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Research Report

DIW women executives barometer: Method report and codebook for the waves 2015-2024

DIW Data Documentation, No. 107

Provided in Cooperation with:

German Institute for Economic Research (DIW Berlin)

Suggested Citation: Sondergeld, Virginia; Wrohlich, Katharina (2024): DIW women executives barometer: Method report and codebook for the waves 2015-2024, DIW Data Documentation, No. 107, Deutsches Institut für Wirtschaftsforschung (DIW), Berlin, https://doi.org/10.25652/diw_data_S0025.1

This Version is available at: https://hdl.handle.net/10419/299222

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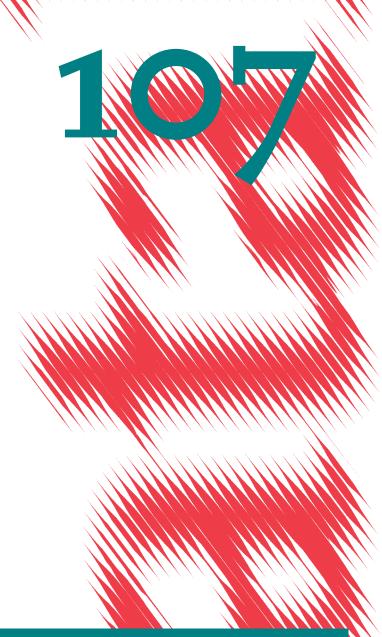
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Data Documentation



Deutsches Institut für Wirtschaftsforschung

2024

DIW Women Executives Barometer Method Report and Codebook for the Waves 2015-2024

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ISSN 1861-1532

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DIW Women Executives Barometer

Method Report and Codebook for the Waves 2015-2024

Berlin, March 2024

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1. Introduction

Women are still underrepresented in leadership positions in German companies. The annual report of the DIW Women Executives Barometer documents the development of the share of women on executive and supervisory boards of important groups of companies in Germany.³ In 2023, for example, just under 18 percent of the executive board members of the 200 largest companies were women. The proportion of women on the supervisory boards of this group of companies was higher, at almost 32 percent.

The gender gap in top leadership positions in the private sector has been the subject of intense political debate in Germany for quite some time. To increase the representation of women in these positions, several political measures have been introduced in the past years: In 2015, for example, a gender quota of 30 percent for supervisory boards was adopted as part of the First Act for the Equal Participation of Women and Men in Leadership Positions in the Private Sector and in Public Service ("FüpoG I"). This applies to companies that are both listed on the stock exchange and have equal co-determination in their supervisory board. Six years later, in 2021, a minimum participation requirement was set for executive board members as part of the Second Act for the Equal Participation of Women and Men in Leadership Positions in the Private Sector and in Public Service ("FüPoG II"). The minimum participation requirement came into force in August 2022 and applies to companies that are listed on the stock exchange, have equal co-determination in their supervisory board, and have a board of directors with at least 4 members. These policies have led to an increase in the proportion of women on the respective boards, although there are still large differences depending on the sector, group of companies or size of the company.4

Within this data set, the DIW Women Executives Barometer data of the years 2021-24 (for all surveyed companies) and data of the years 2015-2020 (for all companies listed in the German stock index DAX) are processed and made available for scientific research. In the following, we describe the procedure for selecting the groups of companies and collecting the data, as well as the structure and variables of the resulting data set.

³ See most recently: Sondergeld, Virginia, Wrohlich, Katharina, and Kirsch, Anja (2024): Share of women on the executive boards of large companies has increased, but generally is at most one woman. DIW Weekly Report No. 3, 26-36.

⁴ Sondergeld et al., 2024.

2. Selection of companies

In the annual DIW Women Executives Barometer, the share of women⁵ on the executive and supervisory boards of the largest companies in Germany is calculated separately for different groups of companies. These are the 200 companies with the highest turnover in Germany outside the financial sector (top 200 companies), all companies listed in the German stock index DAX (DAX companies) as well as the four DAX subgroups (DAX-30/40, MDAX, SDAX and TecDax), all companies with federal participation, the 100 largest banks and the 60 largest insurance companies.

In the first step of data collection, the companies and their membership to a company group must be determined. This is done using various sources.

- The Top 200 companies are selected based on the publication "Die 100 größten Unternehmen" of the Frankfurter Allgemeine Zeitung, which is published annually in July. Contrary to what the title suggests, the publication includes the country's 200 largest companies in the fields of industry, trade and services.⁶ In the annual DIW Women Executives Barometer, both the top 200 and the top 100 are analysed separately.
- The list of listed companies in the individual **DAX groups** (DAX-40/30, MDAX, SDAX, TecDax) can be found on webpage www.boerse.de. We draw this information at the end of November each year.
- The companies with direct federal participation are taken from the most recently published Federal Participation Report.⁷
- The selection of the 100 largest banks in terms of total assets is based on the annual ranking of the journal "die bank – Zeitschrift für Bankpolitik und Praxis".

https://www.bundesfinanzministerium.de/Web/DE/Themen/Bundesvermoegen/Privatisierungs_und_Beteiligungspolitik/Beteiligungsberichte/beteiligungsberichte.html

⁵ In the context of the creation of this dataset, a binary understanding of gender was used. The gender of the people examined was determined on the basis of their first name, pronouns and appearance. There was no case of a person in whom a non-binary gender identity could be recognized. However, the authors are aware that not every non-binary person identifies their gender identity to the outside world. ⁶ See most recently "Die 100 größten Unternehmen" of the Frankfurter Allgemeine Zeitung (supplement of 4 July 2023).

⁷ See website of the Federal Ministry of Finance,

⁸ See most recently Anja U. Kraus and Harald Kuck (2022): Die 100 größten deutschen Kreditinstitute. die bank – Zeitschrift für Bankpolitik und Praxis, Issue 07/2023, 14–25.

- The selection of the 60 largest insurance companies in terms of premium income is based on a special evaluation by the Cologne Institute for Insurance Information and Business Services (KIVI). In addition, the largest reinsurance companies are integrated into this list from the most recently available reinsurance statistics published by the Federal Financial Supervisory Authority (BaFin).
- The list of **companies subject to the gender quota** on the Supervisory Board is provided to the authors by the Initiative FidAR e.V.⁹

A dummy variable indicates for each company to which company group(s) it belongs. It should be noted that a company can belong to several groups of companies. Volkswagen, for example, was part of the Top 100, the Top 200, as well as the DAX-40 group in the 2024 Women Executives Barometer.

3. Data collection and sources

For each company, we collect the gender composition of the executive board and the supervisory board, i.e. the number of women and men in these boards, as well as the names of the CEOs and Chairpersons of the Supervisory Board Chairmen. The data is collected annually in the period from October to December for the publication of the Women Executives Barometer in January of the following year. The data, e.g. from the 2024 Women Executives Barometer, are collected from October to December 2023.

Various sources are used to collect this data in the following order:

- Self-presentations of companies on the Internet: The preferred source for the collection of data is the websites of the companies, as this is usually contains the most up-to-date information on the members of the boards.
- Company reports: If no information on executive and supervisory boards can be found on the company websites, the most recent annual reports, annual financial statements or other company reports are consulted via the Bundesanzeiger.¹⁰
 These companies are be asked by e-mail or telephone to confirm that the data from this source is up to date.

⁹ This list also forms the basis for the Women on Board Index published by FidAR e.V., see FidAR website: https://wob-index.de/.

¹⁰ See https://www.bundesanzeiger.de.

- Federal Participation Report: For companies with federal participation whose websites do not show the composition of management and supervisory board members, information from the most recently published Federal Participation Report ("Beteiligungsbericht des Bundes") is used. These companies are also asked by e-mail or telephone to confirm that the data collected is up-to-date.
- **Direct enquiries at the companies:** For companies for which no information on the composition of the Executive Board and Supervisory Board could be found via the above-mentioned sources, the information is kindly requested directly from the companies by e-mail or telephone.

