

FAIR SHARE Monitor 2023



About the FAIR SHARE Monitor



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

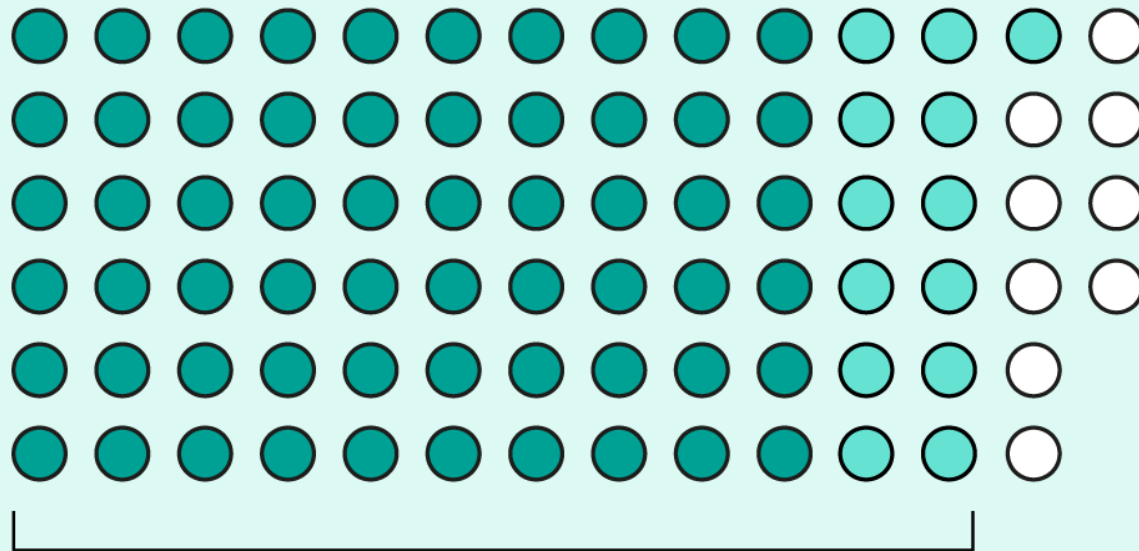
Data on non-binary and gender-diverse employees

