

# Women in Business: A Snapshot

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Catalyst is the nonprofit research and advisory organization that works to advance women in business. Our dual mission: to enable women to achieve their full professional potential and to help employers capitalize fully on women's talents and abilities. We have offices in Toronto, New York City, and San Jose.

## **Women Corporate Officers and Top Earners**

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Source: Catalyst, 2002 *Catalyst Census of Women Corporate Officers and Top Earners*

### **Corporate Officers**

- 15.7% of corporate officers in Fortune 500 companies are women (2,140 of 13,673 total).
- 191 women hold the highest-ranking corporate officership positions – 7.9% of the 2,412 individuals with titles of chairman, vice chairman, CEO, president, COO, SEVP, and EVP.
- Women fill only 9.9% of the total line positions held by corporate officers compared to men who fill 90.1%. Line positions are those with revenue-generating or profit-and-loss responsibility.

### **Top Earners**

- 118 women are among the five most highly compensated officers in each company – 5.2% of 2,259 top earners. This percentage has more than tripled since 1995 – from 1.2% (29 women).

### **Companies**

- 4129 Fortune 500 companies (85.8%) have at least one woman corporate officer; 12% have women filling at least one quarter of their officer positions.

## **Women on Corporate Boards**

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Source: Catalyst, 2001 *Catalyst Census of Women Board Directors*

### **Board Seats**

- Women hold 12.4% of board seats in the Fortune 500 in 2001, up from 11.2% in 1999.
- Women of color hold 2.6% of the board seats at the 430 companies on which we have data\*

### **Companies**

- 87% of Fortune 500 companies have at least one woman board director, up from 85% in 1999
- 30 companies have 25% or more women directors, up from 15 in 1999

## **Women Making it to the Top**

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Source: Catalyst, *Women in Corporate Leadership: Progress and Prospects* (1996); Catalyst, *Women of Color in Corporate Management: Opportunities and Barriers* (1999)

### **How women succeeded:**

- Consistently exceeding expectations (77%)
- Developing style with which male managers are comfortable (61%)
- Seeking out difficult assignments (50%)
- Having influential mentor (37%)

### **How women of color succeeded:**

- Access to high-visibility assignments (50%)
- Performing over and above expectations (49%)
- Communicating well (46%)
- Having an influential mentor or sponsor (44%)

\*Because the racial/ethnic composition of board members is not publicly available, Catalyst can collect this information only from those companies that are willing to provide it