

# La Prensa

Ask for gender equity in management positions

A study that takes into account 495 companies in the private sector reveals that, out of a total of 1,576 managers, 86% are men and 14% are women.

24 Feb 2018



THEMES:

Isabel De Saint Malo De Alvarado

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The debate is raised: should there be a gender balance in all board of directors? It is proven that each genre brings different and complementary perspectives.

The warning quoted by Sigrid Simons de Müller , president of the Association of Women Corporate Directors of Panama (WCD), was given yesterday in the presentation of the results of the study on the participation of women in the boards of directors of public and private companies in the country.

The association analyzed the information collected from 86 companies in the public sector and 495 from the private sector, subject to Law 56 of 2017, which establishes the participation of up to 30% of women in the boards of directors in government institutions.

The report reveals that of 202 directors in state entities, 165 (82%) are men and 37 (18%) are women. While in the private sector, of the 1,576 directors, 1,354 (86%) are men and 222 (14%), females.

Simons de Müller says that this disparity occurs mainly because "women are circulating under the radar". Urges decision makers in companies to open their eyes and be aware of the skills and capabilities that are under that radar.

"While you can have a good strategy, such as Law 56, there is little use if we fail in its implementation or monitoring," he said.

For her part, Isabel de Saint Malo de Alvarado , vice president and minister of Foreign Affairs, assures that gender equity is not only a matter of rights and justice; It is a question of competitiveness for the country.

"If we want to achieve faster development, we have to do it with 100% of the population and not with half, because it will simply take us more time," he said.

It warns about the urgency of demolishing myths about the implicit obligation that women have in the home. "It is necessary to combat these social stereotypes that surround women and allow them greater access to managerial positions for the added value".