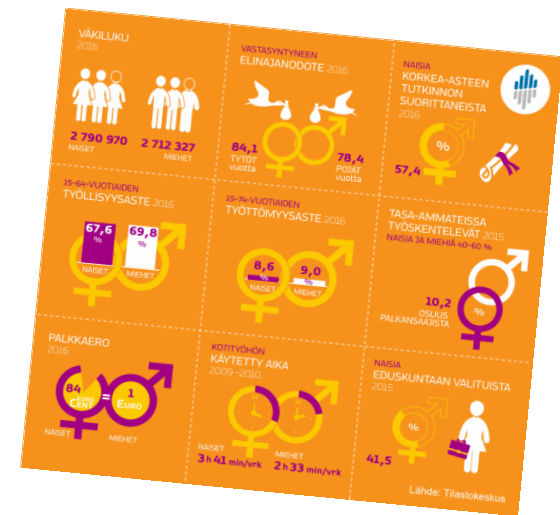
- [Executive summary](#)

- Email:

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- Gender equality thematic pages:

- http://tilastokeskus.fi/tup/tasaarvo/index_en.html





Thank you!

Statistics Finland 

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