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Research Report

DIW women executives barometer: Method report and codebook for the waves 2015-2025

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Data Documentation

Deutsches Institut für Wirtschaftsforschung

2025

DIW Women Executives Barometer

Method Report and Codebook for the Waves 2015-2025

Virginia Sondergeld und Katharina Wrohlich

IMPRESSUM

DIW Berlin, 2025

Die Forschungsergebnisse des DIW Berlin entstehen auf Basis empirischer Daten. Mit der Schriftenreihe Data Documentation wird Transparenz zum Prozess der Datengewinnung und Datenaufbereitung, zum methodischen Vorgehen und zur technischen Umsetzung datenbezogener Forschung am DIW Berlin geschaffen. Das DIW Berlin unterstützt damit aktiv die Anerkennung von Forschungsdaten als wissenschaftlichen Output und betrachtet zitierbar zugänglich gemachte Forschungsdaten als wissenschaftliche Veröffentlichung.

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Data Documentation 112

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DIW Women Executives Barometer

Method Report and Codebook for the Waves 2015-2025

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Abstract

In the annual DIW Women Executives Barometer, we document the share of women on the executive and supervisory boards of the largest companies in Germany. We separately analyse different groups of companies, among which there 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. Moreover, we separately document the share of women on the executive and supervisory boards for companies that have to comply to the gender quota for supervisory boards (since 2016) and the minimum participation requirement for executive boards (since 2022).

Keyword: Women managers, Share of women, Executive board, Labor and Employment, Supervisory board, Economics, Gender

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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.² In 2023, for example, just about 19 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 more than 33 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.

Within this data set, the DIW Women Executives Barometer data of the years 2021-25 (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.

² See most recently: Sondergeld, Virginia, Wrohlich, Katharina, and Kirsch, Anja (2025): Despite Rising Shares of Women on Executive And Supervisory Boards, Gender Parity Remains A Far-Off Goal. DIW Weekly Report No. 3/4, 17-28.

2. Selection of companies

In the annual DIW Women Executives Barometer, the share of women³ 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*.⁴ 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.⁵
- 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". For the wave 2025, the selection of the 100 largest banks is based on Finke and Selvarajah (2024).⁶

³ 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.

⁴ See most recently "Die 100 größten Unternehmen" of the Frankfurter Allgemeine Zeitung (supplement of 4 July 2024).

⁵ See website of the Federal Ministry of Finance, https://www.bundesfinanzministerium.de/Web/DE/Themen/Bundesvermoegen/Privatisierungs_und_Beteiligungspolitik/Beteiligungspolitik/Beteiligungsberichte/beteiligungsberichte.html

⁶ Tobias Finke und Achchuthan Selvarajah (2024): Top100 der Deutschen Kreditwirtschaft 2023. Finanzplatz Düsseldorf Rheinland, August 2024.

- 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.⁷

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 2025 Women Executives Barometer, were collected from November to December 2024.

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 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.⁸ These companies are asked by e-mail or telephone to confirm that the data from this source is up to date.
- **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

⁷ This list also forms the basis for the Women on Board Index published by FidAR e.V., see FidAR website: <https://wob-index.de/>.

⁸ See <https://www.bundesanzeiger.de>.

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, 2024 and 2025 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.

Wave 2015

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	Company is affected by the supervisory board quota adopted in the FöPoG 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	1-11: 128 Missing: 2

		Missing: For companies for which no information is available	
exec_board_men	Number of male executive board members	Integer; 1-10: Number of male executive board members Missing: For companies for which no information is available	1-10: 128 Missing: 2
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: 128 Missing: 2
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	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: 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: has 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_women	Number of female supervisory board members	Integer; 0-8: Number of persons Missing: For companies for which no information is available or for companies without a supervisory board	0-8: 129 Missing: 1
supervis_board_chair	Name of the supervisory board chairperson	String: Name of the person No information, man: Upon request, the company has confirmed that it does not want to disclose any 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	One observation per name: 128 No information, man: 1 Missing: 1
woman_supervis_board_chair	Gender of the supervisory board chairperson	Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for companies without a supervisory board	1: 3 0: 126 Missing: 1