Companies whose members of the Executive Board and Supervisory Board cannot be identified by the procedures described above remain in the data set, but the companies are not included in the calculation of the share of women in the respective positions.

4. Variable Description

The following table describes all variables included in the dataset and their encoding, as well as frequencies for the waves 2021, 2022, 2023 and 2024 for all companies of the observed groups (top-200 companies, DAX-companies, top-100 banks, top-60 insurance companies, and companies with direct federal participation), as well as additionally for the waves 2015, 2016, 2017, 2018, 2019 and 2020 for the DAX-companies.

Variable name	Description	Coding/Distinct Values	Frequencies
company	Name of the analyzed company	String; 130 distinct values	One observation per distinct value: 130
id_company	Identification number of a company in the data over time (for example relevant when the company name or legal form changes)	Integer; 130 distinct values	One observation per distinct value: 130
year	Year of the Women Executives Barometer publication	Integer; One distinct value	2015: 130
DAX30	Company is a part of the DAX30 group as of the cutoff date in November 2014	Binary; 1: Listed in the DAX30 0: Not listed in the DAX30	1: 30 0: 100
MDAX	Company is a part of the MDAX group as of the cutoff date in November 2014	Binary; 1: Listed in the MDAX 0: Not listed in the MDAX	1: 50 0: 80
SDAX	Company is a part of the SDAX group as of the cutoff date in November 2014	Binary; 1: Listed in the SDAX 0: Not listed in the SDAX	1: 50 0: 80
supervis_board_quota	the supervisory board quota adopted in the FüPoG I from 2016, note: quota came into force on January 1, 2016, after the survey period of the 2015 wave	Binary; 1: Affected by the supervisory board quota as of 01.05.2015 0: Not affected by the supervisory board quota	1: 65 0: 65
exec_board_size	Total number of executive board members	Integer; 1-11: Number of persons Missing: For companies for which no information is available	1-11: 128 Missing: 2

	T	T	1
exec_board_men exec_board_women	Number of male executive board members Number of female executive board members	executive board members Missing: For companies for which no information is available Integer;	1-10: 128 Missing: 2 0-2: 128 Missing: 2
		executive board members Missing: For companies for which no information is available	g. <u>-</u>
exec_board_chair_1	Name of the chairperson of the executive board/CEO	String: Name of the person No information: Upon request, the company has confirmed that it does not want to disclose any information No information, man: Upon request, the company has confirmed that it does not want to disclose any information, but has stated that the CEO is a man Missing: For companies for which no information is available	One observation per name: 124 No information: 1 No information, man: 2 Missing: 3
woman_exec_board_ chair_1	Gender of the CEO	Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for companies without a CEO	1: 0 0: 126 Missing: 4
exec_board_chair_2	second CEO	String: Name of the person Missing: For companies for which no information is available and for companies without a co-CEO	One observation per name: 2 Missing: 128
woman_exec_ board_chair_2	Gender of the second CEO	Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for companies without a co-CEO	1: 1 0: 1 Missing: 128

no_ceo	Company does not have a CEO	Binary; 1: does not have a CEO 0: has a CEO Missing: For companies for which no information is available	1: 0 0: 124 Missing: 6
one_ceo	Company has one CEO	Binary; 1: has exactly one CEO 0: hat zero, two or three CEOs Missing: For companies for which no information is available	1: 122 0: 2 Missing: 6
two_ceos	Company has two CEOs with equal status	Binary; 1: has exactly two CEOs 0: has zero, one or three CEOs Missing: For companies for which no information is available	1: 2 0: 122 Missing: 6
three_ceos	Company has three CEOs with equal status	Binary; 1: has exactly three CEOs 0: has zero, one or two CEOs Missing: For companies for which no information is available	1: 0 0: 124 Missing: 6
names_exec_board_ women	Names of all women on the executive board, if applicable	String: Names of the persons Missing: For companies for which no information is available or without a woman on the executive board	One observation per distinct value: 28 Missing: 102
supervis_board_size	Total number of supervisory board members	Integer; 3-20: Number of persons Missing: For companies for which no information is available	3-20: 129 Missing: 1
supervis_board_men	Number of male supervisory board members	Integer; 3-18: Number of persons Missing: For companies for which no information is available or for companies without a supervisory board	3-18: 129 Missing: 1

supervis_board_	Number of female	Integer;	0-8: 129
women	supervisory board	0-8: Number of persons	Missing: 1
	members	Missing: For companies for	
		which no information is	
		available or for companies	
		without a supervisory board	
supervis_board_chair	Name of the supervisory	, 5	One observation
	board chairperson		per name: 128
			No information,
		confirmed that it does not	man: 1
		want to disclose any	Missing: 1
		information, but has stated	
		that the chair is a man	
		Missing: For companies for	
		which no information is	
		available and for	
		companies without a	
		supervisory board	
woman_supervis_	Gender of the supervisory		1: 3
board_chair	board chairperson	1: Woman	0: 126
		0: Man	Missing: 1
		Missing: For companies for	
		which no information is	
		available and for	
		companies without a	
		supervisory board	

Variable name	Description	Coding/Distinct Values	Frequencies
company	Name of the analyzed company	String; 130 distinct values	One observation per distinct value: 130
id_company	Identification number of a company in the data over time (for example relevant when the company name or legal form changes)	130 distinct values	One observation per distinct value: 130
year	Year of the Women Executives Barometer publication	Integer; One distinct value	2016: 130
DAX30	Company is a part of the DAX30 group as of the cutoff date in November 2015	Binary; 1: Listed in the DAX30 0: Not listed in the DAX30	1: 30 0: 100
MDAX	Company is a part of the MDAX group as of the cutoff date in November 2015	Binary; 1: Listed in the MDAX 0: Not listed in the MDAX	1: 50 0: 80

SDAX	Company is a part of the	Binary;	1: 50
OD/ VX	SDAX group as of the	1: Listed in the SDAX	0: 80
	cutoff date in November	0: Not listed in the SDAX	0. 00
	2015		
supervis board	Company is affected by	Binary;	1: 66
quota	the supervisory board	1: Affected by the	0: 64
'	quota adopted in the	supervisory board quota	
	FüPoG I	0: Not affected by the	
		supervisory board quota	
exec_board_size	Total number of executive	Integer;	1-15: 130
	board members	1-15: Number of persons	
exec_board_men	Number of male	Integer;	1-15: 130
	executive board members	1-15: Number of male	
		executive board members	
exec_board_women	Number of female	Integer;	0-2: 130
	executive board members	0-2: Number of female	
		executive board members	
exec_board_chair_1	Name of the chairperson	String: Name of the person	One observation
	of the executive	No CEO: Company does	per name: 125
	board/CEO	not have a CEO	No CEO: 3
		Missing: For companies for	Missing: 2
		which no information is	
		available	
woman_exec_board_	Gender of the CEO	Binary;	1: 0
chair_1		1: Woman	0: 125
		0: Man	Missing: 5
		Missing: For companies for	
		which no information is	
		available and for	
aves beard shair 2	In case of co-CEOs with	Companies without a CEO	One chasmistics
exec_board_chair_2		String: Name of the person	One observation
	equal status: Name of the second CEO	Missing: For companies for which no information is	per name: 2
	Second CEO	available and for	Missing: 128
		companies without a co-	
		CEO	
woman_exec_board_	Gender of the second	Binary;	1: 1
chair 2	CEO	1: Woman	0: 1
orian_L	323	0: Man	Missing: 128
		Missing: For companies for	g. 120
		which no information is	
		available and for	
		companies without a co-	
		CEÓ	
no_ceo	Company does not have	Binary;	1: 3
_	a CEO	1: does not have a CEO	0: 125
		0: has a CEO	Missing: 2
		Missing: For companies for	
		which no information is	
		available	

