



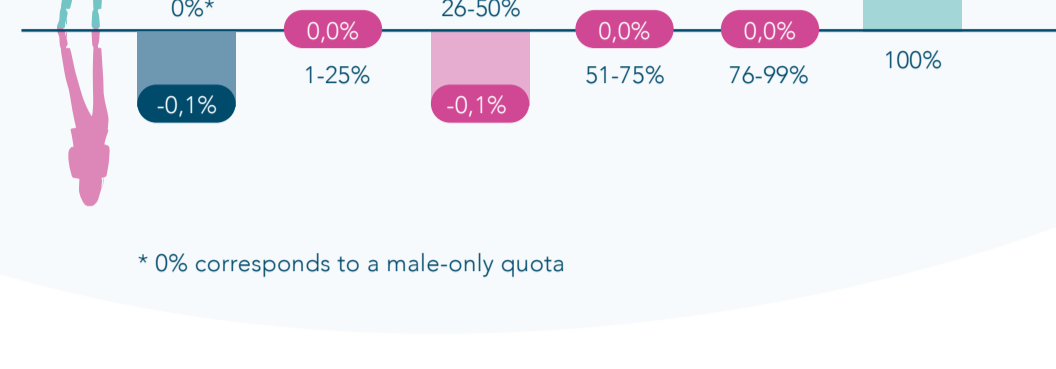
WOMEN IN MANAGEMENT POSITIONS

Finland

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.

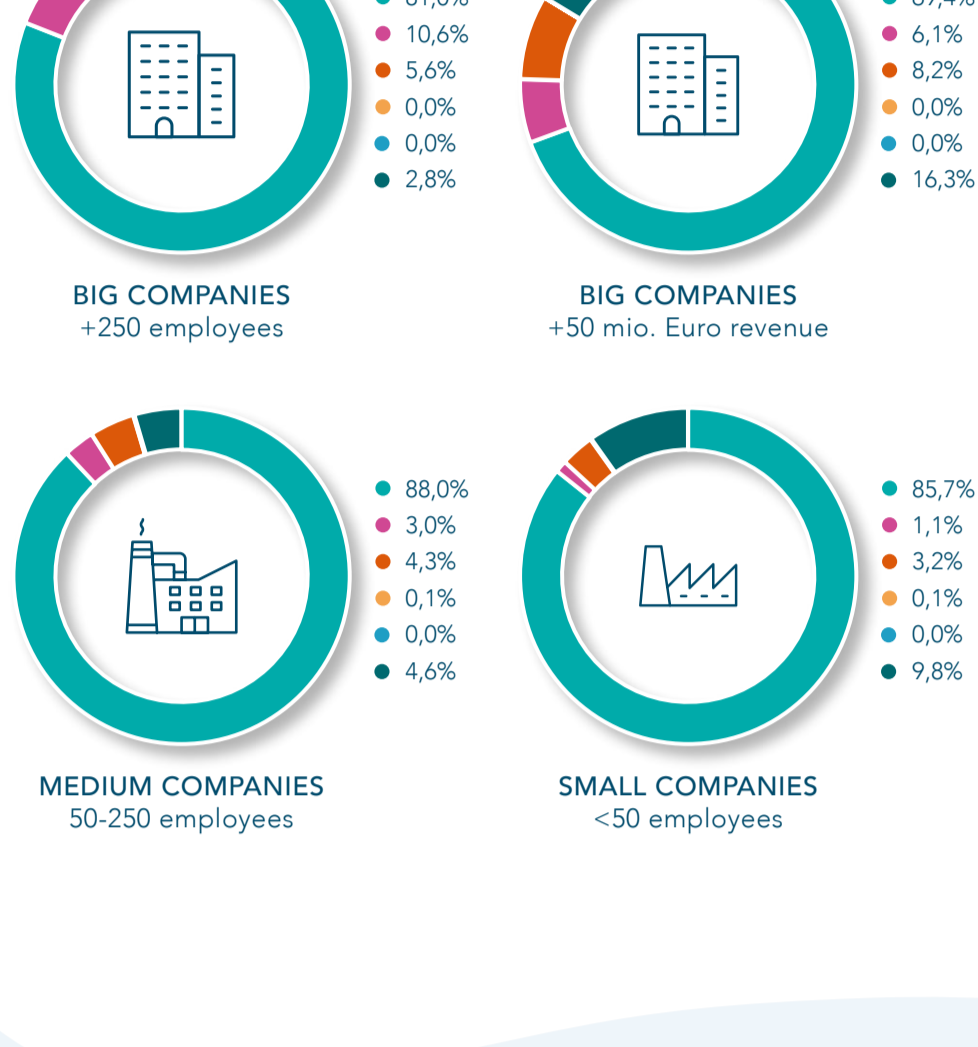
1 How has the number of women in leadership positions changed?