Welle 2016

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	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 SDAX group as of the cutoff date in November 2015	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 FöPoG I	Binary; 1: Affected by the supervisory board quota 0: Not affected by the supervisory board quota	1: 66 0: 64
exec_board_size	Total number of executive board members	Integer; 1-15: Number of persons	1-15: 130
exec_board_men	Number of male executive board members	Integer; 1-15: Number of male executive board members	1-15: 130
exec_board_women	Number of female executive board members	Integer; 0-2: Number of female executive board members	0-2: 130
exec_board_chair_1	Name of the chairperson of the executive board/CEO	String: Name of the person No CEO: Company does not have a CEO Missing: For companies for which no information is available	One observation per name: 125 No CEO: 3 Missing: 2
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	1: 0 0: 125 Missing: 5

		companies without a CEO	
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: 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: 3 0: 125 Missing: 2
one_ceo	Company has one CEO	Binary; 1: has exactly one CEO 0: has zero, two or three CEOs Missing: For companies for which no information is available	1: 123 0: 5 Missing: 2
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: 126 Missing: 2
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: 128 Missing: 2
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	One observation per distinct value: 32

		is available or without a woman on the executive board	Missing: 98
supervis_board_size	Total number of supervisory board members	Integer; 3-21: Number of persons Missing: For companies for which no information is available	3-21: 129 Missing: 1
supervis_board_men	Number of male supervisory board members	Integer; 2-17: Number of persons Missing: For companies for which no information is available or for companies without a supervisory board	2-17: 129 Missing: 1
supervis_board_women	Number of female supervisory board members	Integer; 0-8: Number of persons Missing: For companies for which no information is available or for companies without a supervisory board	0-8: 129 Missing: 1
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: 128 Missing: 2
woman_supervis_board_chair	Gender of the supervisory board chairperson	Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for companies without a supervisory board	1: 4 0: 124 Missing: 2

Welle 2017

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	2017: 130
DAX30	Company is a part of the DAX30 group as of the cutoff date in November 2016	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 2016	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 2016	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 FöPoG I	Binary; 1: Affected by the supervisory board quota 0: Not affected by the supervisory board quota	1: 69 0: 61
exec_board_size	Total number of executive board members	Integer; 2-12: Number of persons	2-12: 130
exec_board_men	Number of male executive board members	Integer; 2-12: Number of male executive board members	2-12: 130
exec_board_women	Number of female executive board members	Integer; 0-2: Number of female executive board members	0-2: 130
exec_board_chair_1	Name of the chairperson of the executive board/CEO	String: Name of the person No CEO: Company does not have a CEO Missing: For companies for which no information is available	One observation per name: 125 No CEO: 4 Missing: 1
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	1: 0 0: 125 Missing: 5

		companies without a CEO	
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: 129
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: 0 Missing: 129
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: 4 0: 125 Missing: 1
one_ceo	Company has one CEO	Binary; 1: has exactly one CEO 0: has zero, two or three CEOs Missing: For companies for which no information is available	1: 124 0: 5 Missing: 1
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: 1 0: 128 Missing: 1
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: 129 Missing: 1
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	One observation per distinct value: 38

		is available or without a woman on the executive board	Missing: 92
supervis_board_size	Total number of supervisory board members	Integer; 3-20: Number of persons No supervisory board: Company does not have a supervisory board Missing: For companies for which no information is available	3-20: 126 No supervisory board: 1 Missing: 3
supervis_board_men	Number of male supervisory board members	Integer; 3-16: Number of persons Missing: For companies for which no information is available or for companies without a supervisory board	3-16: 126 Missing: 4
supervis_board_women	Number of female supervisory board members	Integer; 0-8: Number of persons Missing: For companies for which no information is available or for companies without a supervisory board	0-8: 126 Missing: 4
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: 126 Missing: 4
woman_supervis_board_chair	Gender of the supervisory board chairperson	Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for companies without a supervisory board	1: 3 0: 123 Missing: 4