one ceo	Company has one CEO	Binary;	1: 123
		1: has exactly one CEO	0: 5
		0: hat zero, two or three	Missing: 2
		CEOs]
		Missing: For companies for	
		which no information is	
		available	
two_ceos	Company has two CEOs	Binary;	1: 2
	with equal status	1: has exactly two CEOs	0: 126
		0: has zero, one or three	Missing: 2
		CEOs	
		Missing: For companies for	
		which no information is	
Alama a sa a a	Company	available	4. 0
three_ceos	Company has three	Binary;	1: 0 0: 128
	CEOs with equal status	1: has exactly three CEOs	Missing: 2
		0: has zero, one or two CEOs	iviissiiig. Z
		Missing: For companies for	
		which no information is	
		available	
names exec board	Names of all women on	String: Names of the	One observation
women	the executive board, if	persons	per distinct
	applicable	Missing: For companies for	value: 32
		which no information is	Missing: 98
		available or without a	
		woman on the executive	
		board	
supervis_board_size	Total number of	Integer;	3-21: 129
	supervisory board		Missing: 1
	members	Missing: For companies for	
		which no information is	
augamia baard maan	Number of mode	available	0.47, 400
supervis_board_men	Number of male supervisory board	Integer; 2-17: Number of persons	2-17: 129 Missing: 1
	members	Missing: For companies for	Missing: 1
	liletinet?	which no information is	
		available or for companies	
		without a supervisory board	
supervis board	Number of female	Integer;	0-8: 129
women	supervisory board	0-8: Number of persons	Missing: 1
	members	Missing: For companies for	
		which no information is	
		available or for companies	
		without a supervisory board	

supervis_board_chair	Name of the supervisory board chairperson	Missing: For companies for	One observation per name: 128 Missing: 2
woman_supervis_ board_chair	Gender of the supervisory board chairperson	Binary; 1: Woman	1: 4 0: 124 Missing: 2

Variable name	Description	Coding/Distinct Values	Frequencies
company	Name of the analyzed	String;	One observation
	company	130 distinct values	per distinct
			value: 130
id_company		Integer;	One observation
	company in the data over	130 distinct values	per distinct
	time (for example relevant		value: 130
	when the company name		
	or legal form changes)		
year	Year of the Women	Integer;	2017: 130
	Executives Barometer publication	One distinct value	
DAX30	Company is a part of the	Binary;	1: 30
	DAX30 group as of the	1: Listed in the DAX30	0: 100
	cutoff date in November 2016	0: Not listed in the DAX30	
MDAX	Company is a part of the	Binary;	1: 50
	MDAX group as of the	1: Listed in the MDAX	0: 80
	cutoff date in November 2016	0: Not listed in the MDAX	
SDAX	Company is a part of the	Binary;	1: 50
	SDAX group as of the	1: Listed in the SDAX	0: 80
	cutoff date in November 2016	0: Not listed in the SDAX	
supervis_board_quota	Company is affected by	Binary;	1: 69
	the supervisory board	1: Affected by the	0: 61
	quota adopted in the	supervisory board quota	
	FüPoG I	0: Not affected by the	
		supervisory board quota	
exec_board_size	Total number of executive		2-12: 130
	board members	2-12: Number of persons	

exec board men	Number of male	Integer;	2-12: 130
	executive board members		
		executive board members	
exec_board_women	Number of female	Integer;	0-2: 130
	executive board members	0-2: Number of female	
		executive board members	
exec_board_chair_1	Name of the chairperson	String: Name of the person	One observation
	of the executive	No CEO: Company does	per name: 125
	board/CEO	not have a CEO	No CEO: 4
			Missing: 1
		which no information is	
	0 1 11 050	available	1.0
woman_exec_board_	Gender of the CEO	Binary;	1: 0
chair_1		1: Woman 0: Man	0: 125
		Missing: For companies for	Missing: 5
		which no information is	
		available and for	
		companies without a CEO	
exec board chair 2	In case of co-CEOs with	String: Name of the person	One observation
		Missing: For companies for	per name: 1
	second CEO	which no information is	Missing: 129
		available and for	
		companies without a co-	
		CEO	
woman_exec_board_	Gender of the second	Binary;	1: 1
chair_2	CEO	1: Woman	0: 0
		0: Man	Missing: 129
		Missing: For companies for	
		which no information is	
		available and for	
		companies without a co- CEO	
no_ceo	Company does not have	Binary;	1: 4
-	a CEO	1: does not have a CEO	0: 125
		0: has a CEO	Missing: 1
		Missing: For companies for	
		which no information is	
		available	
one_ceo	Company has one CEO	Binary;	1: 124
		1: has exactly one CEO	0: 5
		0: hat zero, two or three	Missing: 1
		CEOs	
		Missing: For companies for which no information is	
		available	

two ceos	Company has two CEOs	Binary;	1: 1
0_0003	with equal status	1: has exactly two CEOs	0: 128
	With Equal Status	0: has zero, one or three	Missing: 1
		CEOs	Ivilooning. 1
		Missing: For companies for	
		which no information is	
		available	
three ceos	Company has three	Binary;	1: 0
	CEOs with equal status	1: has exactly three CEOs	0: 129
	ozoo miii oquai statas	0: has zero, one or two	Missing: 1
		CEOs	g
		Missing: For companies for	
		which no information is	
		available	
names_exec_board_	Names of all women on	String: Names of the	One observation
women	the executive board, if	persons	per distinct
	applicable	Missing: For companies for	value: 38
		which no information is	Missing: 92
		available or without a	
		woman on the executive	
		board	
supervis_board_size	Total number of	Integer;	3-20: 126
	supervisory board	3-20: Number of persons	No supervisory
	members	No supervisory board:	board: 1
		Company does not have a	Missing: 3
		supervisory board	
		Missing: For companies for	
		which no information is available	
supervis board men	Number of male	Integer;	3-16: 126
Supervis_board_men	supervisory board	3-16: Number of persons	Missing: 4
	members	Missing: For companies for	IVII33II Ig. +
	members	which no information is	
		available or for companies	
		without a supervisory board	
supervis board	Number of female	Integer;	0-8: 126
women	supervisory board	0-8: Number of persons	Missing: 4
	members	Missing: For companies for	
		which no information is	
		available or for companies	
		without a supervisory board	
supervis_board_chair		String: Name of the person	One observation
	board chairperson	Missing: For companies for	per name: 126
		which no information is	Missing: 4
		available and for	
		companies without a	
		supervisory board	

woman_supervis_	Gender of the supervisory	Binary;	1: 3
board_chair	board chairperson	1: Woman	0: 123
_	·	0: Man	Missing: 4
		Missing: For companies for	
		which no information is	
		available and for	
		companies without a	
		supervisory board	

Variable name	Description	Coding/Distinct Values	Frequencies
company	Name of the analyzed	String;	One observation
	company	130 distinct values	per distinct value: 130
id_company	company in the data over time (for example relevant when the company name or legal form changes)	Integer; 130 distinct values	One observation per distinct value: 130
year	Year of the Women Executives Barometer publication	Integer; One distinct value	2018: 130
DAX30	Company is a part of the DAX30 group as of the cutoff date in November 2017	Binary; 1: Listed in the DAX30 0: Not listed in the DAX30	1: 30 0: 100
MDAX	Company is a part of the MDAX group as of the cutoff date in November 2017	Binary; 1: Listed in the MDAX 0: Not listed in the MDAX	1: 50 0: 80
SDAX	Company is a part of the SDAX group as of the cutoff date in November 2017	Binary; 1: Listed in the SDAX 0: Not listed in the SDAX	1: 50 0: 80
supervis_board_ quota	Company is affected by the supervisory board quota adopted in the FüPoG I	Binary; 1: Affected by the supervisory board quota 0: Not affected by the supervisory board quota	1: 72 0: 58
exec_board_size	Total number of executive board members	Integer; 1-12: Number of persons Missing: For companies for which no information is available	1-12: 129 Missing: 1

