

WOMEN

IN MANAGEMENT POSITIONS

Denmark

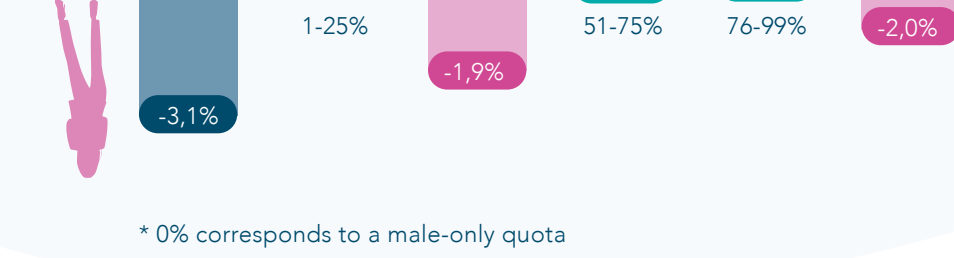
As part of our Women in Business report, we analysed data on 17 different countries and looked in detail at what developments have been seen for women in management within the last five years. Here you can find the country-specific, detailed findings.

1 How has the number of women in leadership positions changed?

The overview displays the percentage changes in male to female management ratios over recent years.

Development over the last five years

Overall, Denmark has seen a 3,1% increase in women in leadership positions across all distributions since 2018.

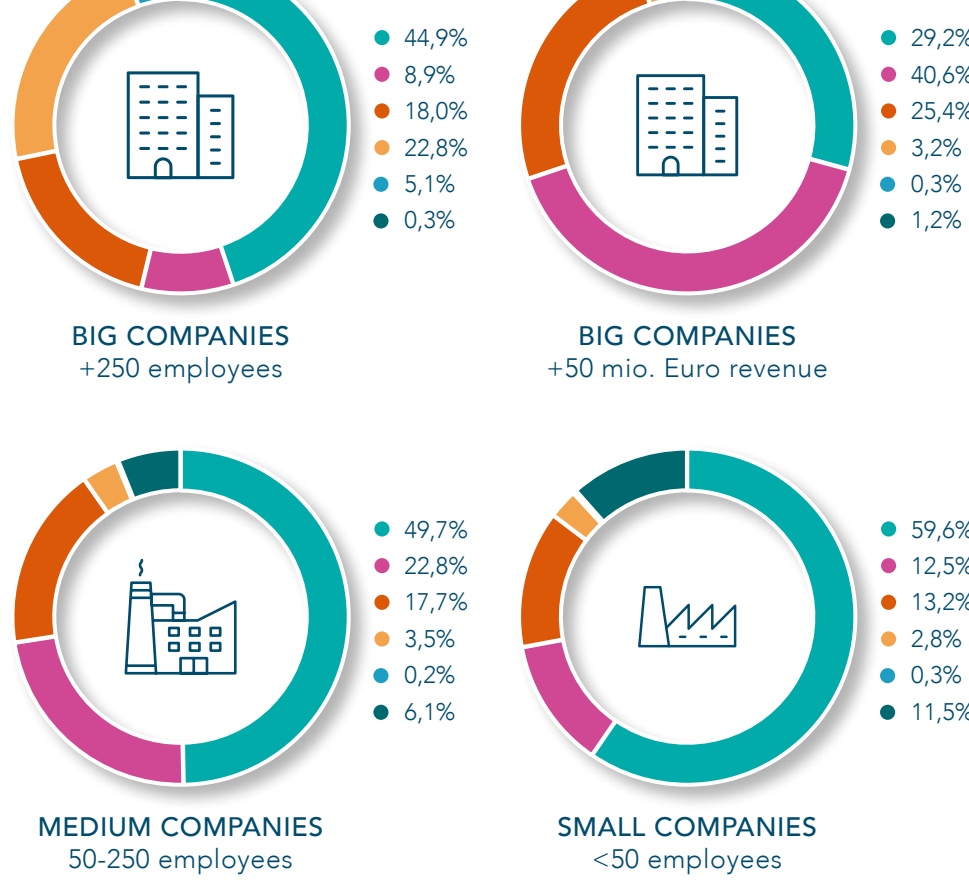


* 0% corresponds to a male-only quota

2 How does the distribution of female managers vary among companies of different sizes?

Distribution regarding company size in 2022

Quote: 0% 1-25% 26-50% 51-75% 76-99% 100%



88% vs. 12%

Predominant share of male vs. female management positions in 2022

In Denmark, male-dominated management still significantly outweighs female-dominated management.

