

ACROSS THE EU

Women are significantly under-represented in leadership



20.7%
Executives



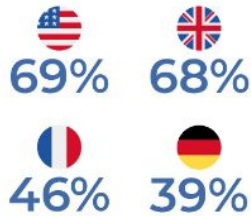
7.9%
CEOs

The reasons for this are explained by 3 types of barriers

STEREOTYPES

Gender stereotypes of 'men take charge and women take care' persist

% Comfortable with a woman as a CEO



DOUBLE BURDEN (paid & unpaid work)

Women perform **3.2x** More unpaid care work than men



CHILDCARE

Women are **21%** more likely to progress their career if her partner plays an active role in childcare



CONFIDENCE

When asked how they perform against peers:

Women are only under-confident relative to men's over-confidence



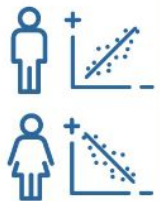
70%
Men said better



70%
Women said the same

DOUBLE BIND

As career success increases, men are more liked but women are more disliked



CAREER SACRIFICE

Long hours combined with the *Double Burden* can lead women to make a career sacrifice for the sake of their wellbeing



BUT

PATERNITY PAY
Only **1 in 5**

employers in the UK offer >2 weeks **paternity pay**



'ALWAYS ON' CULTURES

dominate the business world...



GLASS CEILINGS

Promoted to 1st line manager



SPONSORSHIP

Senior level men **50%**

more likely than women to have sponsorship



EVERYDAY SEXISM

64% **71%**
Heterosexual Lesbian

Women experience regular microaggressions at work