Number of male	Integer:	1-12: 129
		Missing: 1
CACCULIVE BOOK MICHIBERS		iviissirig. 1
Number of female		0-2: 129
		Missing: 1
executive board members		iviissirig. i
Name of the chairperson		One observation
		per name: 126
		No CEO: 3
Doard/CEO		
		Missing: 1
Condor of the CEO		1: 2
Gender of the CEO		0: 124
		Missing: 4
		iviissirig. 4
In case of co-CEOs with		One observation
		per name: 1
l •		Missing: 129
Second GEO		1V11331119. 123
Gender of the second		1: 0
		0: 1
	0: Man	Missing: 129
	Missing: For companies for	
	available and for	
	CEO	
Company does not have		1: 3
a CEO		0: 126
	0: has a CEO	Missing: 1
	which no information is	
	available	
	Number of female executive board members Name of the chairperson of the executive board/CEO Gender of the CEO In case of co-CEOs with equal status: Name of the second CEO Gender of the second CEO Company does not have	executive board members Second CEO String: Name of the person which no information is available

one ceo	Company has one CEO	Binary;	1: 125
_	, ,	1: has exactly one CEO	0: 4
		0: hat zero, two or three	Missing: 1
		CEOs	-
		Missing: For companies for	
		which no information is	
		available	
two_ceos	Company has two CEOs	Binary;	1: 1
	with equal status	1: has exactly two CEOs	0: 128
		0: has zero, one or three	Missing: 1
		CEOs	
		Missing: For companies for which no information is	
		available	
three ceos	Company has three	Binary;	1: 0
	CEOs with equal status	1: has exactly three CEOs	0: 129
	7	0: has zero, one or two	Missing: 1
		CEOs	
		Missing: For companies for	
		which no information is	
		available	
names_exec_board_	Names of all women on	String: Names of the	One observation
women	the executive board, if	persons	per distinct
	applicable	, ,	value: 38
		which no information is	Missing: 92
		available or without a	
		woman on the executive board	
supervis board size	Total number of	Integer;	3-26: 129
55,51110_50414_0120	supervisory board		Missing: 1
	members	Missing: For companies for	
		which no information is	
		available	
supervis_board_men	Number of male	Integer;	2-22: 129
	supervisory board	2-22: Number of persons	Missing: 1
	members	Missing: For companies for	
		which no information is	
		available or for companies	
aupamia haasa	Number of faces	without a supervisory board	0.0.400
supervis_board_	Number of female	Integer;	0-9: 129
women	supervisory board members	0-9: Number of persons	Missing: 1
	Internuers	Missing: For companies for which no information is	
		available or for companies	
		without a supervisory board	
	1	IMILIOUL A SUPEINISULY DUALU	

supervis_board_chair	Name of the supervisory board chairperson	Missing: For companies for	One observation per name: 129 Missing: 1
woman_supervis_ board_chair	Gender of the supervisory board chairperson	1: Woman	1: 4 0: 125 Missing: 1

Variable name	Description	Coding/Distinct Values	Frequencies
company	Name of the analyzed company	String; 159 distinct values	One observation per distinct value: 159
id_company	Identification number of a company in the data over time (for example relevant when the company name or legal form changes)	159 distinct values	One observation per distinct value: 159
year	Year of the Women Executives Barometer publication	Integer; One distinct value	2019: 159
DAX30	Company is a part of the DAX30 group as of the cutoff date in November 2018	Binary; 1: Listed in the DAX30 0: Not listed in the DAX30	1: 29 0: 130
MDAX	Company is a part of the MDAX group as of the cutoff date in November 2018	Binary; 1: Listed in the MDAX 0: Not listed in the MDAX	1: 60 0: 99
SDAX	Company is a part of the SDAX group as of the cutoff date in November 2018	Binary; 1: Listed in the SDAX 0: Not listed in the SDAX	1: 70 0: 89
tecdax	Company is a part of the TecDax group as of the cutoff date in November 2018	Binary; 1: Listed in the TecDax 0: Not listed in the TecDax	1: 30 0: 129

supervis_board_ quota	Company is affected by the supervisory board quota adopted in the FüPoG I	Binary; 1: Affected by the supervisory board quota 0: Not affected by the supervisory board quota	1: 72 0: 87
exec_board_size	Total number of executive board members		1-17: 158 Missing: 1
exec_board_men	Number of male executive board members	Integer; 1-16: Number of male executive board members Missing: For companies for which no information is available	1-16: 158 Missing: 1
exec_board_ women	Number of female executive board members	Integer; 0-2: Number of female executive board members Missing: For companies for which no information is available	0-2: 158 Missing: 1
exec_board_chair_1	Name of the chairperson of the executive board/CEO	String: Name of the person No information: Upon request, the company has confirmed that it does not want to disclose any information No CEO: Company does not have a CEO Missing: For companies for which no information is available	One observation per name: 149 No information: 1 No CEO: 4 Missing: 5
woman_exec_board_ chair_1	Gender of the CEO	Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for companies without a CEO	1: 4 0: 145 Missing: 10
exec_board_chair_2	In case of co-CEOs with equal status: Name of the second CEO	String: Name of the person Missing: For companies for which no information is available and for companies without a co-CEO	One observation per name: 1 Missing: 158

woman exec board	Gender of the second	Binary;	1: 0
chair 2	CEO	1: Woman	0: 1
Chail_2	CLO	0: Man	Missing: 158
		Missing: For companies for	iviissirig. 130
		which no information is	
		available and for	
		companies without a co-	
	0	CEO	4. 4
no_ceo	Company does not have	Binary;	1: 4
	a CEO	1: does not have a CEO	0: 149
		0: has a CEO	Missing: 6
		Missing: For companies for	
		which no information is	
		available	
one_ceo	Company has one CEO	Binary;	1: 148
		1: has exactly one CEO	0: 5
		0: hat zero, two or three	Missing: 6
		CEOs	
		Missing: For companies for	
		which no information is	
		available	
two_ceos	Company has two CEOs	Binary;	1: 1
	with equal status	1: has exactly two CEOs	0: 152
		0: has zero, one or three	Missing: 6
		CEOs	
		Missing: For companies for	
		which no information is	
		available	
three_ceos	Company has three	Binary;	1: 0
	CEOs with equal status	1: has exactly three CEOs	0: 153
		0: has zero, one or two	Missing: 6
		CEOs	
		Missing: For companies for	
		which no information is	
		available	
names_exec_board_	Names of all women on	String: Names of the	One observation
women	the executive board, if	persons	per distinct
	applicable	Missing: For companies for	value: 51
		which no information is	Missing: 108
		available or without a	
		woman on the executive	
		board	
supervis board size	Total number of	Integer;	3-20: 158
	supervisory board	3-20: Number of persons	Missing: 1
	members	Missing: For companies for	
		which no information is	
		available	
			1

supervis_board_men	Number of male	Integer;	2-16: 158
	supervisory board		Missing: 1
	members	Missing: For companies for	
		which no information is	
		available or for companies	
		without a supervisory board	
supervis_board_	Number of female	Integer;	0-9: 158
women	supervisory board	0-9: Number of persons	Missing: 1
	members	Missing: For companies for	
		which no information is	
		available or for companies	
		without a supervisory board	
supervis_board_chair	Name of the supervisory	String: Name of the person	One observation
	board chairperson		per name: 158
		which no information is	Missing: 1
		available and for	
		companies without a	
		supervisory board	
woman_supervis_	Gender of the supervisory	•	1: 9
board_chair	board chairperson	1: Woman	0: 149
			Missing: 1
		Missing: For companies for	
		which no information is	
		available and for	
		companies without a	
		supervisory board	

