

GLASS CEILING STATISTICS

Boards

- Women hold 11.1% of board seats in the Fortune 500
- 86% of Fortune 500 companies (429 companies) have at least one or more women director; 14% (71 companies) have no women on their boards.
- 188 companies in the Fortune 500 have 2 or more women directors; 34 companies have three or more women directors.
- Of Fortune 100 companies, 97% have at least 1 woman on their boards.
- Women represent 1.1% of inside directors (those drawn from top management of the company) on the boards of Fortune 500 companies. Out of 1,173, 13 women are inside directors.

Women Executives

- 11.2% of corporate officers are women
- 75% of Fortune 500 companies (376) have at least 1 women officer
- Over half (258) of Fortune 500 companies have more than 1 female corporate officer.
- 6% of corporate officers holding line jobs are women, while 94% are men
- Savings institutions are the industry with the most women at the top—32% of corporate officers are women. Other top industries include: diversified financials (30%), publishing/printing (26%), and transportation equipment (24%).
- 2 industry groups have no women corporate officers: trucking and textiles; others with low representation include electronics, semiconductors (2%), and waste management (3%)
- Women make up 2.7% of top earners – the 5 most highly paid officers at Fortune 500 companies, compared to men who make up 97.3% of top earners
- In November 2002, women represent 15.7% of the corporate officers in America's 500 largest companies. These percentages are up from 12.5% in 2000 and 8.7% in 1995.
- In April 2002, there were six female CEOs in the Fortune 500 and a total of eleven in the Fortune 1000.

Women of Color in Corporate Management

- Women of color are much more likely than white women to cite lack of a mentor/sponsor as a barrier to advancement (47% vs. 29%)
- 50% of women of color attribute their career success to "access to high-visibility assignments."
- More than half (53%) of women of color believe that corporate diversity programs are less than effective in dealing with issues of subtle racism
- 17% of women of color say their managers are held accountable for advancement of women of their own racial/ethnic group
- Women of color represent just under 1 person of total board seat

Two Career Families

- 60% of all marriages are dual-earner marriages; members of dual-earner families make up 45% of the workforce
- 69.9% of women and 61.8% of men in dual-career couples, say that a wage-earning spouse gives them more freedom to leave their company if not satisfied
- 56% of men in two-career marriages report that having a working wife has a positive impact on their careers. 65% of women indicate the same.
- 58% of women and 53% of men in two-career couples name "lack of time" as the biggest challenge of their marriage.

* Source: Catalyst

Women Entrepreneurs

- In the United States, women-owned firms represent 38% of all firms; internationally, women-owned firms represent between 25% to 33% of the total business population.

Purchasing and Investing

- 75% of business women who use the Internet are going online to gather information prior to making purchases.
- 72% of women business owners have invested in stocks, bonds and mutual funds; 58% of women employees have invested.
- 42% of women business owners frequent malls; 59% of women employees frequent malls.
- 57% of women business owners who use the Internet have purchased products or services online, compared to 40% of women employees.
- 86% of women business owners say they use the same products and services in the home and in their businesses
- 68% of them say they do so consciously; 32% of them say it just works out that way
- 39% of women business owners say a quality product of service is an important reason for using the same brands at home and in the business

* Source: National Foundation for Women Business Owners

Qualified Women

- Women-owned businesses generate over \$3 trillion in sales annually. (National Foundation of Women Business Owners)
- Women make up 73 percent of all shoppers in the US; they spend 80 cents of every dollar
- Women are nearly half the managerial workforce. They hold 49 percent of managerial and professional specialty positions
- Women are shareholders. Using their own resources, women make up over 40 percent of investors

Women in law

- Since 1985, women have comprised more than 40 percent of law students
- In 2001, their enrollment is expected to surpass that of men

- Women represent 15.6 percent of law partners (National Association of Law Placement, 2000) and only 13.7 percent of Fortune 500 general counsels (Catalyst, 2000)

Women in a flexible workforce

- In a 1998 study (Women Entrepreneurs), 51 percent of women said a desire for flexibility was the top reason they had left their employers.
- In another study that same year (Two Career, One Marriage), 49 percent of women and 23 percent of men have taken advantage of formal flexible work arrangements offered by employers
- According to Catalyst's recent "Women and the MBA" study, 80 percent of women with MBA degrees would like flexible work policies and programs in their companies
- Many companies are not aware, that as federal contractors or subcontractors, they are responsible to ensure that any executive search firm they engage complies with federal affirmative action guidelines and includes women and minorities in the initial pool of candidates. Source: The Glass Ceiling Commission, U.S. Department of Labor
- Women will compromise more than 50% of the corporate workforce by the year 2000. Source: The Bureau of Labor Statistics' Handbook of Labor Statistics, 1989
- More family-related demands will be made of businesses as more women enter the workforce. Source: The Bureau of Labor Statistics' Handbook of Labor Statistics, 1989
- People of color now make up one third of all new workers being hired. Source: The Bureau of Labor Statistics' Handbook of Labor Statistics, 1989
- By the year 2050, about 50% of the U.S. population will be non-white. Source: The Bureau of Labor Statistics' Handbook of Labor Statistics, 1989
- There are three principal factors that contribute to perpetration of the Glass Ceiling:
 1. Recruitment Practices
 2. Lack of Opportunity to Participate in Corporate Development
 3. Lack of Understanding that EEO is not One Person's Responsibility
 Source: Glass Ceiling Commission
- White men and women hold 85% of today's white collar (non-clerical) jobs. Source: Wall Street Journal Study
- Women and Minorities have made great strides in the services and retail segments of the economy, but remain greatly under-represented in the Wholesale, Agriculture, Technical, Manufacturing and Construction segments. Source: EEOC
- 45% of all Americans believe that many minorities are overlooked for key promotions at least some of the time Source: American Management Association, EE Times
- The goal of the Office of Federal Contract Compliance Programs (OFCCP) is to promote equal opportunity - not mandated results. Source: U.S. Department of Labor
- In an OFCCP Compliance Audit, a company's Good Faith Efforts - tangible evidence that the company has tried to bring women and minorities into the initial candidate pool - can be used to offset a statistical failure to comply with federal affirmative action guidelines. Source: U.S. Department of Labor
 <provided by aphramedia.com>
- Women-owned businesses have more than doubled in the past 12 years

