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**MuMate B-1: Confidential for Maxwell**

# WOMEN IN TOP MANAGEMENT



The illustration shows a woman in business attire climbing a steep, rocky mountain. At the top of the mountain is a large sign that says 'SUCCESS' with a gold trophy on top. The woman is reaching up towards the sign, symbolizing the pursuit of success in top management.

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**INTRODUCTION TO THE COURSE**  
  
Women in Top Management by Victor  
Espin  
© Maxwell 2015 in Singapore  
Based on:  
"The Gender Equality Revolution: Inspiring  
Transformation in Global Business"  
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**CONTENTS**  
1. Women and corporate sector  
2. Why women in top  
management?  
3. Male bias versus female bias  
4. An overview of the Gender Parity  
Index  
5. Women leading: leadership  
and recovery  
6. How to improve the situation  
conclusion  
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**WOMEN AND CORPORATE  
SECTOR**  
  
The gender parity index (GPI) is a measure of the equality between men and women in a country. It is calculated as the average of the scores for gender parity in three dimensions: economic participation and opportunity, educational attainment, and political empowerment. The GPI ranges from 0 to 100, with 100 representing full gender parity. The GPI is a key indicator of gender equality and is used by the United Nations Development Programme (UNDP) to track progress towards the Sustainable Development Goals (SDGs), specifically SDG 5: Gender Equality.

**WOMEN AND SUCCESS**  
Companies that promote gender  
equality are more likely to attract  
and retain top talent, increase  
productivity, and improve  
financial performance. Women  
in leadership roles bring diverse  
perspectives and skills to the  
table, which can lead to better  
decision-making and innovation.  
Investing in women's leadership  
development is a strategic move  
for long-term success.  
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**CONCLUSION**  
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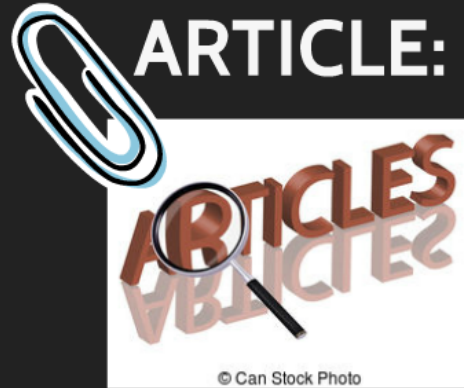
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# INTRODUCTION TO THE ARTICLE:



- Women in top management by Vickie Elmer.
- Published in 2015 in Saga Business Researcher
- This article mainly focus on the question "Is Business open to female leaders"

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# CONTENTS:

- Women and corporate sector
- Why aren't women in top business position
- Male boss versus Female boss
- Are women better leaders than men
- Women benefiting businesses and economy
- Ways to improve this situation
- Conclusion

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# WOMEN AND CORPORATE SECTOR



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- Women underrepresented at every level in Corporate sector.
- According to National Association of Corporate directors companies having more women on board generate value.
- Decline in female employment after 50 years of rise. 
- Globally women labor force participation decreased from 52.4% to 49.6% between 1995 and 2015.
- Women participate 30% less than men in labor force.
- Over 60% of the world's employed women work in service sector.
- Women hold 19% of world's board seats and 80% of these seats are occupied by Americans and only 3.7% by Asians. 



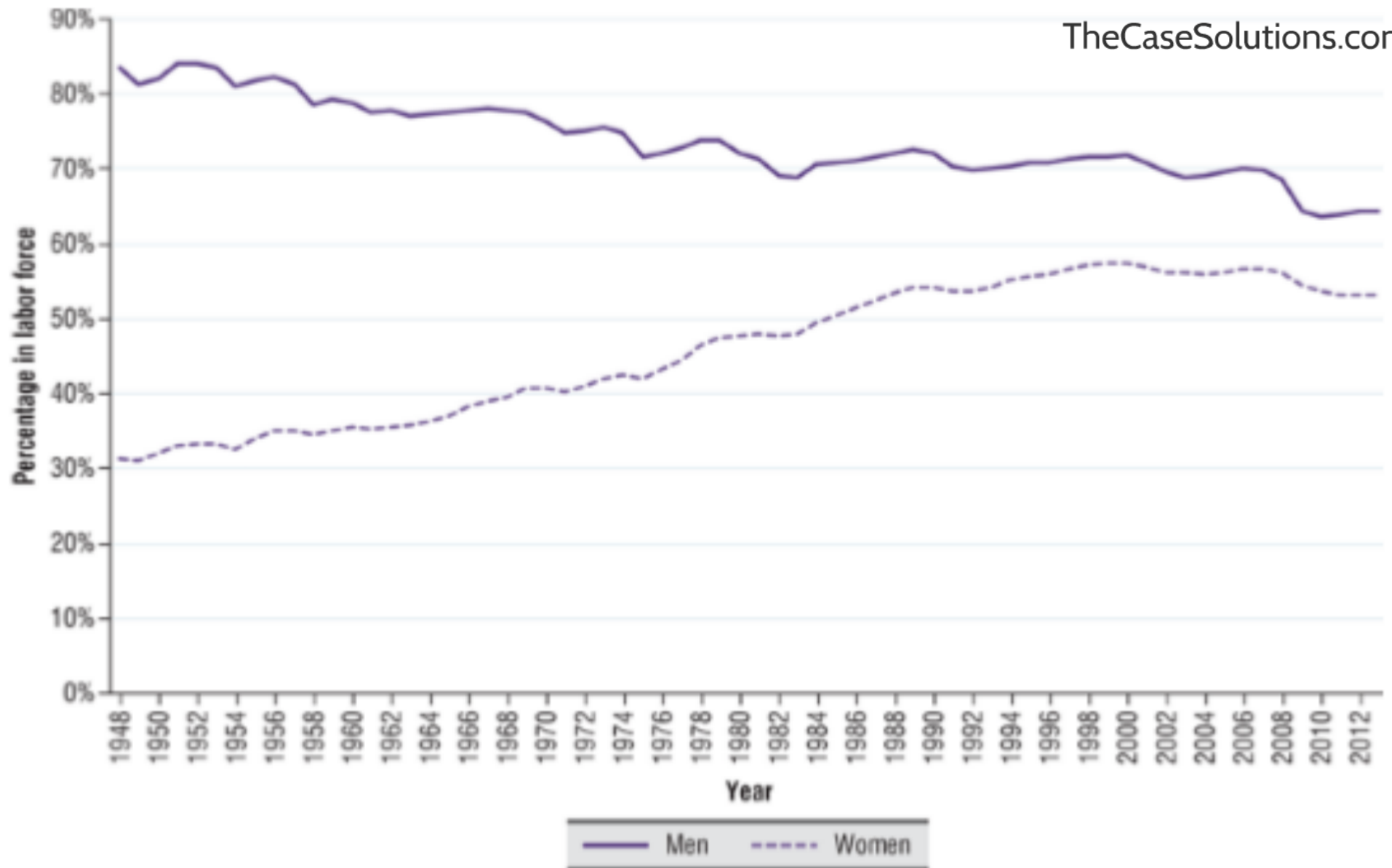
# SECTOR

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Note: Noninstitutional population, ages 16 and older.

Source: "Women in the Labor Force: A Databook," U.S. Bureau of Labor Statistics, December 2014, pp. 12–15, <http://tinyurl.com/n8zf8u8>