Variable name	Description	Coding/Distinct Values	Frequencies
company	Name of the analyzed company	String; 159 distinct values	One observation per distinct value: 159
id_company	Identification number of a company in the data over time (for example relevant when the company name or legal form changes)	159 distinct values	One observation per distinct value: 159
year	Year of the Women Executives Barometer publication	Integer; One distinct value	2020: 159
DAX30	Company is a part of the DAX30 group as of the cutoff date in November 2019	Binary; 1: Listed in the DAX30 0: Not listed in the DAX30	1: 29 0: 130
MDAX	Company is a part of the MDAX group as of the cutoff date in November 2019	Binary; 1: Listed in the MDAX 0: Not listed in the MDAX	1: 60 0: 99

SDAX	Company is a new of the	Pinon/:	1: 70
SDAX	Company is a part of the	Binary;	
	SDAX group as of the	1: Listed in the SDAX	0: 89
	cutoff date in November 2019	0: Not listed in the SDAX	
tecdax	Company is a part of the	Binary;	1: 30
	TecDax group as of the	1: Listed in the TecDax	0: 129
	cutoff date in November	0: Not listed in the TecDax	0. 120
	2019	o. Hot hotod in the Toobax	
supervis_board_	Company is affected by	Binary;	1: 80
quota	the supervisory board	1: Affected by the	0: 79
	quota adopted in the	supervisory board quota	
	FüPoG I	0: Not affected by the	
		supervisory board quota	
exec_board_size	Total number of executive		1-16: 159
	board members	1-16: Number of persons	
exec_board_men	Number of male	Integer;	1-14: 159
	executive board members		
		executive board members	
exec_board_	Number of female	Integer;	0-2: 159
women	executive board members		
		executive board members	
exec_board_chair_1	Name of the chairperson	String: Name of the person	One observation
	of the executive	No CEO: Company does	per name: 154
	board/CEO	not have a CEO	No CEO: 2
		Missing: For companies for	Missing: 3
		which no information is	
		available	
woman_exec_board_	Gender of the CEO	Binary;	1: 4
chair_1		1: Woman	0: 150
		0: Man	Missing: 5
		Missing: For companies for	
		which no information is	
		available and for	
		companies without a CEO	
exec_board_chair_2	In case of co-CEOs with	String: Name of the person	
	1 -	Missing: For companies for	1 -
	second CEO	which no information is	Missing: 155
		available and for	
		companies without a co-	
		CEO	
woman_exec_board_	Gender of the second	Binary;	1: 1
chair_2	CEO	1: Woman	0: 3
		0: Man	Missing: 155
		Missing: For companies for	
		which no information is	
		available and for	
		companies without a co-	
		CEO	

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exec_board_chair_3	third CEO	String: Name of the person Missing: For companies for which no information is available and for companies without a co-CEO	One observation per name: 1 Missing: 158
woman_exec_board_ chair_3	Gender of the third CEO	Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for companies without a co-CEO	1: 0 0: 1 Missing: 158
no_ceo	Company does not have a CEO	Binary; 1: does not have a CEO 0: has a CEO Missing: For companies for which no information is available	1: 2 0: 154 Missing: 3
one_ceo	Company has one CEO	Binary; 1: has exactly one CEO 0: hat zero, two or three CEOs Missing: For companies for which no information is available	1: 150 0: 6 Missing: 3
two_ceos	Company has two CEOs with equal status	Binary; 1: has exactly two CEOs 0: has zero, one or three CEOs Missing: For companies for which no information is available	1: 3 0: 153 Missing: 3
three_ceos	Company has three CEOs with equal status	Binary; 1: has exactly three CEOs 0: has zero, one or two CEOs Missing: For companies for which no information is available	1: 1 0: 155 Missing: 3
names_exec_board_ women	Names of all women on the executive board, if applicable	String: Names of the persons Missing: For companies for which no information is available or without a woman on the executive board	One observation per distinct value: 56 Missing: 103

supervis_board_size	Total number of supervisory board members	Integer; 3-21: Number of persons	3-21: 159
supervis_board_men	Number of male supervisory board members	Integer; 2-15: Number of persons	2-15: 159
supervis_board_ women	Number of female supervisory board members	Integer; 0-9: Number of persons	0-9: 159
supervis_board_chair	Name of the supervisory board chairperson	String: Name of the person Missing: For companies for which no information is available and for companies without a supervisory board	One observation per name: 155 Missing: 4
woman_supervis_ board_chair	Gender of the supervisory board chairperson		1: 8 0: 147 Missing: 4

Variable name	Description	Coding/Distinct Values	Frequencies
company	Name of the analyzed company	String; 531 distinct values	One observation per distinct value: 531
id_company	Identification number of a company in the data over time (for example relevant when the company name or legal form changes)	531 distinct values	One observation per distinct value: 531
year	Year of the Women Executives Barometer publication	Integer; One distinct value	2021: 531
DAX30	Company is a part of the DAX30 group as of the cutoff date in November 2020	Binary; 1: Listed in the DAX30 0: Not listed in the DAX30	1: 29 0: 502
MDAX	Company is a part of the MDAX group as of the cutoff date in November 2020	Binary; 1: Listed in the MDAX 0: Not listed in the MDAX	1: 60 0: 471

SDAX	Company is a part of the	Binary;	1: 70
	SDAX group as of the	1: Listed in the SDAX	0: 461
	cutoff date in November	0: Not listed in the SDAX	
	2020		
tecdax	Company is a part of the	Binary;	1: 30
	TecDax group as of the	1: Listed in the TecDax	0: 501
	cutoff date in November	0: Not listed in the TecDax	
	2020		
public	Company is a part of the	Binary;	1: 63
	group of companies with	1: Part of the group of	0: 468
	direct federal participation	companies with direct	
		federal participation	
		0: Not part of the group of	
		companies with direct	
		federal participation	4 000
top200	Company is a part of the	Binary;	1: 200
	F.A.Zlist of the top-200	1: Part of the F.A.Zlist of	0: 331
	largest German companies	the top-200 0: Not part of the F.A.Zlist	
	companies	of the top-200	
bank	Company is a part of the	Binary;	1: 100
Dalik	group of the 100 largest	1: Part of the top-100 banks	
	German banks	0: Not part of the top-100	0. 401
	Coman banko	banks	
insurance	Company is a part of the	Binary;	1: 60
	group of the 60 largest	1: Part of the 60 largest	0: 471
	German insurances	insurances	
		0: Not part of the 60 largest	
		insurances	
supervis_board_	Company is affected by	Binary;	1: 107
quota	the supervisory board	1: Affected by the	0: 424
	quota adopted in the	supervisory board quota	
	FüPoG I	0: Not affected by the	
		supervisory board quota	
exec_board_size	Total number of executive	5 7	1-15: 520
	board members	1-15: Number of persons	No information: 4
		No information: Upon	Missing: 7
		request, the company has	
		confirmed that it does not	
		want to disclose any	
		information	
		Missing: For companies for which no information is	
		available	
exec board men	Number of male	Integer;	0-13: 520
CACC_DOGIG_IIIGII	executive board members		Missing: 11
	SACCRITO BOATA MOMBOTS	executive board members	
		Missing: For companies for	
		which no information is	
		available	
		availabic	

