



## A Toolkit for Gender Equality in Practice - Initiative

# Danish Association of Managers and Executives

## Charter for more women in Management and Leadership, annual salary statistics report on the gender pay gap

### Summary of the initiative

The Danish Association of Managers and Executives (Lederne Denmark) has signed the Charter for more women in Management and Leadership.

By signing up for the Charter, Lederne Denmark has decided to prioritise more women in management as a strategic priority. For the companies that have signed the Charter, the aim is to ensure that:

- Women and men have equal opportunities to have and develop a career in management and leadership;
- Specific, measurable initiatives in companies and organisations to increase the proportion of women in management at all levels;
- All talents of employees of public and private companies are used.

In 2010, the goal of Lederne Denmark was to increase the proportion of female managers at all levels. By 2012, women must be represented by at least 25% at all management levels, and, women should be represented by 40% in functional and team manager level. Today the female managers in are represented by 45%. In the board of Lederne Denmark the women are represented by 40%.

Other companies in Denmark have used the same agenda and the share of new female members since 2009 has increased from 34% to 40%, which is equivalent to 6 percentage points.

Tackling the gender pay gap: The Lederne Denmark sets continuous focus to highlight the gender pay gap among managers. An annual salary statistics report is drawn up among its more than 106,000 members. Over the past ten years, salary statistics included a separate section that highlights the pay gap between male and female leaders, both actual and corrected gender pay.

### Priorities

Promoting women in decision-making, Tackling the gender pay gap

### Type

Social Partners

### Country

Denmark

### Model of social partnership

Bipartite





## References

<http://www.kvinderiledelse.dk/om-charteret.aspx>

### **This initiative was submitted by:**

Lederne – the Danish association of managers and executives (Member of CEC European Managers)(ETUC)

### **Website**

<https://www.lederne.dk/lho/Forside.htm>