

FAIR SHARE Monitor 2020 - Full Data Set for Oxfam International

We consider a FAIR SHARE Index below 15 desirable.

18 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	Oxfam America	Yes	59%	0	48%	-2	75%	0	-1	55%	-4	4.6
2	Oxfam International (IS)	Yes	66%	0	52%	0	52%	0	0	52%	-13	13.2
3	Oxfam Great Britain (GO)	Yes	66%	0	50%	0	54%	0	0	52%	-14	14.4
4	Oxfam Australia	Yes	70%	0	46%	-4	60%	0	-1	50%	-20	21.2
5	Oxfam Intermon	Yes	46%	-4	62%	0	68%	0	-1	66%	20	21.8
6	Oxfam Germany	Yes	71%	0	43%	-7	40%	-10	-6	42%	-30	35.3

IS = International Secretariat

GO = Global Organisation