exec_board_	Number of female	Integer;	0-4: 520
women	executive board members		Missing: 11
Worner		executive board members	iviissirig. Ti
		Missing: For companies for	
		which no information is	
		available	
exec board chair 1		String: Name of the person	One observation
exec_board_criaii_1	of the executive	No information: Upon	per name: 473
	board/CEO	request, the company has	No information: 1
	board/CEO	confirmed that it does not	No CEO: 35
		want to disclose any	Missing: 22
		information	Wil33irig. 22
		No CEO: Company does	
		not have a CEO	
	!	Missing: For companies for	
		which no information is	
		available	
woman exec board		Binary;	1: 31
chair 1	3011431 31 413 323	1: Woman	0: 442
oriali_1	!	0: Man	Missing: 58
		Missing: For companies for	ig. cc
		which no information is	
		available and for	
	!	companies without a CEO	
exec board chair 2	In case of co-CEOs with	String: Name of the person	One observation
		Missing: For companies for	per name: 5
	second CEO	which no information is	Missing: 526
	!	available and for	
		companies without a co-	
	!	CEO	
woman exec board	Gender of the second	Binary;	1: 0
chair 2	CEO	1: Woman	0: 5
_		0: Man	Missing: 526
		Missing: For companies for	
		which no information is	
		available and for	
		companies without a co-	
		CEO	
exec_board_chair_3		String: Name of the person	One observation
		Missing: For companies for	per name: 1
		which no information is	Missing: 530
		available and for	
		companies without a co-	
		CEO	

	0 1 (0 0:1050	lp.	14.0
woman_exec_board_ chair_3		Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for companies without a co-CEO	1: 0 0: 1 Missing: 530
no_ceo	Company does not have a CEO	Binary; 1: does not have a CEO 0: has a CEO Missing: For companies for which no information is available	1: 35 0: 473 Missing: 23
one_ceo	Company has one CEO	Binary; 1: has exactly one CEO 0: hat zero, two or three CEOs Missing: For companies for which no information is available	1: 468 0: 40 Missing: 23
two_ceos	Company has two CEOs with equal status	Binary; 1: has exactly two CEOs 0: has zero, one or three CEOs Missing: For companies for which no information is available	1: 4 0: 504 Missing: 23
three_ceos	Company has three CEOs with equal status	Binary; 1: has exactly three CEOs 0: has zero, one or two CEOs Missing: For companies for which no information is available	1: 1 0: 507 Missing: 23
names_exec_board_ women	Names of all women on the executive board, if applicable	String: Names of the persons Missing: For companies for which no information is available or without a woman on the executive board	One observation per distinct value: 203 Missing: 328
supervis_board_size	Total number of supervisory board members	Integer; 2-37: Number of persons No supervisory board: Company does not have a supervisory board Missing: For companies for which no information is available	2-37: 473 No supervisory board: 36 Missing: 22

supervis_board_men	Number of male	Integer;	1-32: 473
	supervisory board	1-32: Number of persons	Missing: 58
	members	Missing: For companies for	-
		which no information is	
		available or for companies	
		without a supervisory board	
supervis_board_	Number of female	Integer;	0-10: 473
women	supervisory board		Missing: 58
	members	Missing: For companies for	
		which no information is	
		available or for companies	
		without a supervisory board	
supervis_board_chair	Name of the supervisory	String: Name of the person	One observation
	board chairperson		per name: 472
		which no information is	Missing: 59
		available and for	
		companies without a	
		supervisory board	
woman_supervis_	Gender of the supervisory	•	1: 40
board_chair	board chairperson	1: Woman	0: 432
			Missing: 59
		Missing: For companies for	
		which no information is	
		available and for	
		companies without a	
		supervisory board	

Variable name	Description	Coding/Distinct Values	Frequencies
company	Name of the analyzed company	String; 530 distinct values	One observation per distinct value: 530
id_company	Identification number of a company in the data over time (for example relevant when the company name or legal form changes)	530 distinct values	One observation per distinct value: 530
year	Year of the Women Executives Barometer publication	Integer; One distinct value	2022: 530
DAX40	J 1	Binary; 1: Listed in the DAX40 0: Not listed in the DAX40	1: 39 0: 491

MDAX	Company is a part of the	Binary;	1: 50
	MDAX group as of the cutoff date in November 2021	Listed in the MDAX Not listed in the MDAX	0: 480
SDAX	Company is a part of the SDAX group as of the cutoff date in November 2021	Binary; 1: Listed in the SDAX 0: Not listed in the SDAX	1: 70 0: 460
tecdax	Company is a part of the TecDax group as of the cutoff date in November 2021	Binary; 1: Listed in the TecDax 0: Not listed in the TecDax	1: 30 0: 500
public	Company is a part of the group of companies with direct federal participation	Binary; 1: Part of the group of companies with direct federal participation 0: Not part of the group of companies with direct federal participation	1: 66 0: 464
top200	Company is a part of the F.A.Zlist of the top-200 largest German companies	Binary; 1: Part of the F.A.Zlist of the top-200 0: Not part of the F.A.Zlist of the top-200	1: 200 0: 330
ranking_faz	Rank in the F.A.Zlist of the top-200 largest German companies	Integer; Missing: For companies, that are not part of the F.A.Zlist of the top-200	1-200: One observation per distinct value: 200 Missing: 330
bank	Company is a part of the group of the 100 largest German banks	Binary; 1: Part of the top-100 banks 0: Not part of the top-100 banks	1: 99
bank_ranking	Rank in the list of the 100 largest German banks	Integer; Missing: For companies, that are not part of the top- 100 banks	1-100: One observation per distinct value: 99 Missing: 431
insurance	Company is a part of the group of the 60 largest German insurances	Binary; 1: Part of the 60 largest insurances 0: Not part of the 60 largest insurances	1: 60 0: 470
supervis_board_ quota	Company is affected by the supervisory board quota adopted in the FüPoG I	Binary; 1: Affected by the supervisory board quota 0: Not affected by the supervisory board quota	1: 103 0: 427

exec board quota	Company is affected by	Binary;	1: 66
oxoo_boara_qaota		1	0: 464
	requirement for the	participation requirement	0. 101
		0: Not affected by the	
	in the FüPoG II at the	minimum participation	
		requirement	
exec_board_size	Total number of executive	Integer;	1-15: 521
	board members	1-15: Number of persons	No information: 2
	!	No information: Upon	Missing: 7
		request, the company has	
	!	confirmed that it does not	
		want to disclose any	
	!	information	
	!	Missing: For companies for	
		which no information is available	
exec board men		Integer;	0-12: 521
exec_board_men	executive board members		Missing: 9
		executive board members	iviissirig. 5
		Missing: For companies for	
		which no information is	
		available	
exec board		Integer;	0-6: 521
women	executive board members	0-6: Number of female	Missing: 9
		executive board members	
	!	Missing: For companies for	
	!	which no information is	
		available	
exec_board_chair_1		String: Name of the person	One observation
	of the executive	No information: Upon	per name: 469
	board/CEO	request, the company has confirmed that it does not	No information: 2
	!	want to disclose any	No CEO: 47
	!	information	Missing: 12
		No CEO: Company does	
		not have a CEO	
		Missing: For companies for	
		which no information is	
		available	
woman_exec_board_	Gender of the CEO	Binary;	1: 40
chair_1		1: Woman	0: 429
		0: Man	Missing: 61
		Missing: For companies for	
		which no information is	
		available and for	
		companies without a CEO	

