More Women in Civil Society Leadership
Two out of three international civil society organisations have increased the number of women leaders. Men, however, are still nearly three times more likely to make it to the top.

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Over the past 12 months, women leaders have strengthened their foothold in the leadership of organisations such as Amnesty International, Pact, Plan International and Transparency International. Today, nearly half (48.4%) of our reviewed organisations have a FAIR SHARE of women leaders. Compared to 2019 this is an increase of 16.3%. One third of the organisations, however, made no progress or even decreased their share of women leaders.

Ahead of International Women’s Day, the organisation FAIR SHARE of Women Leaders presents their second international FAIR SHARE Monitor. The organisation annually reviews the number of women in senior management team and board positions in currently 31 of civil society’s big brands such as Oxfam, Greenpeace, Amnesty, Save the Children CARE and Plan.

Men still advantaged in career progression
Helene Wolf, FAIR SHARE’s Executive Director points to the key findings: “We are glad to see positive developments in all of our key indicators for women’s leadership. Over the past 12 months, many in the sector have woken up to the fact that they still have a long way to go to secure a FAIR SHARE of women leaders. While many organisations are on the move, about one third do not yet acknowledge the importance of gender equality within their own organisations.”

Progress in numbers
Compared to its 2019 Monitor, FAIR SHARE notes positive developments in key aspects:
- More women are appointed to leadership positions: Almost half of the reviewed organisations (48.4%) currently have a FAIR SHARE of women leaders. These organisations have at least 50% of women leaders or they match the higher percentage of women on their staff in their top positions. This is an increase of 16.3% over 2019.
- Gender equality is increasingly a priority: 58.1% have committed to achieve a FAIR SHARE of women leaders at the latest by 2030, an increase of 18.8% compared to last year.
- Awareness and transparency make a difference: More than 80% have shared their data on women in leadership with us; about 20% more than last year.

More women in senior management teams - but Boards lag behind
On closer examination, this positive trend seems to occur only on the management side of leadership: Today, women are a majority in 41.9% of Senior Management Teams (SMT). This means an increase of 9.8% over the past twelve months. At the same time, the composition of boards has not changed very much, and governance is still dominated by men. Only 29% of Boards (+4%) have a majority of women.

FAIR SHARE would like to see three major improvements in the sector
1. One third of the organisations still need to put women’s leadership firmly on their agenda. Staff, donors, and the public at large can play a critical role towards this aim.
2. CEOs must continue recruiting more women than men into their SMTs until the share of women in their organisation is reflected in their leadership.

3. Boards need to join the move towards more women leaders and make it an explicit policy to preferably elect women until the share of women in their organisation is reflected in their governance.

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**FAIR SHARE of Women Leaders** is a new initiative to increase the number of women leaders in the senior management teams and boards of the civil society sector. To achieve this, we call on all organisations to commit to a FAIR SHARE of women leaders, and we track progress towards 2030.