Welle 2018

Variable name	Description	Coding/Distinct Values	Frequencies
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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	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 FöPoG 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
exec_board_men	Number of male executive board members	Integer; 1-12: Number of male executive board members Missing: For companies for which no information is available	1-12: 129 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: 129 Missing: 1

exec_board_chair_1	Name of the chairperson of the executive board/CEO	String: Name of the person No CEO: Company does not have a CEO Missing: For companies for which no information is available	One observation per name: 126 No CEO: 3 Missing: 1
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: 2 0: 124 Missing: 4
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: 129
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: 1 Missing: 129
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: 3 0: 126 Missing: 1
one_ceo	Company has one CEO	Binary; 1: has exactly one CEO 0: has zero, two or three CEOs Missing: For companies for which no information is available	1: 125 0: 4 Missing: 1
two_ceos	Company has two CEOs with equal status	Binary; 1: has exactly two CEOs 0: has zero, one or three CEOs	1: 1 0: 128 Missing: 1

		Missing: For companies for which no information is available	
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: 129 Missing: 1
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: 38 Missing: 92
supervis_board_size	Total number of supervisory board members	Integer; 3-26: Number of persons Missing: For companies for which no information is available	3-26: 129 Missing: 1
supervis_board_men	Number of male supervisory board members	Integer; 2-22: Number of persons Missing: For companies for which no information is available or for companies without a supervisory board	2-22: 129 Missing: 1
supervis_board_women	Number of female supervisory board members	Integer; 0-9: Number of persons Missing: For companies for which no information is available or for companies without a supervisory board	0-9: 129 Missing: 1
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: 129 Missing: 1
woman_supervis_board_chair	Gender of the supervisory board chairperson	Binary; 1: Woman 0: Man	1: 4 0: 125 Missing: 1

		Missing: For companies for which no information is available and for companies without a supervisory board	
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Welle 2019

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)	Integer; 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 FöPoG 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	Integer; 1-17: Number of persons	1-17: 158 Missing: 1

		Missing: For companies for which no information is available	
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_chair_2	Gender of the second CEO	Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for	1: 0 0: 1 Missing: 158

		companies without a co-CEO	
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: 4 0: 149 Missing: 6
one_ceo	Company has one CEO	Binary; 1: has exactly one CEO 0: has zero, two or three CEOs Missing: For companies for which no information is available	1: 148 0: 5 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: 1 0: 152 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: 153 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: 51 Missing: 108
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: 158 Missing: 1
supervis_board_men	Number of male supervisory board members	Integer; 2-16: Number of persons Missing: For companies for which no information is available or for	2-16: 158 Missing: 1

		companies without a supervisory board	
supervis_board_women	Number of female supervisory board members	Integer; 0-9: Number of persons Missing: For companies for which no information is available or for companies without a supervisory board	0-9: 158 Missing: 1
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: 158 Missing: 1
woman_supervis_board_chair	Gender of the supervisory board chairperson	Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for companies without a supervisory board	1: 9 0: 149 Missing: 1

Welle 2020

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)	Integer; 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	Binary; 1: Listed in the MDAX	1: 60 0: 99

	cutoff date in November 2019	0: Not listed in the MDAX	
SDAX	Company is a part of the SDAX group as of the cutoff date in November 2019	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 2019	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 FöPoG I	Binary; 1: Affected by the supervisory board quota 0: Not affected by the supervisory board quota	1: 80 0: 79
exec_board_size	Total number of executive board members	Integer; 1-16: Number of persons	1-16: 159
exec_board_men	Number of male executive board members	Integer; 1-14: Number of male executive board members	1-14: 159
exec_board_women	Number of female executive board members	Integer; 0-2: Number of female executive board members	0-2: 159
exec_board_chair_1	Name of the chairperson of the executive board/CEO	String: Name of the person No CEO: Company does not have a CEO Missing: For companies for which no information is available	One observation per name: 154 No CEO: 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: 4 0: 150 Missing: 5
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: 4 Missing: 155
woman_exec_board_chair_2	Gender of the second CEO	Binary; 1: Woman	1: 1 0: 3

		0: Man Missing: For companies for which no information is available and for companies without a co-CEO	Missing: 155
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: 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: has 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	Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for companies without a supervisory board	1: 8 0: 147 Missing: 4