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



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

Distribution regarding company size in 2022

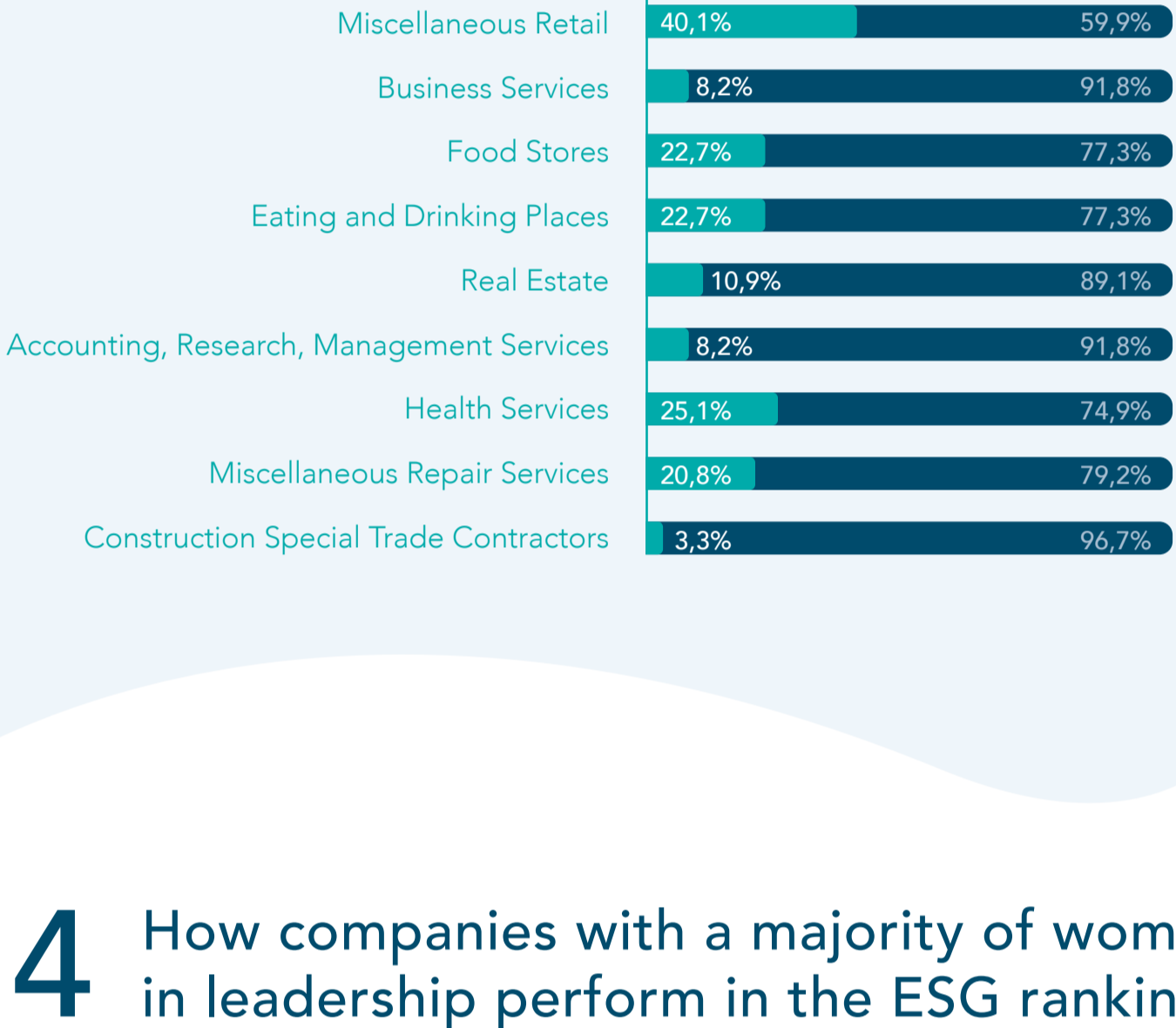


90% vs. 10%
Predominant share of male vs. female management positions in 2022
In Finland, male-dominated management still significantly outweighs female-dominated management.

