

FACT 9: WOMEN ARE CONCENTRATED IN SUPPORT MANAGEMENT FUNCTIONS

- Women in the Caribbean represent half of senior managers in support managerial functions like human resources, corporate social responsibility, and finance and administration.
- Women are comparatively underrepresented in operations and sales management, research and product development, and general management. As a result, women managers gain experience but not in all areas needed for career advancement to top executive roles. (ILO Caribbean company survey, 2017)

FACT 10: MOST COMPANIES ARE INVESTING IN GENDER DIVERSITY



- The vast majority (87 per cent) of Caribbean companies surveyed are implementing at least one gender diversity initiative. Efforts tend to focus on maternity leave, which is mandated by law in most states, as well as human resource practices.

TOP 5 COMPANY INITIATIVES TO PROMOTE WOMEN IN MANAGEMENT

As suggested by companies surveyed in the Caribbean

MEASURES

- 1 Maternity leave
- 2 Recruitment, retention and promotion
- 3 Skills training and executive training
- 4 Remuneration
- 5 Mentoring

ILO Caribbean company survey 2017



KEY RESOURCES ON WOMEN IN BUSINESS AND MANAGEMENT



Global report



Regional report for Latin America and the Caribbean



Regional report for Eastern Europe and Central Asia



Regional report for the Caribbean



Regional report for Asia and the Pacific



Regional report for Middle East and North Africa



Gender diversity journey: Company good practices



A handbook for national employers' organizations: Promoting women in business and management



A global snapshot: Women leaders and managers in employers' organizations

The reports are all available at:
http://www.ilo.org/actemp/areas-of-work/WCMS_578474/lang-en/index.htm

For further information, please see:

Women in business and management: Gaining Momentum in the Caribbean
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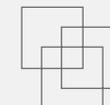
International
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Women in business and management: GAINING MOMENTUM IN THE CARIBBEAN

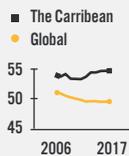


CARIBBEAN FACTSHEET



ACT/EMP
The Bureau for Employers' Activities

FACT 1: WOMEN'S LABOUR FORCE PARTICIPATION IS STRONG AND GROWING



- Women's labour force participation in the Caribbean has been traditionally high and often outperforms neighbouring countries as well as many advanced economies.
- The Caribbean rate of female labour force participation was 55 per cent in 2017, compared to 49 per cent globally. The region also reports a smaller gender gap in labour force participation at 19 per cent, compared to 27 per cent globally. (ILO, 2017)
- Women's labour force participation has increased over the past decade in seven out of nine countries in the Caribbean: Bahamas, Belize, Guyana, Jamaica, Saint Lucia, Saint Vincent and the Grenadines, and Suriname.

FACT 2: WOMEN ARE AN UNTAPPED RESOURCE FOR ECONOMIC GROWTH



- If women were to participate in the economy at the same rate as men this could boost GDP by as much as 18 per cent in Belize, 16 per cent in Suriname, 13 per cent in Trinidad and Tobago, 12 per cent in Saint Vincent and the Grenadines, 8 per cent in Jamaica, 7 per cent in Saint Lucia, and 6 per cent in Barbados. (International Monetary Fund, 2017)

