

# Women in Middle Management in Italy, Latvia, Romania, Spain and UK



# WHAT IS 'MIDDLE MANAGEMENT'?

- The engine room of organizational performance
- The bridge between senior management and the workforce
- The talent pool for senior and top management



# WHAT ARE THE CHALLENGES WOMEN FACE WHILE TRYING TO ACCESS TO MIDDLE AND TOP MANAGEMENT?

## SOCIETY LEVEL

**Perception of the roles** women and men have in society and in business

**Educational choices**

## ORGANIZATIONAL LEVEL

Absence or limited availability of **teleworking** or other forms of **flexible working**

High costs or absence of **childcare services**

## INDIVIDUAL LEVEL

Higher propensity of women to **accept a lower salary**

**Perception of the IT /Innovative fields** as typically masculine

# WHY DO WE REALLY NEED MORE WOMEN?

1. BETTER QUALITY OF DECISION-MAKING
2. IMPROVED CORPORATE GOVERNANCE
3. REFLECTED CUSTOMER BASE
4. STRONGER TEAMS
5. IMPROVED INNOVATION
6. ENHANCED ETHICS AND REPUTATION

## WHAT CAN A COMPANY DO?

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1. **'Feedback practice'**
  2. **Management regularly report** on the proportion of women at all management levels
  3. **Flexible working hours**
  4. **Work from home**
  5. **Business-nursery care** close to the company
  6. **Mentoring programs**
  7. **Professional trainings** for women in middle management
  8. **Review the selection criteria** for the talent pool for senior management positions
  9. **Search for women candidates**

Thank you!



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