



Dear Reader,

Weekly we interview hundreds of jobseekers, both men and women. We also receive monthly thousands of CV's. Most of the data in the CV's we register in TalentBase®, our state-of-the-art recruitment software.

We regularly make analyses of all these data and this document is the result of such research in TalentBase®. Marcel Kovac, our TalentBase® genius, has analyzed the data of more than 1.000.000 persons spread over 7 countries (AM, HR, NL, PL, RO, SK, UA). If you have questions or you would like to receive more information please do contact me or any of my colleagues.

Best regards,
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Conclusions

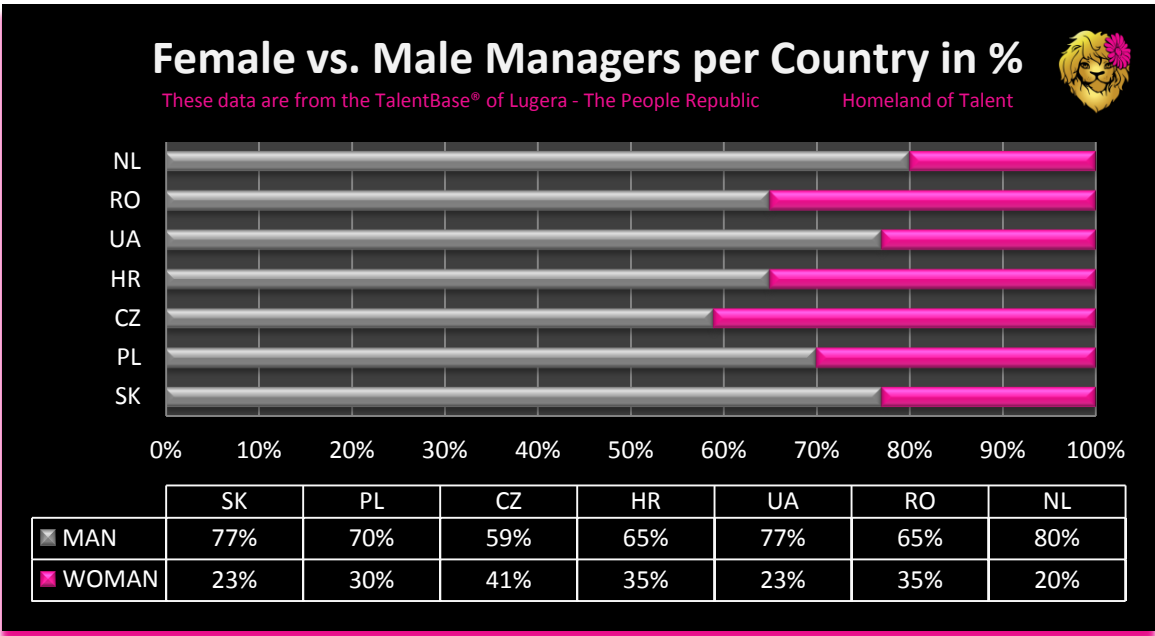
1. There are more male than female managers. The Netherlands show the smallest share of female managers: only 20%. The Czech Republic has the highest share of female managers: 41%.
2. Women ask lower salaries for the same job than men. This is probably one of the reasons why women earn lower salaries (in average) than men for the same job.
3. The differences between requested salaries in The Netherlands and Ukraine are only 16% resp. 4%. In Slovakia and Croatia the highest with 222% and 185% (men asking 2.22 and 1.85 times higher salaries than women).
4. Industries dominated by female managers are Human Resources (79%), Accountancy (69%), Administration (67%) and Education & Schools (66%).
5. Industries dominated by male managers are Mechanical Engineering (85%), Electrotechnics (84%) and Engineering (79%).
6. Industries with an equal share of female and male managers are Banking, Insurance, Chemistry & Pharmacy and Food & Beverages.

Managers: female versus male: a comparison in 7 countries



The majority of managers are men

More managers are male than female. Men earn more than women. But, we think that more and more women take over managerial positions from men. In many sectors in the service industry we find more female managers than male managers.



