

FAIR SHARE Monitor 2020 - Full Data Set for Plan International

We consider a FAIR SHARE Index below 15 desirable.

5 March 2020

2020 Rank	Organisation	Commitment to FAIR SHARE	A) Women on Staff %	Aa) Staffing Gap (if <50%)	B) Women on Board %	Bb) Board Gap (if <50%)	C) Women on SMT %	Cc) SMT Gap (if <50%)	D) Overall Representation Gap (Average of Aa, Bb & Cc)	E) Women in Top Leadership % (B & C)	F) FAIR SHARE Gap (E-A)	FAIR SHARE Index 2020 (D+F)
1	Plan Intl. Sweden	No	76%	0	67%	0	86%	0	0	77%	1	0.8
2	Plan Intl. Finland	No	83%	0	78%	0	90%	0	0	84%	1	0.9
3	Plan Intl. Netherlands	No	70%	0	60%	0	75%	0	0	67%	-3	3.3
4	Plan Intl. Brazil	No	71%	0	57%	0	80%	0	0	67%	-4	4.2
5	Plan Intl. Indonesia	Yes	56%	0	50%	0	63%	0	0	61%	4	4.4
6	Plan Intl. USA	No	76%	0	79%	0	40%	-10	-3	68%	-8	10.0
7	Plan Intl. Intl. Secretariat	Yes	45%	-5	50%	0	60%	0	-2	56%	11	12.1
8	Plan Intl. Australia	No	63%	0	50%	0	50%	0	0	50%	-13	13.0
9	Plan Intl. Norway	No	84%	0	70%	0	71%	0	0	71%	-13	13.5
10	Plan Intl. Denmark	Yes	76%	0	56%	0	75%	0	0	62%	-14	14.2
11	Plan Intl. UK	No	76%	0	64%	0	50%	0	0	60%	-16	16.3
12	Plan Intl. Canada	Yes	73%	0	55%	0	50%	0	0	52%	-21	20.6
13	Plan Intl. Ireland	No	37%	-13	38%	-12	20%	-30	-18	33%	-4	21.8
14	Plan Intl. Belgium	No	75%	0	50%	0	50%	0	0	50%	-25	24.5
15	Plan Intl. India	Yes	35%	-15	38%	-13	70%	0	-9	56%	21	30.0
16	Plan Intl. Hongkong	Yes	50%	0	20%	-30	38%	-13	-14	31%	-19	33.4
17	Plan Intl. Japan	Yes	82%	0	44%	-6	60%	0	-2	50%	-32	34.2
18	Plan Intl. Germany	No	76%	0	40%	-10	45%	-5	-5	43%	-33	37.8
19	Plan Intl. France	No	73%	0	23%	-27	67%	0	-9	37%	-36	44.9
20	Plan Intl. Korea	No	77%	0	10%	-40	43%	-7	-16	24%	-54	69.6