



**ADBI**  
associazione donne  
DELLA BANCA D'ITALIA



**Associazione Donne Consob**

## **ADBI and ADConsob**

# **Women in top jobs: experiences across Europe**

**11th October 2018**

# Statistics

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## Women in AGCM

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	N°	%
<b>Total</b>	167	58,8
<i>of which:</i>		
<b>Advisors</b>	8	72,7
<b>Executives</b>	11	42,3
<i>of which:</i>		
<i>in the top management (*)</i>	1	25,0
<i>Head of General Directorates</i>	-	-
<i>Head of Directorates</i>	10	55,6
<i>Head of Offices/Bodies</i>	9	64,3

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*(\*) Data include members of the Governing Board (3) and Secretary General (1)*  
Data as of August 31, 2018

# Statistics

## Women in Consob

	N°	%	% difference (2008 - 2018)
<b>Total</b>	331	51.0	0.9
<i>of which</i>			
<b>Advisors</b>	252	53.4	4.0
<b>Executives</b>			
<i>of which</i>			
in the top management (*)	1	20.0	20.0
Head of Departments	6	60.0	50.0
Head of Units	19	38.0	2.9
Others	8	47.1	6.2

*(\*) Data include General Director, Deputy General Director and General Secretary, other top managers and the Chair of ADR. Figures on the Board of Directors are not included (1 woman out of 5 members)*

*Data as of September 30, 2018.*

# Statistics

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## Women in AGCOM

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	N°	%
<b>Total</b>	181	51,1
<i>of which:</i>		
<b>Advisors</b>	-	-
<b>Executives</b>	14	36,8
<i>of which:</i>		
<i>in the top management (*)</i>	1	2,6
<i>Head of General Directorates</i>	6	35,2
<i>Head of Directorates</i>	-	-
<i>Head of Offices/Bodies</i>	7	35

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(\*) *Data do not include members of the Governing Board (5) but include the Head of Cabinet and the Secretary General (1)*

Data as of August 31, 2018



# Statistics

## Women in Banca d'Italia

	N°	%	% difference (2008-2018)
<b>Total</b>	2,455	36.5	3.7
<i>of which:</i>			
<b>Advisors</b>	556	36.9	4.4
<b>Executives</b>	182	28.0	8.3
<i>of which:</i>			
<i>in the top management (*)</i>	2	16.7	
<i>Head of Directorates</i>	8	21.1	11.1
<i>Head of Branches</i>	9	23.1	5.7
<i>Head of Divisions</i>	97	35.8	11.3

(\*) Data include members of the Governing Board (5) and Directors General (7)  
data as of August 31, 2018

# Statistics

## Women in Banque de France

	N°	%	% difference (2012-2018)
<b>Total</b>	5,960	47.8	-1.3%
<i>of which:</i>			
<b>Advisors</b>			
<b>Executives</b>	1,578	41.0	1.8%
<i>of which:</i>			
<i>in the top management</i>	3	13.0	3%
<i>Head of Directorates</i>	33	22.4	2.4%
<i>Head of Branches</i>	34	22.8	0.1%
<i>Head of Divisions</i>	189	45.3	4.2%

# Summing up

	BI	BF	Consob	AGCOM	AGCM		ECB
	%	%	%	%	%		%
<b>Total</b>	36.5	47.8	51.0	51.1	58.8		44.0
<i>of which:</i>							
<b>Advisors</b>	36.9		53.4	-	72.7	K-L positions	19.0
<b>Executives</b>	28.0	41.0		36.8	42.3	I-L positions	28.0
<i>of which:</i>						H positions	31.0
<i>in the top management</i>	16.7	13.0	20.0	2.6	25.0	F/G positions	41.0
<i>Head of Directorates</i>	21.1	22.4	60.0	35.2	-		
<i>Head of Branches</i>	23.1	22.8	38.0	-	55.6		
<i>Head of Divisions</i>	35.8	45.3	47.1	35.0	64.3		