

# Statistical brief: gender balance in business and finance 2021

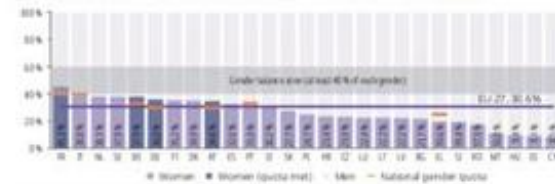


The persistent gender imbalance among key decision-makers in large corporations and financial institutions remains a cause for concern. The European Institute for Gender Equality (EIGE) monitors the situation biannually for the largest listed companies in each of the 27 European Union (EU) Member States (EU-27) and annually for central banks and European financial institutions.

## Only 3 in 10 board members in large corporations in the EU are women

In October 2021, the share of women on the boards of the largest publicly listed companies registered in the EU-27 reached a new high of 30.6%. France (45.3% women) remains the only Member State in which the largest listed companies have gender balance (at least 40% of each gender) at board level. At least one third of board members are women in Italy, the Netherlands, Sweden, Belgium, Germany, Finland, Denmark, and Austria, but fewer than 3 in 10 board members are women in Hungary, Estonia and Cyprus (Figure 1).

Figure 1. Share of women and men on boards of the largest listed companies (% EU-27, October 2021)

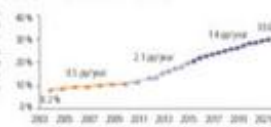


Source: EIGE Gender Statistics Database. Largest listed companies: presidents, board members and manager representatives. NB: National gender quotas: BE and FR (40%), BG and PT (25%), DE and IT (30%), ES (25%).

## Rate of progress has slowed

Progress towards better representation of women on boards was very slow between 2003 and 2010 (0.3 percentage points per year, Figure 2). It accelerated between 2010 and 2021 (average of 2.3 pp/year), reflecting rapid improvements in France, Italy and Germany, following their introduction of legislative quotas. However, as these countries moved closer to legislative targets, progress slowed to just 1.4 pp/year between October 2019 and October 2021.

Figure 2. Share of women on boards of the largest listed companies (% EU-27, 2003-2021)



Source: EIGE Gender Statistics Database. Largest listed companies: presidents, board members and manager representatives. NB: Data includes CZ, ES, GR and PL for 2004 and HR for 2004-2008. Countries added to data structure in 2008 and 2011 respectively.

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## Downloads



[Statistical brief: gender balance in business and finance 2021](#)

EN (PDF, 379.2 KB)

## Further information

[Explore EIGE's Gender Statistics Database](#)





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## Metadata

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