

Press release

Female presence in management positions falls 2% in Spain

- The salaries of male managers are, on average, 13.1% higher than those of their female counterparts
- Experts consider that work-life balance is still an obstacle for female leadership development

Barcelona, 18th May 2022. The percentage of female presence in management positions, which had been growing over the last few years, has dropped by two points compared to 2021, to 16.8%. The wage gap between male and female managers also stands at 13.1% for managers, 12.6% for middle managers and 11.4% for employees.

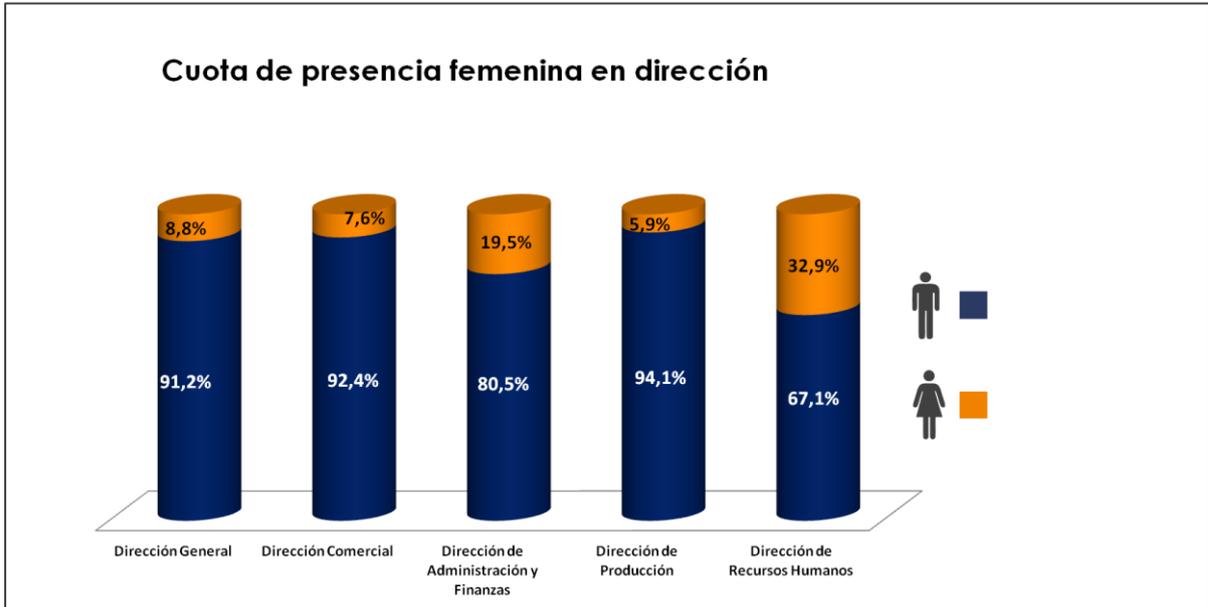


In absolute figures, the current average gross salary for male senior managers is 88,129 euros a year compared to 77,928 euros for their female counterparts. These findings were revealed in the report published today by **ICSA Grupo** and **EADA Business School** on **'The wage gap and female presence in management 2022'**. The 16th edition of this study was compiled using salary data from over 80,000 employees in Spain, using direct surveys and online platforms such as www.cuantomepagan.com.

According to Indry Canchila, industrial engineer and managing partner at ICSA consultancy, **"the drop of 2 percentage points in female presence represents a loss of talent and highlights that Spanish companies are still unprepared to tap the potential of female talent"**.

Dr Aline Masuda, professor at EADA Business School and report contributor points out that **"this analysis leads us to the conclusion that management positions today are incompatible with work-life balance, and continue to pose a much greater challenge to women than men. The cultural mindset dictates that a manager must be present in the workplace and work long hours"**.

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Women only hold 8.8% of director general roles in Spain, a figure which has been stagnant for years. In the traditional functional areas, female presence is notably higher in Human Resources with 32.9% and in Financial Management where it reaches almost 20%. Fields such as Commercial Management which requires frequent travel and Operations and/or Production management, usually referred to as technical careers, tend to be male-dominated. Canchila concludes that, ***“we still have a long way to go: it is important to keep insisting on change through education so we can achieve real progress instead of the palliative effects of mandatory compliance with gender equality legislation”***.

ICSA Grupo is a Human Resources consultancy based in Spain with over 60 years of experience in management recruitment and remuneration studies. In tech partnership with ODM Consulting, they are part of a leading wage research group in the EC. The group manages an information base which holds the salary data of over 2 million people in Europe.

EADA Business School was founded in 1957 by a group of entrepreneurs and professionals as an ideologically and economically independent institution. As well as appearing in the international rankings of well-known publications such as the Financial Times or The Economist, as one of the top 100 business schools in the world, it also holds the EQUIS accreditation from the EFMD (European Foundation for Management Development) and the AMBA which recognises the quality of MBA programmes.

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