Gender equity/anti-discrimination policy






82 organisations invited

to take part in the FAIR SHARE Monitor in 2023



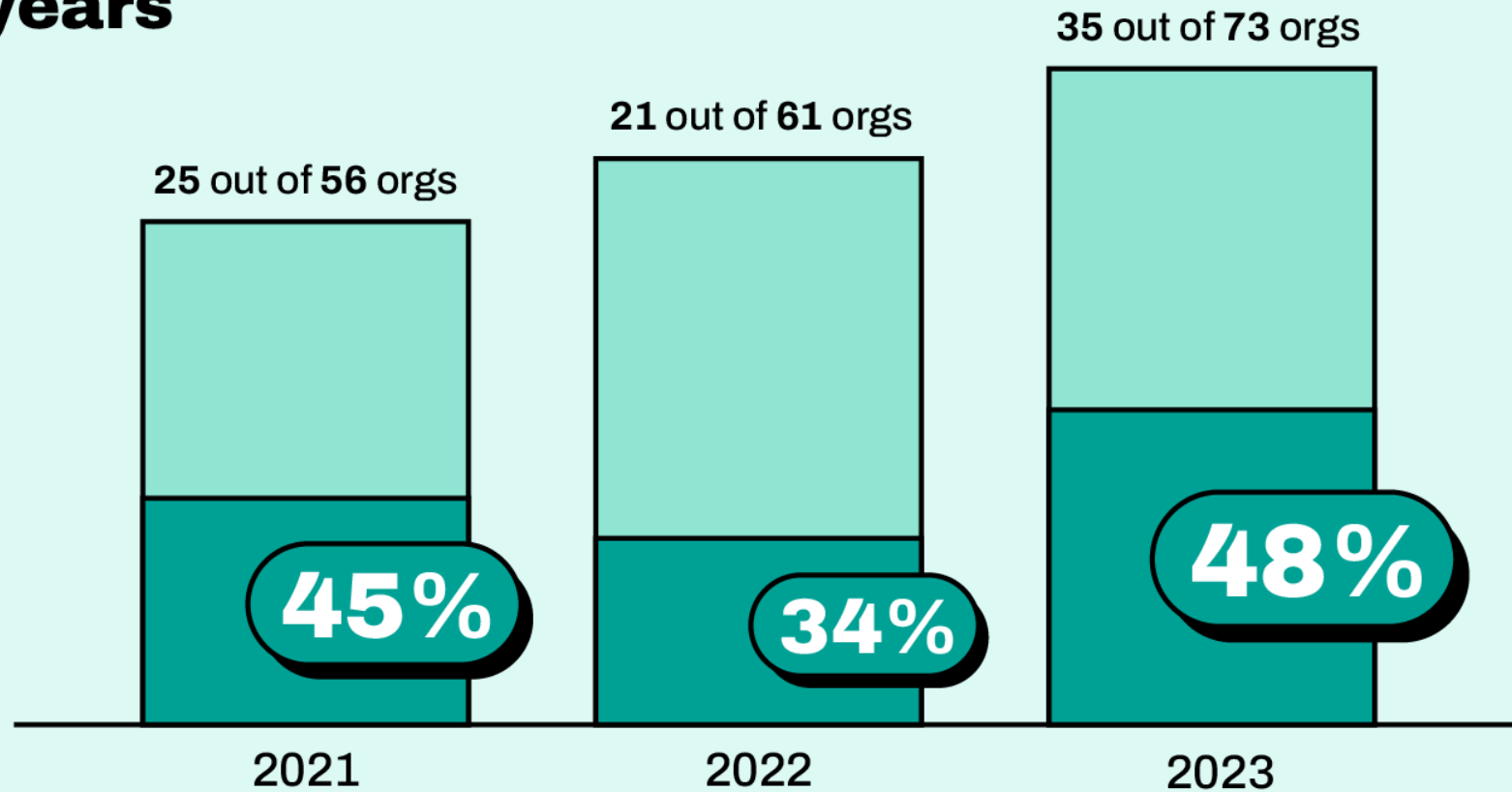
Σ = over **275,000** staff

73 participated

-  **60** Previously monitored (82%)
-  **13** New organisations (18%)
-
-  **9** Removed



Highest participation rate in 3 years

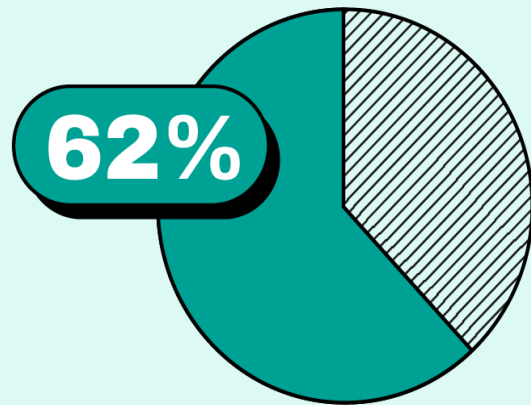




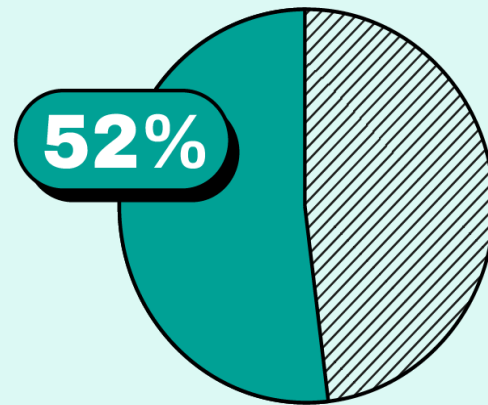
**Does the social
impact sector
walk the talk
on gender equity?**