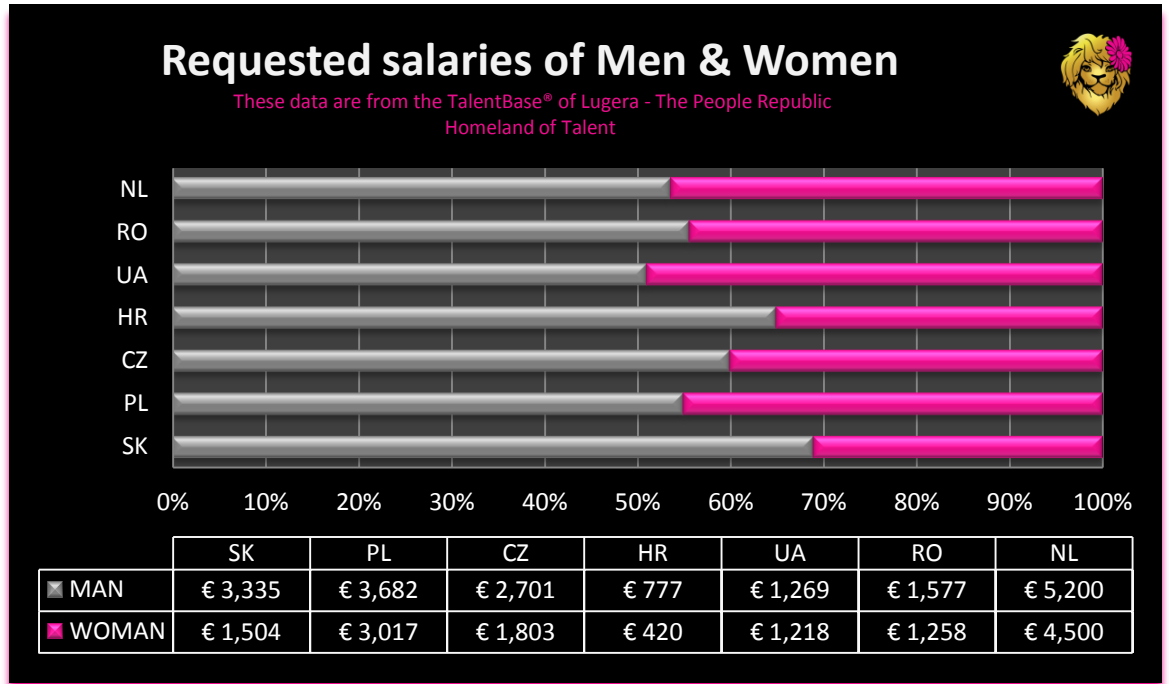
The Czech Republic has the highest number of female managers

The Netherlands show a score of 80% male managers and only 20% female managers. This is the lowest score of female managers of all countries in this comparison. The Czech Republic has the highest score with 41% female managers followed by Croatia and Romania (both 35% of female managers).



Why do women earn less than men?

Women earn less than men in the same jobs, often even in the same companies. How is this possible? Is it because of a conscious conspiracy to pay women less? Is it that men are more productive? Are men better than women in their jobs in order to justify a higher pay?