Welle 2021

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)	Integer; 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 SDAX group as of the cutoff date in November 2020	Binary; 1: Listed in the SDAX 0: Not listed in the SDAX	1: 70 0: 461
tecdax	Company is a part of the TecDax group as of the cutoff date in November 2020	Binary; 1: Listed in the TecDax 0: Not listed in the TecDax	1: 30 0: 501
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: 63 0: 468
top200	Company is a part of the F.A.Z.-list of the top-200 largest German companies	Binary; 1: Part of the F.A.Z.-list of the top-200 0: Not part of the F.A.Z.-list of the top-200	1: 200 0: 331
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: 100 0: 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: 471
supervis_board_quota	Company is affected by the supervisory board quota adopted in the FöPoG I	Binary; 1: Affected by the supervisory board quota 0: Not affected by the supervisory board quota	1: 107 0: 424
exec_board_size	Total number of executive board members	Integer; 1-15: Number of persons	1-15: 520 No information: 4

		No information: Upon request, the company has confirmed that it does not want to disclose any information Missing: For companies for which no information is available	Missing: 7
exec_board_men	Number of male executive board members	Integer; 0-13: Number of male executive board members Missing: For companies for which no information is available	0-13: 520 Missing: 11
exec_board_women	Number of female executive board members	Integer; 0-4: Number of female executive board members Missing: For companies for which no information is available	0-4: 520 Missing: 11
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: 473 No information: 1 No CEO: 35 Missing: 22
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: 31 0: 442 Missing: 58
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: 5 Missing: 526

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: 5 Missing: 526
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: 530
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: 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: has 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	1: 1 0: 507 Missing: 23

		Missing: For companies for which no information is available	
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 supervisory board members	Integer; 1-32: Number of persons Missing: For companies for which no information is available or for companies without a supervisory board	1-32: 473 Missing: 58
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: 473 Missing: 58
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: 472 Missing: 59
woman_supervis_board_chair	Gender of the supervisory board chairperson	Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for companies without a supervisory board	1: 40 0: 432 Missing: 59

Welle 2022

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)	Integer; 530 distinct values	One observation per distinct value: 530
year	Year of the Women Executives Barometer publication	Integer; One distinct value	2022: 530
DAX40	Company is a part of the DAX40 group as of the cutoff date in November 2021; 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: 491
MDAX	Company is a part of the MDAX group as of the cutoff date in November 2021	Binary; 1: Listed in the MDAX 0: Not listed in the MDAX	1: 50 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.Z.-list of the top-200 largest German companies	Binary; 1: Part of the F.A.Z.-list of the top-200 0: Not part of the F.A.Z.-list of the top-200	1: 200 0: 330

ranking_faz	Rank in the F.A.Z.-list of the top-200 largest German companies	Integer; Missing: For companies, that are not part of the F.A.Z.-list 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 0: 431
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 FöPoG 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 the minimum participation requirement for the executive board adopted in the FöPoG II at the time of the survey	Binary; 1: Affected by the minimum participation requirement 0: Not affected by the minimum participation requirement	1: 66 0: 464
exec_board_size	Total number of executive board members	Integer; 1-15: Number of persons No information: Upon request, the company has confirmed that it does not want to disclose any information Missing: For companies for which no information is available	1-15: 521 No information: 2 Missing: 7
exec_board_men	Number of male executive board members	Integer; 0-12: Number of male executive board members Missing: For companies for which no information is available	0-12: 521 Missing: 9

exec_board_women	Number of female executive board members	Integer; 0-6: Number of female executive board members Missing: For companies for which no information is available	0-6: 521 Missing: 9
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: 469 No information: 2 No CEO: 47 Missing: 12
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: 40 0: 429 Missing: 61
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	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: 12 Missing: 518
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: 2 Missing: 528
woman_exec_board_chair_3	Gender of the third CEO	Binary;	1: 0

		1: Woman 0: Man Missing: For companies for which no information is available and for companies without a co-CEO	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: has 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 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: 2 0: 519 Missing: 9
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: 235 Missing: 295
supervis_board_size	Total number of supervisory board members	Integer; 3-32: Number of persons No supervisory board: Company does not have a supervisory board	3-32: 477 No supervisory board: 37 Missing: 16

		Missing: For companies for which no information is available	
supervis_board_men	Number of male supervisory board members	Integer; 1-29: Number of persons Missing: For companies for which no information is available or for companies without a supervisory board	1-29: 477 Missing: 53
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: 477 Missing: 53
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: 476 Missing: 54
woman_supervis_board_chair	Gender of the supervisory board chairperson	Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for companies without a supervisory board	1: 49 0: 427 Missing: 54