Women's representation in the social impact sector

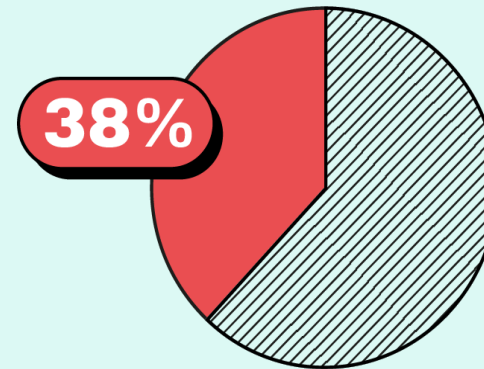


Women on staff

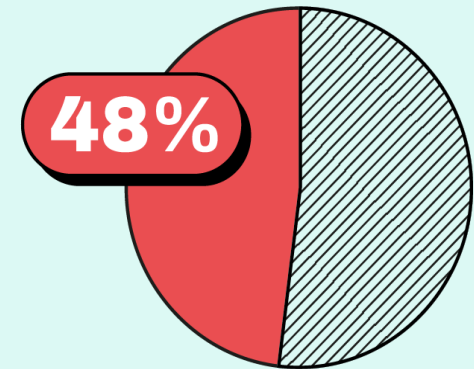


Women in leadership

Men's representation in the social impact sector



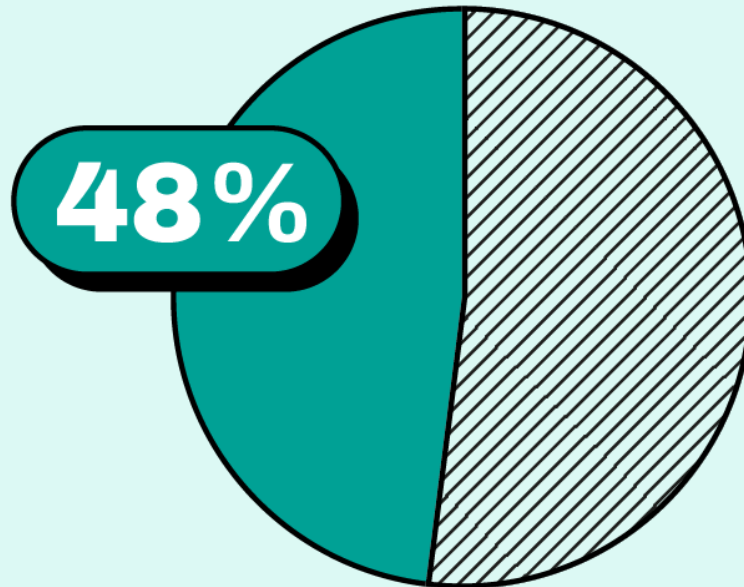
Men on staff



Men in leadership

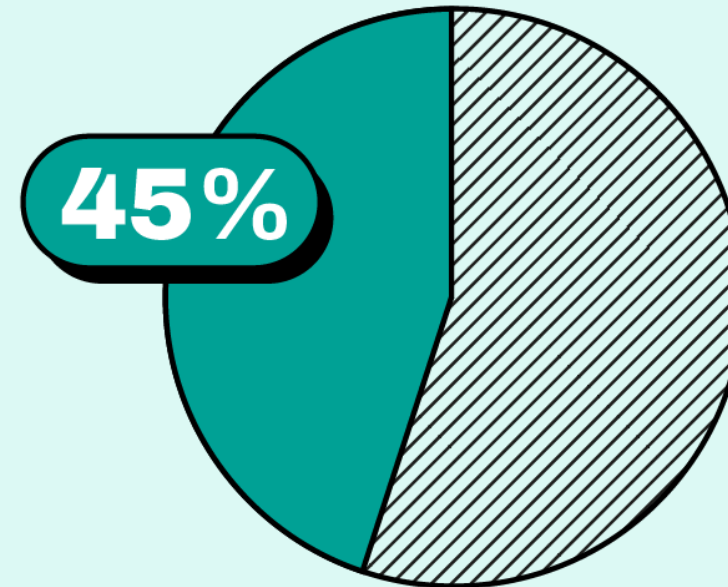


Less than half of
organisations led by women



Organisations with Women CEOs

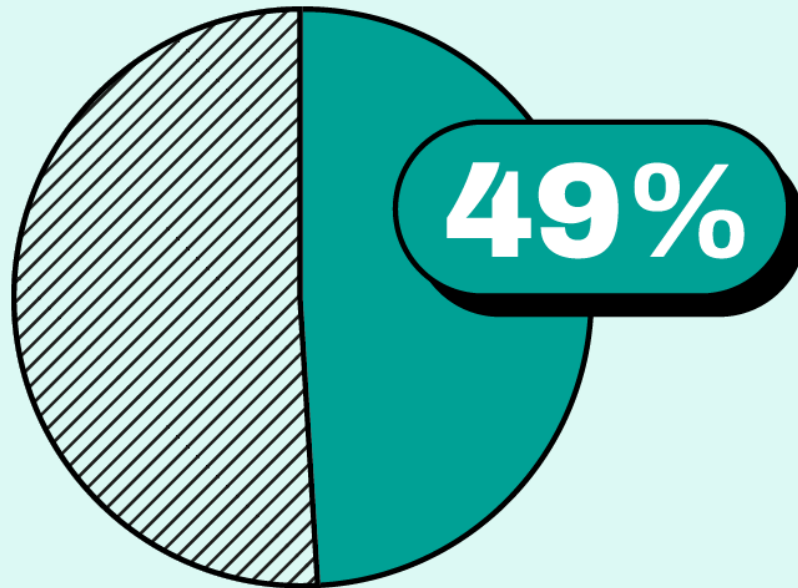
Even fewer Boards
