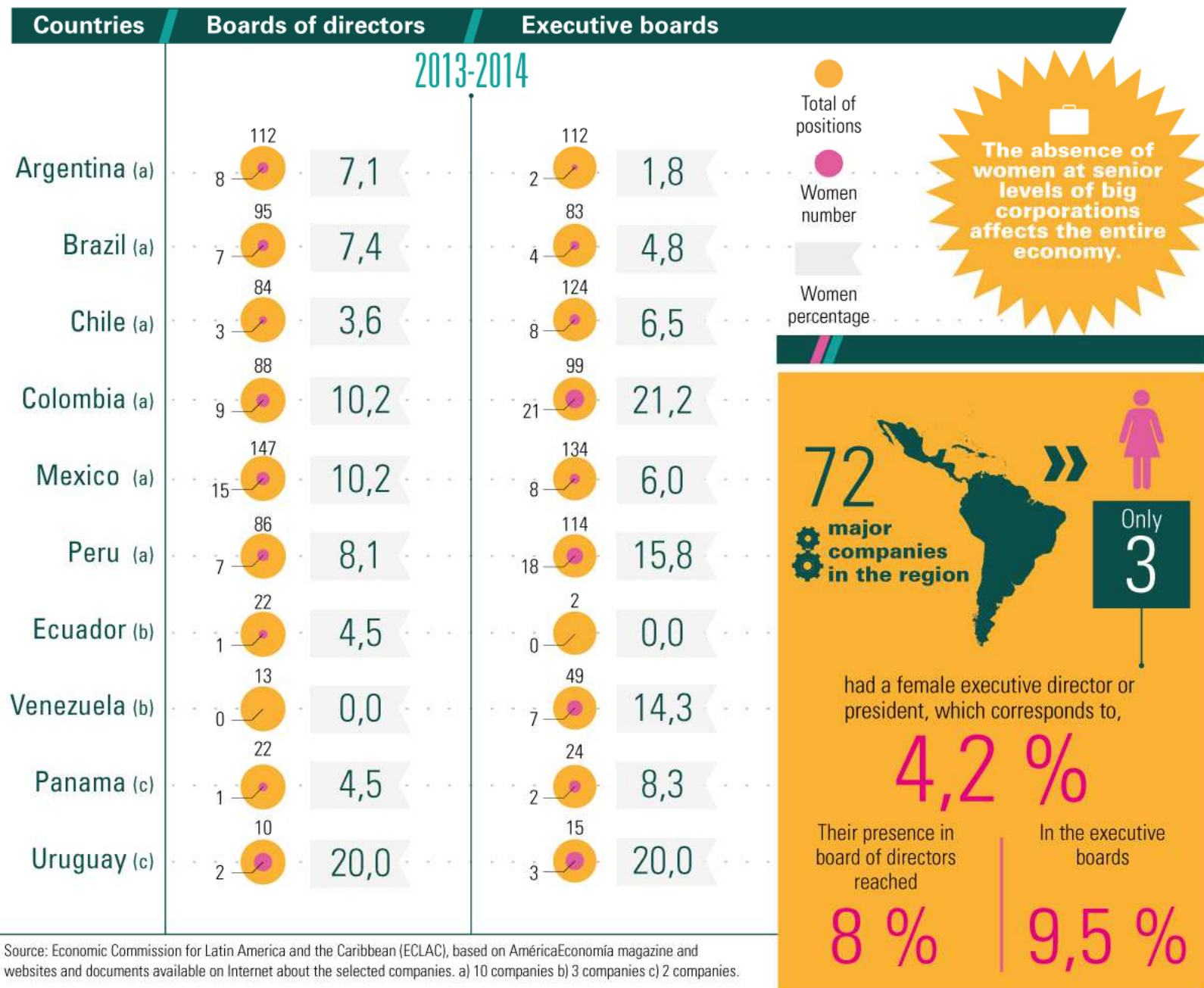


Women in Senior Positions in Major Latin American Companies

Despite the rapid incorporation of women into the labor market since the 1970s, inequalities remain in the quality of jobs and access to them. In the region this is clearly manifested in the limited presence of women in executive positions at major companies. ECLAC reviewed the situation of 72 such businesses.

Women contribute new skills and creativity and foster the collaborative and interdisciplinary work that is essential for innovation.



Source: Economic Commission for Latin America and the Caribbean (ECLAC), based on AméricaEconomía magazine and websites and documents available on Internet about the selected companies. a) 10 companies b) 3 companies c) 2 companies.

The difficulty of reconciling work with family responsibilities is one of the main barriers that women face. For this reason, ECLAC proposes:

- 1** Fostering greater flexibility in jobs, with compressed hours, alternative schedules, part-time options and services or subsidies for caring for people who are dependents.
- 2** Ensuring mechanisms for the effective reintegration of women who take maternity leave.
- 3** Reviewing decision-making processes on promotions and talent development so that men and women have the same opportunities.