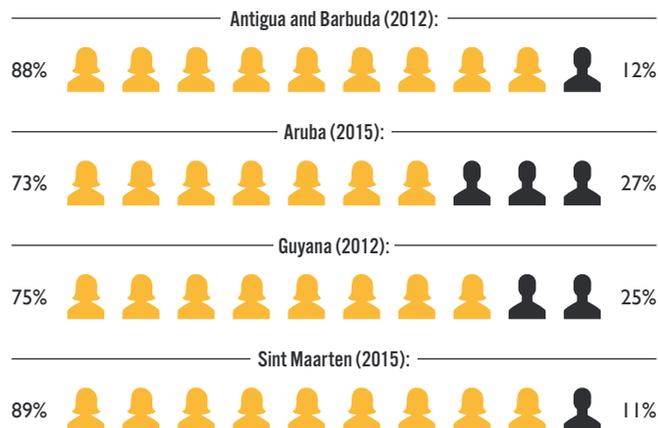
FACT 3: GENDER DIVERSITY BOOSTS COMPANIES' BOTTOM LINE



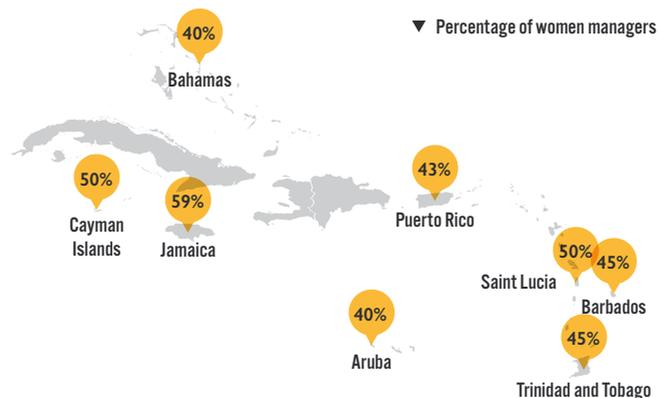
- Nearly half of Caribbean companies surveyed (46 per cent) reported a positive impact from gender diversity initiatives on their bottom line. Top benefits included attracting and retaining talent and improving company reputation. (ILO Caribbean company survey, 2017)
- Of companies that reported a positive impact on profitability, most estimated returns between 5 and 15 per cent. (ILO Caribbean company survey 2017)

FACT 4: THE FEMALE TALENT POOL IS EXPANDING

Women outpace men as tertiary graduates in all Caribbean states. In four countries, women represent more than 70 per cent of all tertiary graduates: Antigua and Barbuda, Aruba, Guyana and Sint Maarten. (UNESCO, 2018)



FACT 5: THE SUB-REGION IS A LEADER FOR WOMEN MANAGERS



- The Caribbean is a world leader for women managers. A total of 8 out of 11 countries report 40 per cent or more women managers and Jamaica reports the highest proportion of women managers in the world at 59 per cent. (ILO, 2017)
- The Caribbean also reports a higher share of companies with top women managers at an average of 24 per cent compared to 19 per cent for both Latin America and the world. (World Bank, 2017)
- Women tend to be top managers in small and medium-sized enterprises. On average, 24 per cent of small and medium enterprises in the Caribbean had at least one top female manager, compared to 20 per cent in large enterprises. (World Bank, 2017)

FACT 6: THE LEAKING PIPELINE PERSISTS



- Many women exit career paths on the journey from junior to senior executive roles. This phenomenon is often called the "leaking pipeline" and is one reason for the lack of women in top corporate leadership.
- Women in the Caribbean represent 30 per cent of managers in junior, middle and senior levels but only 10 per cent of managers in top executive roles. (ILO Caribbean company survey, 2017)
- The proportion of Caribbean companies reporting no women managers grows at each stage of seniority, from 16 per cent at junior levels to 34 per cent at top executive levels. (ILO Caribbean company survey, 2017)

FACT 7: WOMEN CEOs: IT'S STILL LONELY AT THE TOP



- Across the Caribbean women represent 27 per cent of CEOs with most countries reporting between 20 and 30 percent women CEOs. (ILO Caribbean company survey, 2017)
- Caribbean companies with a female CEO reported three times as many women in top executive roles, increasing from an average of 20 per cent for companies with a male CEO to over 60 per cent for companies with a female CEO. (ILO Caribbean company survey, 2017)

FACT 8: WOMEN ON BOARDS: A CATALYST FOR CHANGE



- Women represent 25 per cent of board members and 18 per cent of board chairs in the Caribbean. (ILO Caribbean company survey, 2017)
- Over 43 per cent of Caribbean companies surveyed exceeded the 30 per cent target of women on boards that studies show is needed to reap the benefits of gender diversity. Additionally nearly a quarter (24 per cent) have achieved gender parity on their boards where the proportion of either sex is 40 to 60 per cent.
- Caribbean companies with gender parity on their boards or a female board chair reported twice as many top female executives. Increasing the number of women on boards creates a strong pull effect for women at all levels of management.