



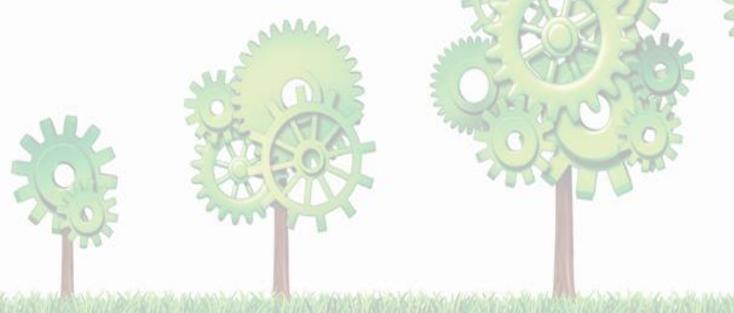
Women in Middle Management in Italy, Latvia, Romania, Spain and UK



WHAT IS 'MIDDLE MANAGEMENT'?



- 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?

- 1. 'Feedback practice'
- Management regularly report on the proportion of women at all management levels
- 3. Flexible working hours
- 4. Work from home
- 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!



For more info on "She Decides, You Succeed" please visit: www.afaemme.org

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