Welle 2023

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.Z.-list of the top-200 largest German companies	Binary; 1: Part of the F.A.Z.-list of the top-200 0: Not part of the F.A.Z.-list of the top-200	1: 200 0: 328
ranking_faz	Rank in the F.A.Z.-list of the top-200 largest German companies	Integer; Missing: For companies, that are not part of the F.A.Z.-list 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	1: 100 0: 428
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 FöPoG 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 FöPoG 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	Integer; 1-15: Number of persons Missing: For companies for which no information is available	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	String: Name of the person No CEO: Company does not have a CEO Missing: For companies for which no information is available	One observation per name: 475 No CEO: 48 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: 37 0: 438 Missing: 53
exec_board_chair_2	In case of co-CEOs with equal status: Name of the second CEO	String: Name of the person	One observation per name: 7

		Missing: For companies for which no information is available and for companies without a co-CEO	Missing: 521
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: has 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 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: 517 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: 1 0: 522 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: 254 Missing: 274
supervis_board_size	Total number of supervisory board members	Integer; 1-35: Number of persons No supervisory board: Company does not have a supervisory board Missing: For companies for which no information is available	1-35: 476 No supervisory board: 26 Missing: 26
supervis_board_men	Number of male supervisory board members	Integer; 1-30: Number of persons Missing: For companies for which no information is available or for companies without a supervisory board	1-30: 476 Missing: 52
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: 476 Missing: 52
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: 477 Missing: 51

woman_supervis_board_chair	Gender of the supervisory board chairperson	Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for companies without a supervisory board	1: 54 0: 423 Missing: 51
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Welle 2024

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)	Integer; 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 group of companies with	Binary;	1: 69 0: 463

	direct federal participation	1: Part of the group of companies with direct federal participation 0: Not part of the group of companies with direct federal participation	
top200	Company is a part of the F.A.Z.-list of the top-200 largest German companies	Binary; 1: Part of the F.A.Z.-list of the top-200 0: Not part of the F.A.Z.-list of the top-200	1: 200 0: 332
ranking_faz	Rank in the F.A.Z.-list of the top-200 largest German companies	Integer; Missing: For companies, that are not part of the F.A.Z.-list of the top-200	1-200: One observation per distinct value: 200 Missing: 332
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 0: 433
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: 472
supervis_board_quota	Company is affected by the supervisory board quota adopted in the FöPoG I	Binary; 1: Affected by the supervisory board quota 0: Not affected by the supervisory board quota	1: 101 0: 431
exec_board_quota	Company is affected by the minimum participation requirement for the executive board adopted in the FöPoG II at the time of the survey	Binary; 1: Affected by the minimum participation requirement 0: Not affected by the minimum participation requirement	1: 63 0: 469
exec_board_size	Total number of executive board members	Integer; 1-15: Number of persons No information: Upon request, the company has confirmed that it does not want to disclose any information Missing: For companies for which no information is available	1-15: 527 No information: 2 Missing: 3

exec_board_men	Number of male executive board members	Integer; 0-12: Number of male executive board members Missing: For companies for which no information is available	0-12: 527 Missing: 5
exec_board_women	Number of female executive board members	Integer; 0-9: Number of female executive board members Missing: For companies for which no information is available	0-9: 527 Missing: 5
exec_board_chair_1	Name of the chairperson of the executive board/CEO	String: Name of the person No CEO: Company does not have a CEO Missing: For companies for which no information is available	One observation per name: 487 No CEO: 40 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: 47 0: 440 Missing: 45
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: 6 Missing: 526
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: 6 Missing: 526
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: 40 0: 487 Missing: 5

one_ceo	Company has one CEO	Binary; 1: has exactly one CEO 0: has 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	0-10: 475 Missing: 57

		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	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: 477 Missing: 55
woman_supervis_board_chair	Gender of the supervisory board chairperson	Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for companies without a supervisory board	1: 50 0: 427 Missing: 55