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exec_board_chair_2	In case of co-CEOs with equal status: Name of the second CEO	String: Name of the person Missing: For companies for which no information is available and for companies without a co-CEO	One observation per name: 12 Missing: 518
woman_exec_board_ chair_2	CEO	Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for companies without a co-CEO	0: 12 Missing: 518
exec_board_chair_3	third CEO	String: Name of the person Missing: For companies for which no information is available and for companies without a co- CEO	
woman_exec_board_ chair_3	Gender of the third CEO	Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for companies without a co-CEO	1: 0 0: 2 Missing: 528
no_ceo	Company does not have a CEO	Binary; 1: does not have a CEO 0: has a CEO Missing: For companies for which no information is available	1: 47 0: 474 Missing: 9
one_ceo	Company has one CEO	Binary; 1: has exactly one CEO 0: hat zero, two or three CEOs Missing: For companies for which no information is available	1: 463 0: 58 Missing: 9
two_ceos	Company has two CEOs with equal status	Binary; 1: has exactly two CEOs 0: has zero, one or three CEOs Missing: For companies for which no information is available	1: 9 0: 512 Missing: 9

three_ceos	Company has three	Binary;	1: 2
unee_0e03	CEOs with equal status	1: has exactly three CEOs	0: 519
	OLOS With Equal Status	0: has zero, one or two	Missing: 9
		CEOs	iviiosirig. 5
		Missing: For companies for	
		which no information is	
		available	
names_exec_board_	Names of all women on	String: Names of the	One observation
women	the executive board, if	persons	per distinct
WOITIGH	applicable	•	value: 235
	аррисаыс	which no information is	Missing: 295
		available or without a	Wilsonig. 200
		woman on the executive	
		board	
supervis board size	Total number of	Integer;	3-32: 477
Saportio_50010_0120	supervisory board	3-32: Number of persons	No supervisory
	members	No supervisory board:	board: 37
	in em ser e	Company does not have a	Missing: 16
		supervisory board	
		Missing: For companies for	
		which no information is	
		available	
supervis board men	Number of male	Integer;	1-29: 477
'	supervisory board	1-29: Number of persons	Missing: 53
	members	Missing: For companies for	
		which no information is	
		available or for companies	
		without a supervisory board	
supervis_board_	Number of female	Integer;	0-10: 477
women	supervisory board	0-10: Number of persons	Missing: 53
	members	Missing: For companies for	-
		which no information is	
		available or for companies	
		without a supervisory board	
supervis_board_chair	Name of the supervisory		One observation
	board chairperson	Missing: For companies for	1-
			Missing: 54
		available and for	
		companies without a	
		supervisory board	
woman_supervis_	Gender of the supervisory		1: 49
board_chair	board chairperson	1: Woman	0: 427
		0: Man	Missing: 54
		Missing: For companies for	
		which no information is	
		available and for	
		companies without a	
		supervisory board	

Variable name	Description	Coding/Distinct Values	Frequencies
company	Name of the analyzed company	String; 528 distinct values	One observation per distinct value: 528
id_company	Identification number of a company in the data over time (for example relevant when the company name or legal form changes)	Integer; 528 distinct values	One observation per distinct value: 528
year	Year of the Women Executives Barometer publication	Integer; One distinct value	2023: 528
DAX40	Company is a part of the DAX40 group as of the cutoff date in November 2022; Only exists from 2021, as the DAX30 was expanded to DAX40 in September 2021	Binary; 1: Listed in the DAX40 0: Not listed in the DAX40	1: 39 0: 489
MDAX	Company is a part of the MDAX group as of the cutoff date in November 2022	Binary; 1: Listed in the MDAX 0: Not listed in the MDAX	1: 50 0: 478
SDAX	Company is a part of the SDAX group as of the cutoff date in November 2022	Binary; 1: Listed in the SDAX 0: Not listed in the SDAX	1: 70 0: 458
tecdax	Company is a part of the TecDax group as of the cutoff date in November 2022	Binary; 1: Listed in the TecDax 0: Not listed in the TecDax	1: 30 0: 498
public	Company is a part of the group of companies with direct federal participation	Binary; 1: Part of the group of companies with direct federal participation 0: Not part of the group of companies with direct federal participation	1: 69 0: 459
top200	Company is a part of the F.A.Zlist of the top-200 largest German companies	Binary; 1: Part of the F.A.Zlist of the top-200 0: Not part of the F.A.Zlist of the top-200	1: 200 0: 328

	1		
ranking_faz	Rank in the F.A.Zlist of the top-200 largest German companies	Integer; Missing: For companies, that are not part of the F.A.Zlist of the top-200	1-200: One observation per distinct value: 200 Missing: 328
bank	Company is a part of the group of the 100 largest German banks	Binary; 1: Part of the top-100 banks 0: Not part of the top-100 banks	
insurance	Company is a part of the group of the 60 largest German insurances	Binary; 1: Part of the 60 largest insurances 0: Not part of the 60 largest insurances	1: 60 0: 468
supervis_board_ quota	Company is affected by the supervisory board quota adopted in the FüPoG I	Binary; 1: Affected by the supervisory board quota 0: Not affected by the supervisory board quota	1: 102 0: 426
exec_board_quota	Company is affected by the minimum participation requirement for the executive board adopted in the FüPoG II at the time of the survey	Binary; 1: Affected by the minimum participation requirement 0: Not affected by the minimum participation requirement	1: 62 0: 466
exec_board_size	Total number of executive board members		1-15: 523 Missing: 5
exec_board_men	Number of male executive board members	Integer; 0-14: Number of male executive board members Missing: For companies for which no information is available	0-14: 523 Missing: 5
exec_board_women	Number of female executive board members	Integer; 0-7: Number of female executive board members Missing: For companies for which no information is available	0-7: 523 Missing: 5
exec_board_chair_1	Name of the chairperson of the executive board/CEO		One observation per name: 475 No CEO: 48 Missing: 5

	T =	I	1
woman_exec_board_chair_1	Gender of the CEO In case of co-CEOs with	Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for companies without a CEO String: Name of the person	1: 37 0: 438 Missing: 53 One observation
exec_board_chair_2		Missing: For companies for which no information is available and for companies without a co-	
woman_exec_board_ chair_2	Gender of the second CEO	Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for companies without a co-CEO	1: 0 0: 7 Missing: 521
exec_board_chair_3	In case of co-CEOs with equal status: Name of the third CEO	String: Name of the person Missing: For companies for which no information is available and for companies without a co- CEO	One observation per name: 1 Missing: 527
woman_exec_board_ chair_3	Gender of the third CEO	Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for companies without a co-CEO	1: 0 0: 1 Missing: 527
no_ceo	Company does not have a CEO	Binary; 1: does not have a CEO 0: has a CEO Missing: For companies for which no information is available	1: 48 0: 475 Missing: 5
one_ceo	Company has one CEO	Binary; 1: has exactly one CEO 0: hat zero, two or three CEOs Missing: For companies for which no information is available	1: 468 0: 55 Missing: 5

two ceos	Company has two CEOs	Binary;	1: 6
100_0003	with equal status	1: has exactly two CEOs	0: 517
	min oqual status	0: has zero, one or three	Missing: 5
		CEOs	
		Missing: For companies for	
		which no information is	
		available	
three_ceos	Company has three	Binary;	1: 1
	CEOs with equal status	1: has exactly three CEOs	0: 522
		0: has zero, one or two	Missing: 5
		CEOs	
		Missing: For companies for	
		which no information is	
		available	
names_exec_board_	Names of all women on	String: Names of the	One observation
women	the executive board, if	persons	per distinct
	applicable	Missing: For companies for which no information is	value: 254
		available or without a	Missing: 274
		woman on the executive	
		board	
supervis board size	Total number of	Integer;	1-35: 476
Supervis_board_size	supervisory board	1-35: Number of persons	No supervisory
	members	No supervisory board:	board: 26
		Company does not have a	Missing: 26
		supervisory board	
		Missing: For companies for	
		which no information is	
		available	
supervis_board_men	Number of male	Integer;	1-30: 476
	supervisory board	1-30: Number of persons	Missing: 52
	members	Missing: For companies for	
		which no information is	
		available or for companies	
ouponio beerd	Number of female	without a supervisory board	0.40,476
supervis_board_	Number of female	Integer;	0-10: 476
women	supervisory board members	0-10: Number of persons Missing: For companies for	Missing: 52
	Interribers	which no information is	
		available or for companies	
		without a supervisory board	
supervis board chair	Name of the supervisory	String: Name of the person	One observation
	board chairperson	Missing: For companies for	per name: 477
		which no information is	Missing: 51
		available and for	
		companies without a	
		supervisory board	

woman_supervis_	Gender of the supervisory	Binary;	1: 54
board_chair	board chairperson	1: Woman	0: 423
		0: Man	Missing: 51
		Missing: For companies for	
		which no information is	
		available and for	
		companies without a	
		supervisory board	