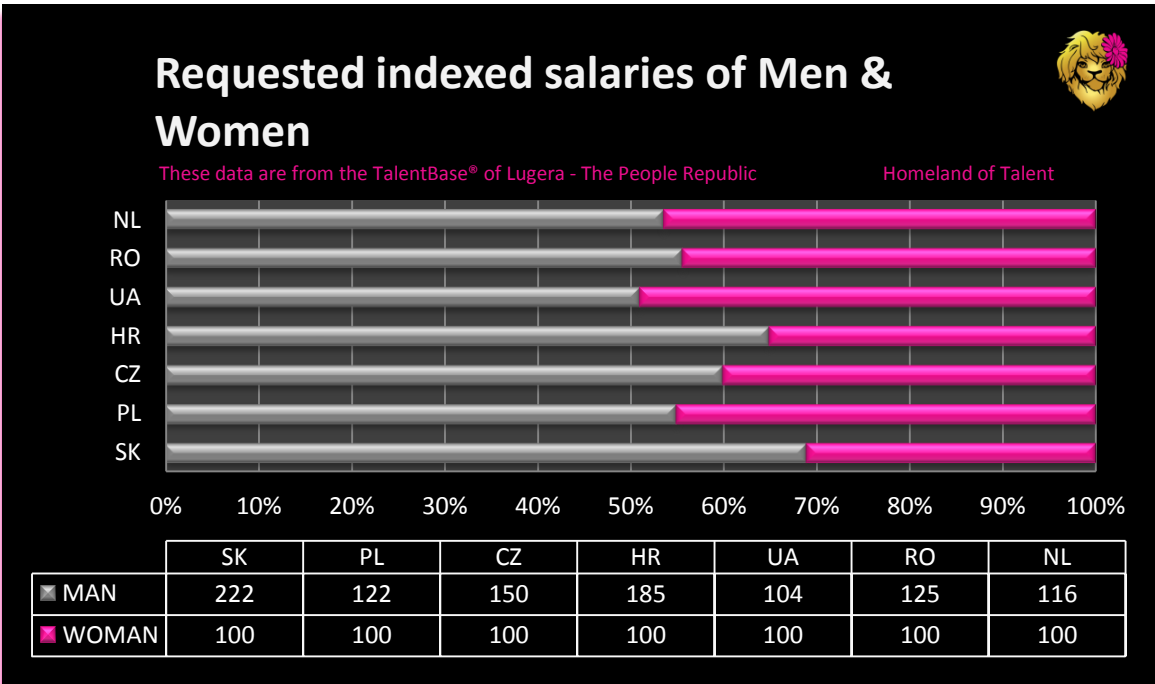
Women ask lower salaries

We think a major reason is that women ask lower salaries than men. In the chart above you can see the average salary levels men and women are answering on the question: “what would you like to earn?” Only in the Ukraine we see women asking more or less the same salaries. In all other countries the differences are substantial. Slovak women are the most modest.



What you ask is what you get

In average women ask lower salaries for the same job than men. And if women ask lower salaries it seems they receive lower salaries. In the chart on the right we have the requested salaries of men and women indexed in order to make the differences more clear. In Slovakia and Croatia women ask the lowest salaries compared to men. In the Ukraine and The Netherlands women ask nearly the same as men.



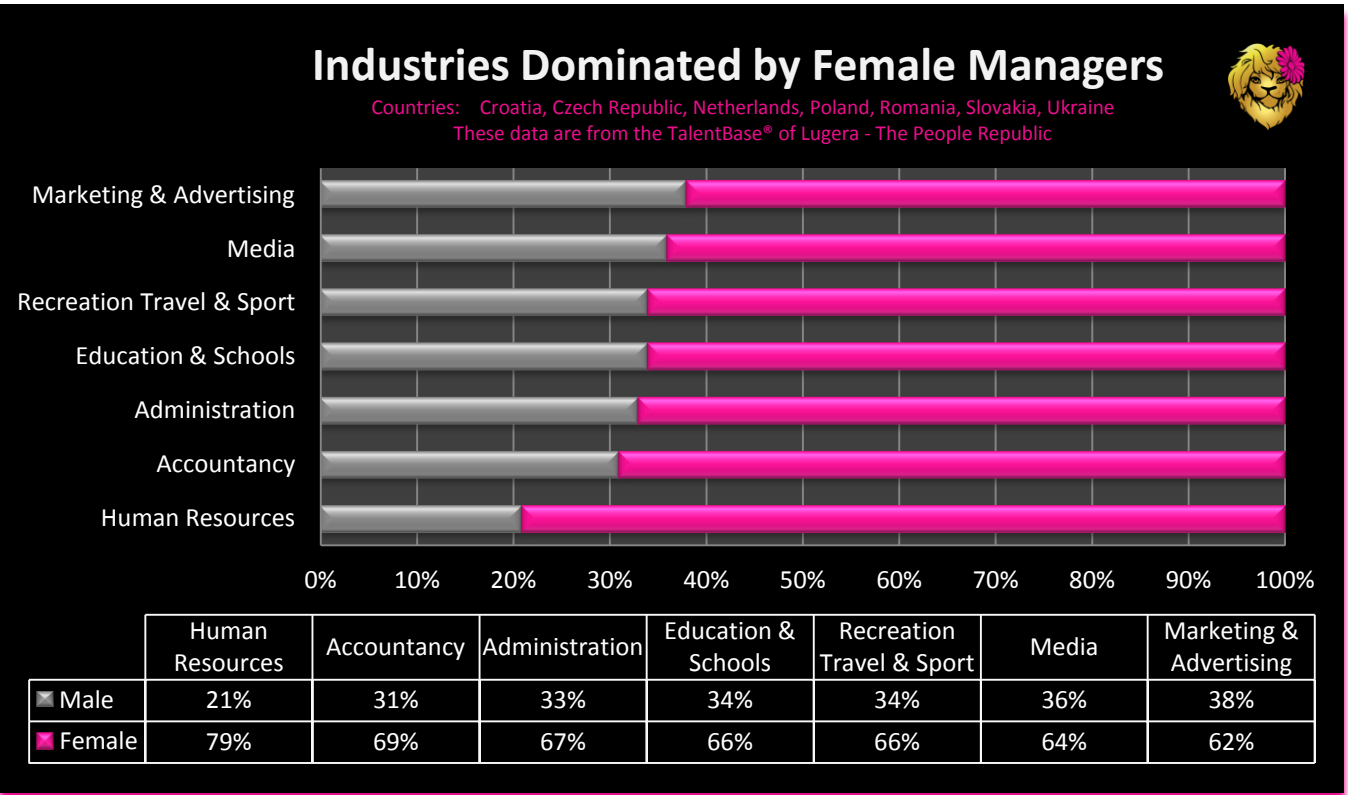
But why do women ask less, or men ask more?