- Employment has increased 4 fold in 12 years
- Sales have grown five-fold in 12 years
- There are 9.1 million women-owned businesses in the US
- They employ 27.5 million people
- They generate over \$3.6 trillion in sales annually
- From 1987-1999 the number of women-owned businesses has increased 103%
- Employment has grown 320%
- Sales have risen 436%
- Women-owned businesses account for more than one-third of US firms
- The largest share of women-owned businesses is in the service sector
- The greatest growth of women-owned businesses is in the non-traditional industries of construction, wholesale trade, transportation/communication, agriculture, & manufacturing. NFWBO Study, "1999 Facts on Women-Owned Businesses: Trends in the US and the 50 States"
- World-wide women-owned firms comprise between one-quarter and one-third of businesses in the formal economy and likely play an even greater role in the informal sectors
- 85% of women entrepreneurs are optimistic about their business's outlook.
- 4 in 10 (39%) women business leaders are involved in the international marketplace. NFWBO Study, 1998 "Women Entrepreneurs Worldwide Voice Optimism"
- As of 1996, a woman of color owned one in eight (13%) women-owned businesses in the U.S
- The 1,067,000 minority women-owned firms employ nearly 1.7 million people and generate \$184.2 billion in sales
- Businesses owned by minorities are growing three times faster than the overall rate of business growth in the US
- Between 1987-1996 the number of minority women owned firms increased by 153%, employment grew by 276% and revenues rose by 318%. NFWBO Study, 1997 "Minority Women-Owned Firms Thriving"
- Women entrepreneurs are more likely than men business owners to place value on business relationships and on factual information
- Women business owners are more likely than their male counterparts to seek out the opinions and input of others. NFWBO Study, "1999 Facts on Women-Owned Businesses: Trends in the US and the 50 States"
- In their business seventy-six percent (76%) of women entrepreneurs offered at least one policy or practice that was consciously different from one that was in place at a former place of employment
- Among business owners who said "glass ceiling" issues were a factor in their leaving their previous position, women were more likely than men to report having experienced several specific aspects of the glass ceiling: 44% of women business owners reported that the statement "your contributions were not being recognized or valued" fit their personal experience either very well or extremely well, compared to only 17% of men business owners

- Forty-six (46%) of women business owners, compared to 37% of men business owners, reported having a mentor or role model who they looked to or drew encouragement from when starting their business
- 14% of women business owners turned a personal interest into a business pursuit compared to only 2% of men business owners who report turning an avocation into a business
- <provided by [womenscaucus](#)>
- Full-time women managers earned less than their male counter parts in both 1995 and 2000
- In seven of the ten industries, the earnings gap between full-time women and men managers actually widened between 1995 and 2000
- While women make up 46.5% of the workforce, they represent only 12% of all corporate officers. 2 Important gains
- The wage gap between women and men full-time wage and salary workers declined to 76 percent in 2000 from 63 percent in 1979, the first year that comparable data became available
- Women's earnings now peak at ages 45-54, just as men's do, as women are now common in the work force at all ages. (Still, the wage gap for older women is much greater than it is for younger women.)
- The only one of the industries studied where women account for a greater number of managers than men is one in which management jobs have relatively lower status: professional medical services
- Combining work with parenting is a challenge for all women, across all industries, nearly 60 percent of women managers do not currently have children in the home
- Time-use data consistently show that women work longer hours (paid plus unpaid) than men work and perform the majority of the unpaid household work
- While minorities make up 15.5 percent of the total workforce, they occupy only six percent of the management positions. While women make up 37.9 percent of the total workforce, they occupy only 16.9 percent of the management positions. At the executive level, only 3.6 percent are minority and 6.6 percent are women." (US DEPARTMENT OF LABOR / Report on Glass Ceiling Initiative)
- <provided by [wall street journal online](#)>
- Men and women have different views on whether women face a "glass ceiling" in financial professions, according to a survey of 363 financial executives by CFO magazine.
- In the survey, 40% of women said they perceive limits to how far women can rise; only 10% of men believe women face a glass ceiling.
- Two-thirds of women, 66%, said women face one or more obstacles to success in finance, such as a lack of operational experience or an inability to negotiate effectively. But only 38% of men said women face such difficulties. Five times as many women as men said female executives have more trouble gaining the respect and trust of the CEO.
- Few women hold top financial jobs in major U.S. corporations, even though women earn more undergraduate business degrees than men. Just 7% of Fortune 500

companies have female CFOs, according to recruiters Heidrick & Struggles International Inc.

- Women often say they chose not to pursue a top position, says Julia Homer, editor in chief of CFO magazine. But the reasons why women opt out are more subtle. Is it because women want more balance between their work and home lives or because they feel the cost of rising to the top is too high? "You end up with a chicken and egg situation," Ms. Homer says.