3 The top 10 industries of female-led companies



Just 1 in 5 management positions are held by women - even in the top industries with the highest female quotas

When we analyse companies with female leadership (where more than 50% of managers are women), we can identify the top industries in which these companies are most dominant. However, it's important to note that even within these top 10 sectors, male-led companies are still in the majority.

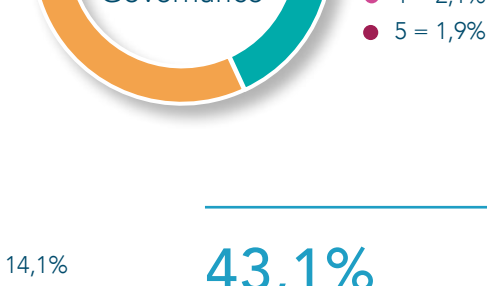
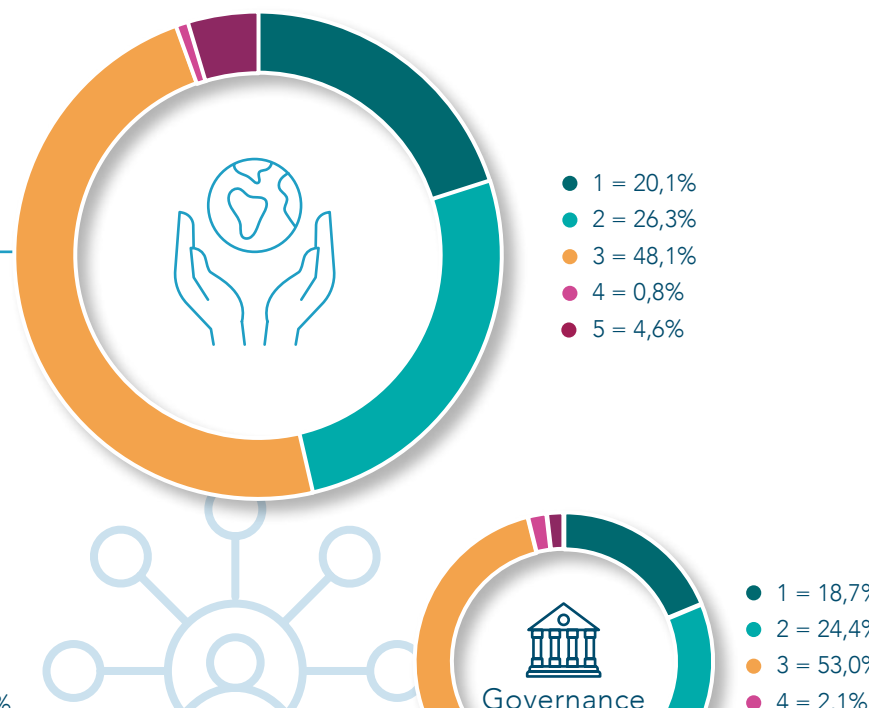


4 How companies with a majority of women in leadership perform in the ESG ranking

Environmental, Social and Governance – ESG – is more important than ever. How much value do female-led businesses place on these criteria?



46,4% companies with a female quota above 50% have an above-average ESG score



43,1%

of the companies with an above-average quota of women in leadership have impeccable corporate governance

5 Which companies were financially more successful last year?

In 2022, a lot of companies were struggling. But how have the companies performed?

The development of revenues in 2022 was analysed for companies with a majority of female managers in contrast to male-dominated management. The picture is balanced for the most part.



→ EQUALITY

In terms of turnover growth or decline, men and women are more or less equal.

