



**UNDER EMBARGO**  
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## PRESS RELEASE

### European companies increase number of women in leadership roles and continue action

**BRUSSELS, 7 March 2019** – The European Round Table of Industrialists (ERT) today published its annual report detailing the progress towards voluntary targets of female representation in leading industrial companies. The report shows that on average the share of women in leadership positions in each company has increased by more than 4 percentage points in Europe and worldwide, compared to the chosen baseline year, mainly 2012.

The report outlines updated voluntary targets for women in leadership positions set by 36 leading industrial companies of European origin, together with figures on their progress towards achieving these targets.

The companies' initiatives have successfully enabled more women to find their way towards leadership positions, but there is recognition that continued action and focus on diversity and gender equality remains essential.

ERT firmly believes that it is in the interest of both individual companies and Europe's prosperity to better involve the large female talent pool.

Every year since 2012, ERT has published company specific targets and figures on the involvement of women in business to show member companies' commitment to enhancing women's career opportunities.

The report underlines European business leaders' personal commitment to inclusion and diversity – as expressed in a pledge signed by more than 50 CEOs and Chairmen, who are ERT Members in November 2018 (<https://embracedifference.ert.eu/>).

		Average evolution in percentage points (pp) (Status / Chosen baseline)	Average <b>yearly</b> evolution in basis points (bps)
Share of women in the total workforce	Home Country (and/or Europe)	+1,43pp	+28bps
	Worldwide	+1,65pp	+24bps
Share of women in leadership positions	Home Country (and/or Europe)	+4,34pp	+84bps
	Worldwide	+4,21pp	+84bps
Proportion considered leadership positions in the total workforce <sup>1</sup>	Home Country (and/or Europe)	+0,96pp	+26bps
	Worldwide	+0,83pp	+16bps

#### Download the report here:

- Voluntary Targets and Figures: <http://bit.ly/VoluntaryT2019>

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**Note to Editors:**

The **European Round Table of Industrialists (ERT)** is a forum bringing together around 55 Chief Executives and Chairmen of major multinational companies of European parentage covering a wide range of industrial and technological sectors. Companies of ERT Members are widely situated across Europe, with combined revenues exceeding € 2,250 billion, sustaining around 6.8 million jobs in the region. They invest more than € 50 billion annually in R&D, largely in Europe.

ERT advocates policies at both national and European levels, with the goal of improving European competitiveness, growth and employment.