Welle 2025

Variable name	Description	Coding/Distinct Values	Frequencies
company	Name of the analyzed company	String; 534 distinct values	One observation per distinct value: 534
id_company	Identification number of a company in the data over time (for example relevant when the company name or legal form changes)	Integer; 534 distinct values	One observation per distinct value: 534
year	Year of the Women Executives Barometer publication	Integer; One distinct value	2025: 534
DAX40	Company is a part of the DAX40 group as of the cutoff date in November 2024; 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: 494
MDAX	Company is a part of the MDAX group as of the	Binary; 1: Listed in the MDAX	1: 50 0: 484

	cutoff date in November 2024	0: Not listed in the MDAX	
SDAX	Company is a part of the SDAX group as of the cutoff date in November 2024	Binary; 1: Listed in the SDAX 0: Not listed in the SDAX	1: 69 ¹ 0: 465
tecdax	Company is a part of the TecDax group as of the cutoff date in November 2024	Binary; 1: Listed in the TecDax 0: Not listed in the TecDax	1: 30 0: 504
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: 72 0: 462
top200	Company is a part of the F.A.Z.-list of the top-200 largest German companies	Binary; 1: Part of the F.A.Z.-list of the top-200 0: Not part of the F.A.Z.-list of the top-200	1: 198 ¹ 0: 336
ranking_faz	Rank in the F.A.Z.-list of the top-200 largest German companies	Integer; Missing: For companies, that are not part of the F.A.Z.-list of the top-200	1-200: One observation per distinct value: 198 ¹ Missing: 336
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: 100 0: 434
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: 474
supervis_board_quota	Company is affected by the supervisory board quota adopted in the FöPoG I	Binary; 1: Affected by the supervisory board quota 0: Not affected by the supervisory board quota	1: 103 0: 431
exec_board_quota	Company is affected by the minimum participation requirement for the executive board adopted in the FöPoG II at the time of the survey	Binary; 1: Affected by the minimum participation requirement 0: Not affected by the minimum participation requirement	1: 66 0: 468

exec_board_size	Total number of executive board members	Integer; 1-17: Number of persons No information: Upon request, the company has confirmed that it does not want to disclose any information Missing: For companies for which no information is available	1-17: 529 No information: 2 Missing: 3
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: 529 Missing: 5
exec_board_women	Number of female executive board members	Integer; 0-5: Number of female executive board members Missing: For companies for which no information is available	0-5: 529 Missing: 5
exec_board_chair_1	Name of the chairperson of the executive board/CEO	String: Name of the person No CEO: Company does not have a CEO Missing: For companies for which no information is available	One observation per name: 488 No CEO: 41 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: 56 0: 432 Missing: 46
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: 7 Missing: 527
woman_exec_board_chair_2	Gender of the second CEO	Binary; 1: Woman 0: Man	1: 0 0: 7 Missing: 527

		Missing: For companies for which no information is available and for companies without a co-CEO	
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: 41 0: 488 Missing: 5
one_ceo	Company has one CEO	Binary; 1: has exactly one CEO 0: has zero, two or three CEOs Missing: For companies for which no information is available	1: 481 0: 48 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: 7 0: 522 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: 315 Missing: 219
supervis_board_size	Total number of supervisory board members	Integer; 2-48: Number of persons No supervisory board: Company does not have a supervisory board Missing: For companies for which no information is available	2-48: 481 No supervisory board: 22 Missing: 31
supervis_board_men	Number of male supervisory board members	Integer; 1-33: Number of persons Missing: For companies for which no information is available or for companies without a supervisory board	1-33: 481 Missing: 53

supervis_board_women	Number of female supervisory board members	Integer; 0-15: Number of persons Missing: For companies for which no information is available or for companies without a supervisory board	0-15: 481 Missing: 53
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: 481 Missing: 53
woman_supervis_board_chair	Gender of the supervisory board chairperson	Binary; 1: Woman 0: Man Missing: For companies for which no information is available and for companies without a supervisory board	1: 56 0: 425 Missing: 53

¹ For the 2025 wave it was only possible to capture the information of 198 of the top-200 companies (99 of the top-100 companies), because two companies (Vitesco and FTI Touristik) filed for bankruptcy or were acquired. For the SDAX only 69 companies were captured, due to the acquisition of Vitesco.

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