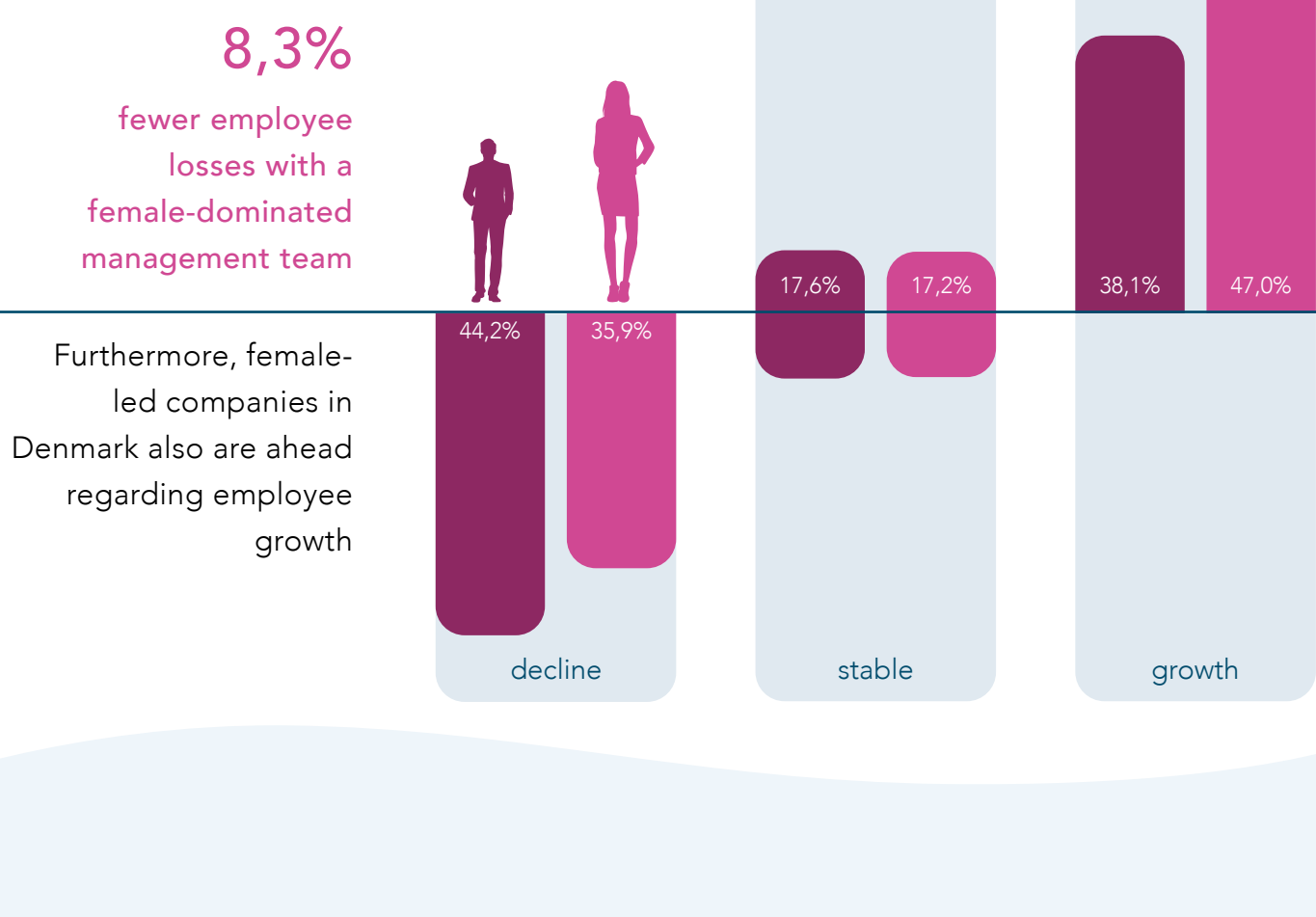


A clear dominance is not discernible for 2022. But we have to mention that female-led businesses recorded a higher revenue decrease and a lower growth in 2022, on the opposite being more stable.

6 Which companies have seen employee growth?

Companies with a female-dominated or male-dominated management were analysed, this time considering their employee base and whether it had grown during 2022.

male-dominated female-dominated



8,3%

fewer employee losses with a female-dominated management team

Furthermore, female-led companies in Denmark also are ahead regarding employee growth

Methodology

Within the report „Women in Business 2022“, we have only analysed companies that show management positions within our database and therefore indicate a management level. For this reason, micro-businesses were excluded from the analysis.

The dataset for Denmark includes 42.675 companies that meet these criteria. In the further analyses, both the percentage of women within these management positions were analysed over the period from 2018 to 2022 inclusive, as well as various aspects with regard to whether management is majority female (proportion of 51-100%) or majority male (proportion 0-50%).



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