Variable name	Description	Coding/Distinct Values	Frequencies
company	Name of the analyzed company	String; 532 distinct values	One observation per distinct value: 532
id_company	Identification number of a company in the data over time (for example relevant when the company name or legal form changes)	532 distinct values	One observation per distinct value: 532
year	Year of the Women Executives Barometer publication	Integer; One distinct value	2024: 532
DAX40	Company is a part of the DAX40 group as of the cutoff date in November 2023; Only exists from 2021, as the DAX30 was expanded to DAX40 in September 2021	Binary; 1: Listed in the DAX40 0: Not listed in the DAX40	1: 40 0: 492
MDAX	Company is a part of the MDAX group as of the cutoff date in November 2023	Binary; 1: Listed in the MDAX 0: Not listed in the MDAX	1: 50 0: 482
SDAX	Company is a part of the SDAX group as of the cutoff date in November 2023	Binary; 1: Listed in the SDAX 0: Not listed in the SDAX	1: 70 0: 462
tecdax	Company is a part of the TecDax group as of the cutoff date in November 2023	Binary; 1: Listed in the TecDax 0: Not listed in the TecDax	1: 30 0: 502

Public	Company is a part of the	Binary;	1: 69
Fublic	group of companies with	1: Part of the group of	0: 463
	direct federal participation		0. 403
	direct lederal participation	•	
		federal participation	
		0: Not part of the group of	
		companies with direct	
		federal participation	
top200	Company is a part of the	Binary;	1: 200
	F.A.Zlist of the top-200	1: Part of the F.A.Zlist of	0: 332
	largest German	the top-200	
	companies	0: Not part of the F.A.Zlist	
		of the top-200	
ranking_faz	Rank in the F.A.Zlist of	Integer;	1-200: One
	the top-200 largest	Missing: For companies,	observation per
	German companies	that are not part of the	distinct value:
	·	F.A.Zlist of the top-200	200
		•	Missing: 332
bank	Company is a part of the	Binary;	1: 99
	group of the 100 largest	1: Part of the top-100 banks	0: 433
	German banks	0: Not part of the top-100	
		banks	
insurance	Company is a part of the	Binary;	1: 60
	group of the 60 largest	1: Part of the 60 largest	0: 472
	German insurances	insurances	0. 172
	Ociman insurances	0: Not part of the 60 largest	
		insurances	
supervis board	Company is affected by	Binary;	1: 101
quota	the supervisory board	1: Affected by the	0: 431
quota	quota adopted in the	supervisory board quota	0. 101
	FüPoG I	0: Not affected by the	
		supervisory board quota	
exec board quota	Company is affected by	Binary;	1: 63
exec_board_quota			0: 469
	requirement for the	participation requirement	0.409
	· ·	l: ·	
	l	0: Not affected by the	
	in the FüPoG II at the	minimum participation	
avea board size	time of the survey	requirement	4 45, 507
exec_board_size	Total number of executive		1-15: 527
	board members	1-15: Number of persons	No information: 2
		No information: Upon	Missing: 3
		request, the company has	
		confirmed that it does not	
		want to disclose any	
		information	
		Missing: For companies for	
		which no information is	
		available	

exec board men	Number of male	Integer;	0-12: 527
DAGO_DOGIG_IIICII	executive board members		Missing: 5
	executive board members	executive board members	Wilsonig. 5
		Missing: For companies for	
		which no information is	
		available	
exec board women	Number of female	Integer;	0-9: 527
exco_boara_women	executive board members		Missing: 5
	CXCCUIVE BOARD MEMBERS	executive board members	Wildowig. 0
		Missing: For companies for	
		which no information is	
		available	
exec board chair 1	Name of the chairperson	String: Name of the person	One observation
	of the executive	No CEO: Company does	per name: 487
	board/CEO	not have a CEO	No CEO: 40
		Missing: For companies for	Missing: 5
		which no information is	
		available	
woman_exec_board_	Gender of the CEO	Binary;	1: 47
chair_1		1: Woman	0: 440
_		0: Man	Missing: 45
		Missing: For companies for	
		which no information is	
		available and for	
		companies without a CEO	
exec_board_chair_2	In case of co-CEOs with	String: Name of the person	One observation
	1 · ·	Missing: For companies for	per name: 6
	second CEO	which no information is	Missing: 526
		available and for	
		companies without a co-	
		CEO	
woman_exec_board_	Gender of the second	Binary;	1: 0
chair_2	CEO	1: Woman	0: 6
		0: Man	Missing: 526
		Missing: For companies for	
		which no information is	
		available and for	
		companies without a co-	
	Company do a a sat la c	CEO	4. 40
no_ceo	Company does not have	Binary;	1: 40
	a CEO	1: does not have a CEO	0: 487
		0: has a CEO	Missing: 5
		Missing: For companies for	
		which no information is	
		available	

one coe	Company has and CEO	Ripary:	1. 101
one_ceo	Company has one CEO	Binary; 1: has exactly one CEO 0: hat zero, two or three CEOs Missing: For companies for which no information is available	1: 481 0: 46 Missing: 5
two_ceos	Company has two CEOs with equal status	Binary; 1: has exactly two CEOs 0: has zero, one or three CEOs Missing: For companies for which no information is available	1: 6 0: 521 Missing: 5
three_ceos	Company has three CEOs with equal status	Binary; 1: has exactly three CEOs 0: has zero, one or two CEOs Missing: For companies for which no information is available	1: 0 0: 527 Missing: 5
names_exec_board_ women	Names of all women on the executive board, if applicable	String: Names of the persons Missing: For companies for which no information is available or without a woman on the executive board	One observation per distinct value: 287 Missing: 245
supervis_board_size	Total number of supervisory board members	Integer; 2-35: Number of persons No supervisory board: Company does not have a supervisory board Missing: For companies for which no information is available	2-35: 475 No supervisory board: 23 Missing: 34
supervis_board_men	Number of male supervisory board members	Integer; 0-28: Number of persons Missing: For companies for which no information is available or for companies without a supervisory board	0-28: 475 Missing: 57
supervis_board_ women	Number of female supervisory board members	Integer; 0-10: Number of persons Missing: For companies for which no information is available or for companies without a supervisory board	0-10: 475 Missing: 57

supervis_board_chair	Name of the supervisory board chairperson	Missing: For companies for	One observation per name: 477 Missing: 55
woman_supervis_ board_chair	Gender of the supervisory board chairperson	1: Woman	1: 50 0: 427 Missing: 55

Citation: Wrohlich, Katharina/ Sondergeld, Virginia. 2024. Managerinnen-Barometer. Waves 2015 - 2024. Version 1. FDZ-BO am DIW Berlin. DOI: 10.25652/diw_data_S0025.1

https://doi.org/10.25652/diw_data_S0025.1