FAIR SHARE Monitor 2023
The FAIR SHARE Monitor is a data-based tool that measures and tracks gender equity in the international social impact sector.

Based on data we either receive from organisations or research for them, we create a ranking of organisations based on the proportion of women in their leadership.

The progress, stagnation or regress of each organisation is measured and made transparent from year to year – making the FAIR SHARE Monitor a tool with which both individual organisations and the sector can hold themselves accountable to gender equity.
Which data did we collect in the FAIR SHARE Monitor 2023?

Gender distribution in:
• Staff
• Senior management teams
• Boards

Number of BIWoC in staff, SMT and Board

Data on non-binary and gender-diverse employees

Gender equity/anti-discrimination policy
82 organisations invited to take part in the FAIR SHARE Monitor in 2023

Σ = over 275,000 staff

73 participated
- 60 Previously monitored (82%)
- 13 New organisations (18%)
- 9 Removed
Highest participation rate in 3 years

- 2021: 25 out of 56 orgs (45%)
- 2022: 21 out of 61 orgs (34%)
- 2023: 35 out of 73 orgs (48%)
Does the social impact sector walk the talk on gender equity?

FAIR SHARE MONITOR 2023
**Women’s representation** in the social impact sector

- 62% Women on staff
- 52% Women in leadership

**Men’s representation** in the social impact sector

- 38% Men on staff
- 48% Men in leadership
Less than half of organisations led by women

48%

Organisations with Women CEOs

Even fewer Boards chaired by women

45%

Boards with Women Chairs
BIWOC under-represented among women leaders

Women in leadership

Proportion of BIWOC among women in leadership

49%
33%
Women under-represented in over half of organisations

Out of 73 participating organisations

35 Organisations with a FAIR SHARE

38 Organisations without a FAIR SHARE

FAIR SHARE MONITOR 2023
The FAIR SHARE Index measures the gap between the proportion of women on staff and the proportion of women in leadership. The lower the index, the more fairly women are represented in an organisation.

We define a desirable FAIR SHARE as an index of 15 or lower.

In the Monitor 2023, the average FAIR SHARE Index is 20.4, with 52% of organisations having an unequitable representation of women.
Women still unfairly represented in the social impact sector (FAIR SHARE Index)
A man’s chances are 1.9 times higher than a woman's to reach a leadership position.
Co-leadership: The less travelled path

Co-leadership in 12 organisations

8 out of 12 organisations practice co-leadership with at least 50% of women CEO.

Co-leadership may be promising for gender equity.

When organisations do choose to distribute the CEO or ED position across more than one person, women have higher chances of being represented, with men's comparative advantage dropping to 1.5 and an average FAIR SHARE Index of 13.26.
31 international organisations have made the commitment to achieve gender equity
Majority of **Committed organisations** have a FAIR SHARE of women leaders

Out of **31** committed organisations

- **20 Organisations** with a FAIR SHARE
- **11 Organisations** without a FAIR SHARE
FAIR SHARE Monitor 2023