chaired by women



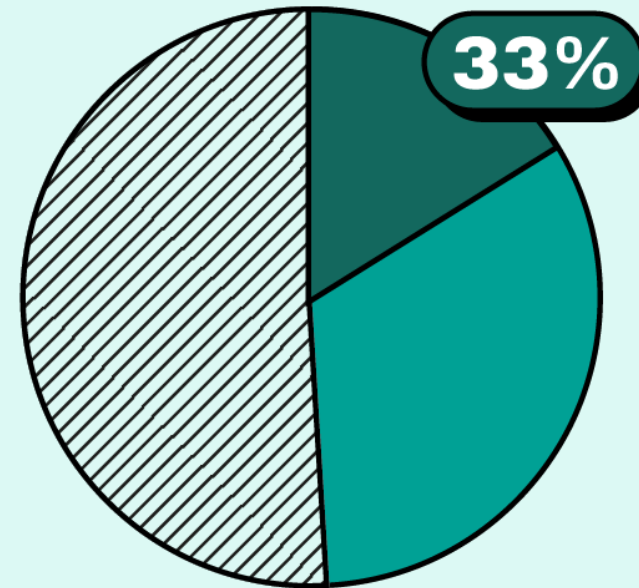
Boards with Women Chairs



BIWOC under-represented among women leaders



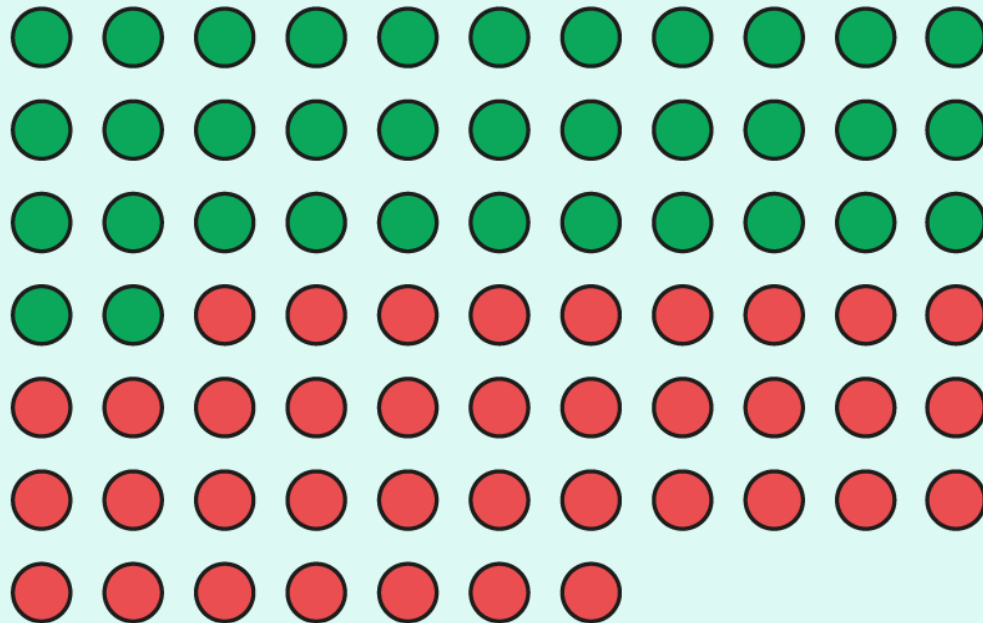
Women in leadership



Proportion of BIWOC among women in leadership



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



The FAIR SHARE Index

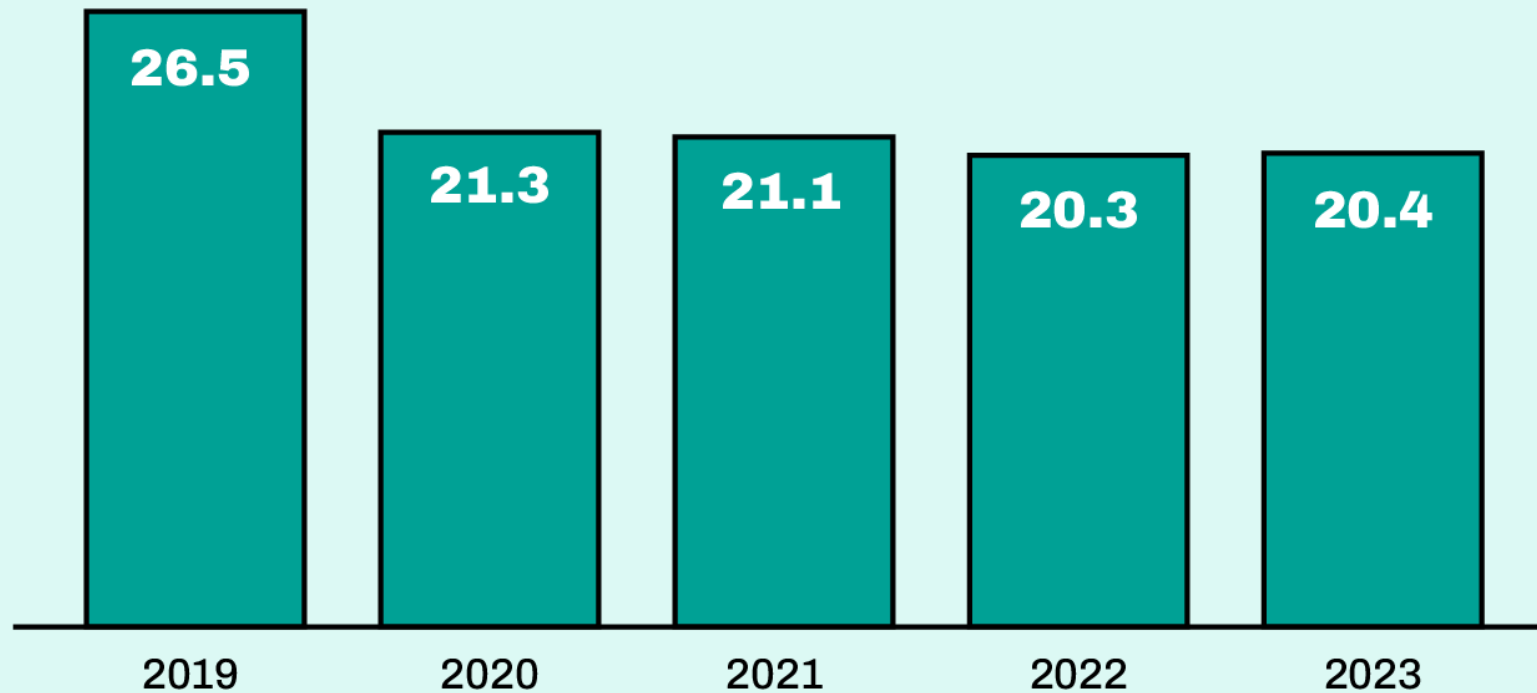
The FAIR SHARE Index measures the gap between the proportion of women on staff and the proportion of women