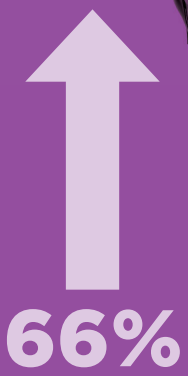




Women AT WORK

Women have made major strides in the workplace, but the numbers suggest that we still have a long way to go before the playing field is completely leveled.



66% of companies have strategies for diversity hiring, but only 25% set targets for gender representation.

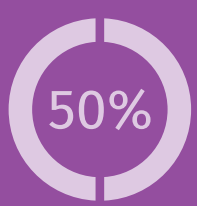
- 36% aren't reviewing job descriptions for biased language.
- 28% don't use consistent evaluation criteria for every candidate.
- Only 6% remove names from resumes before they're evaluated.

Only 20% of C-suite roles are held by women.

- At entry level, representation is roughly equal: 52% men/48% women
- Moving from entry-level to C-suite, female representation falls by 50%.
- Only 3% of C-suite executives are women of color.



20%



Perception varies with gender, as 50% of men think women are well-represented in organizations where 1 in 10 senior leaders is a woman.



- 15% of men think their gender will make it harder for them to advance.
- 63% of men think their company is doing what it takes to improve gender diversity.
- 49% of women think their company is doing what it takes to improve gender diversity.

But overall, things are getting better.

- Up to 77% of companies have policies such as on-site childcare that support working women.
- 85% of companies track at least some of their diversity metrics.
- 63% of companies offer maternity leave longer than that required by law.



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