Our TalentBase® does not have an answer to this question. We can only guess. Is it that women know they will get less so they ask less? Is it modesty? Is the salary level less important for women than it is for men? Do women think they do not deserve a higher salary? We anyhow think we can conclude that one of the reasons why women earn less than men is that women ask for lower salaries than men.



Human Resources is dominated by female managers

And we at Lugera – The People Republic can confirm this: 76% of our managers are female. Only 24% is male. But why? By nature, women seem to have better communication skills than men. We have been told that women use around 10.000 words more per day than men. The industries dominated by female managers seem to be industries in which communication and frequent contact with other people is essential. Except maybe for one sector: accountancy. All about figures & finance, and dominated by female managers.





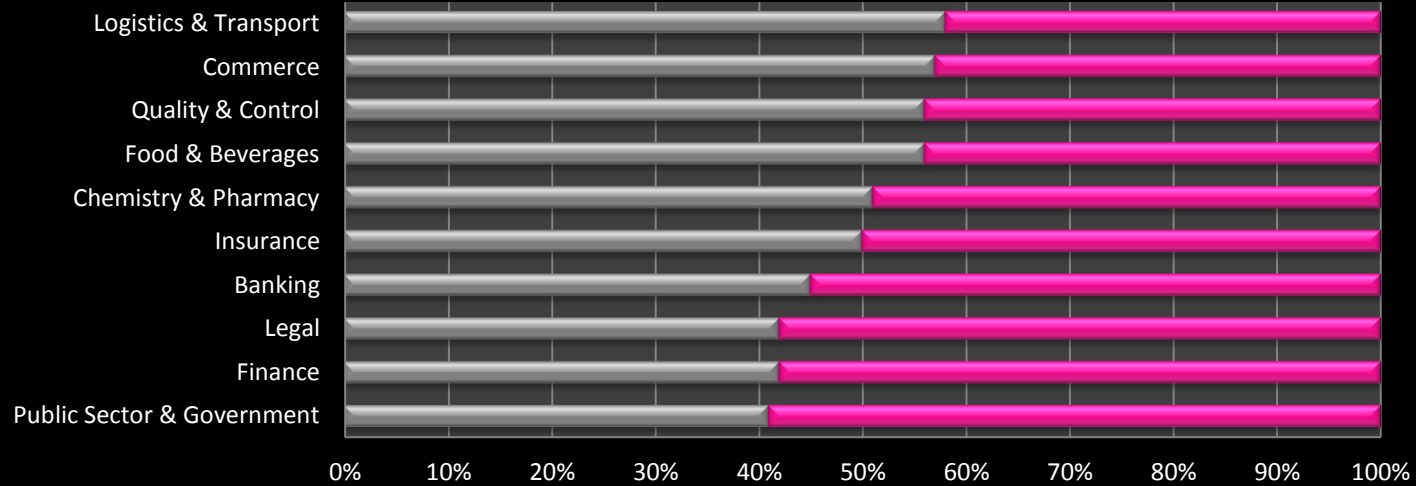
Equal number of male and female managers in the insurance sector

In most service sectors female managers dominate or have more or less an equal share. The more technical it gets the more male managers we'll find. In the insurance sector we see an equal distribution between male and female managers.