in leadership. **The lower the index, the more fairly women are represented in an organisation.**

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)



Comparative advantage



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**.

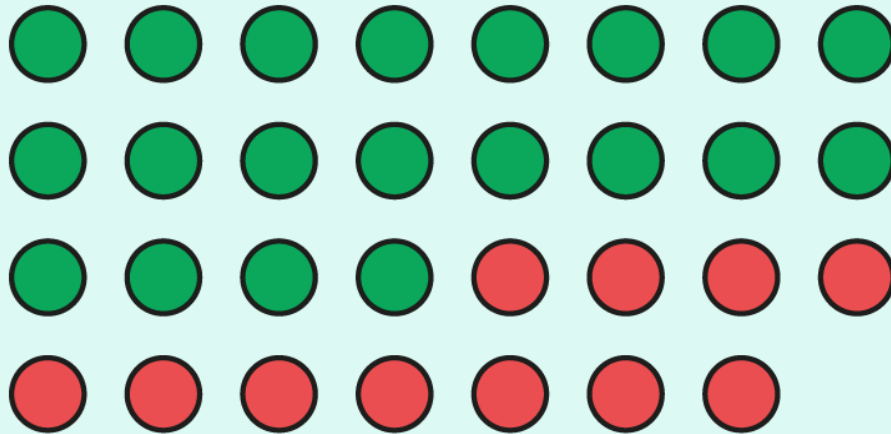


31 international organisations have made the commitment to achieve gender equity





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

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