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

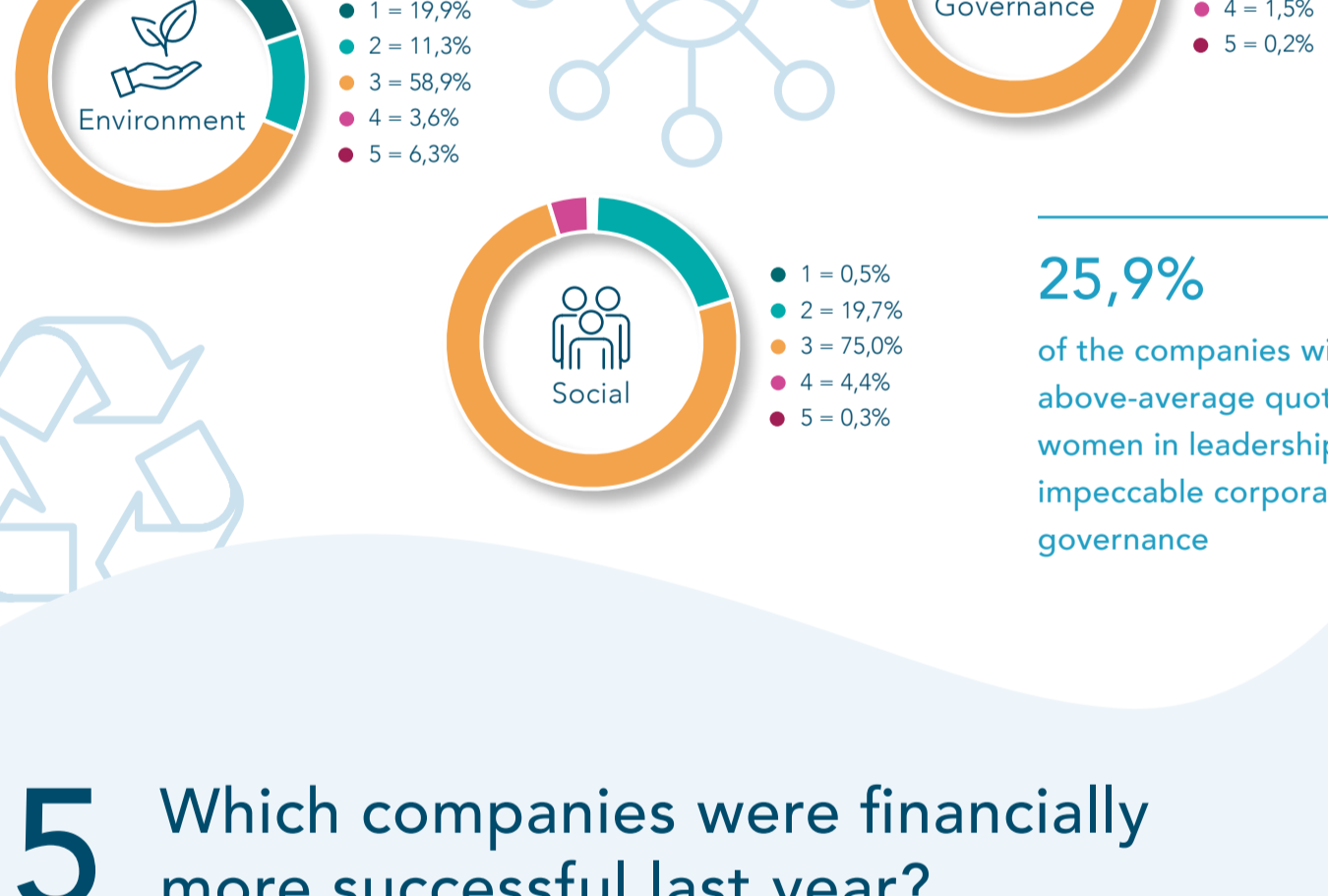
When we analyse companies with female leadership (where more than 50% of managers are women), we can identify the top industries in which these companies are most dominant. However, it's important to note that even within these top 10 sectors, male-led companies are still in the majority.



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

25,9% companies with a female quota above 50% have an above-average ESG score

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



25,9% 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.

GROWTH

A clear dominance is not discernible for 2022. Male-led businesses recorded a slightly higher revenue decrease, while female-led companies lag behind male-led companies regarding revenue growth, but 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.



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 Finland includes 28.452 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%).