Industries with Equal Female & Male Managers

Countries: Croatia, Czech Republic, Netherlands, Poland, Romania, Slovakia, Ukraine
These data are from the TalentBase® of Lugera - The People Republic



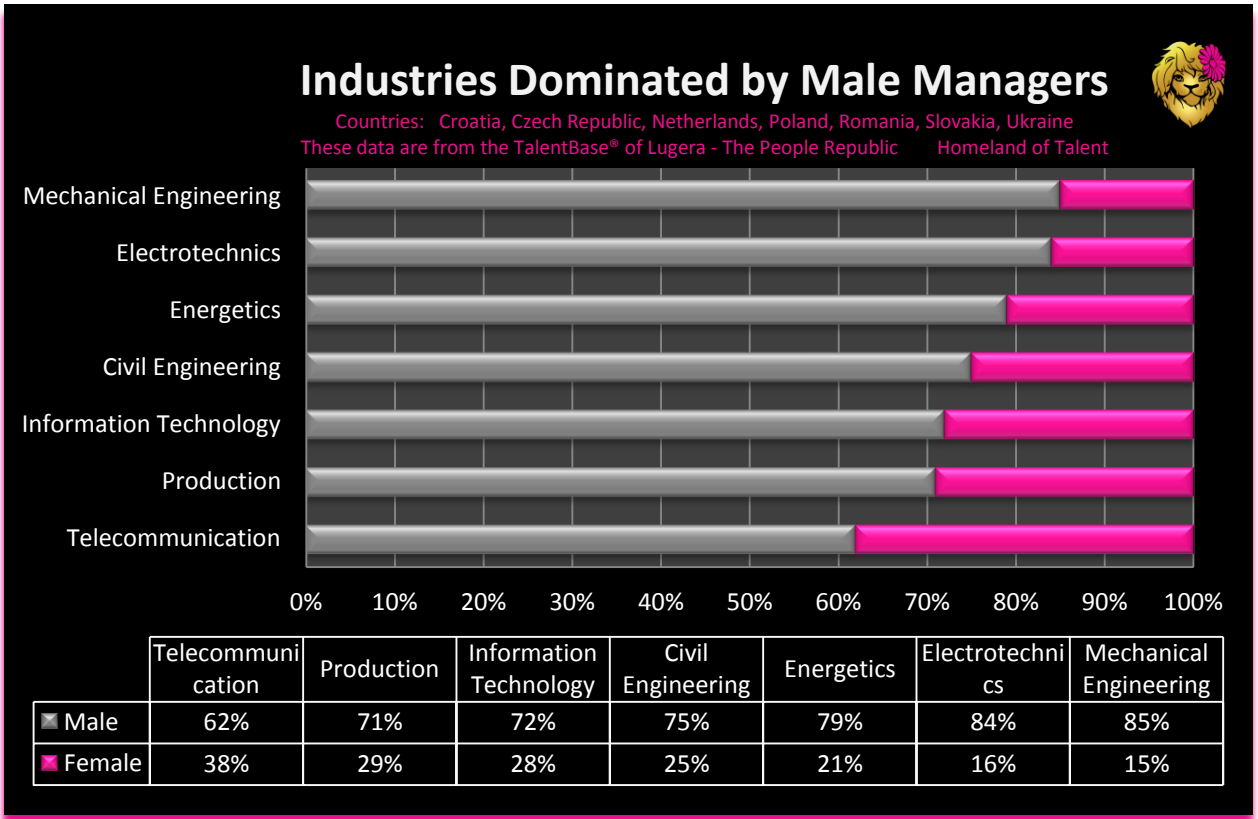
	Public Sector & Government	Finance	Legal	Banking	Insurance	Chemistry & Pharmacy	Food & Beverages	Quality & Control	Commerce	Logistics & Transport
Male	41%	42%	42%	45%	50%	51%	56%	56%	57%	58%
Female	59%	58%	58%	55%	50%	49%	44%	44%	43%	42%

In Commerce we find more male managers. In another research from TalentBase® we have found that at least 2/3 of all sales people are male. We think anyhow that the number of female sales people will grow, especially in those sectors in which the sales function focuses on service, support and help-driven KPI's.



More technique, more male managers

It maybe does not surprise us but the technical industries are dominated by male managers. We can easily conclude that the more technical it gets, the more male managers you'll find. Is it because there is less communication needed? Does education and culture have an influence on this? Probably yes. We anyhow place more and more female CEO's and managers in high-tech companies.



It is our impression that the overall number of female managers is gradually growing and this could be due to the following assumptions: female managers are cheaper than their male colleagues; women might have better communication skills, are more empathic, have a wider focus and might have a more supportive attitude towards their subordinates.