

Women in decision-making

Seminar in the Chamber of Deputies / Czech Parliament
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1. The EWL



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The Voice of European Women

- ✓ The largest umbrella organisation of women's associations in the EU, with more than 2000 member organisations:
 - ✓ 30 National Coordinations
 - ✓ 20 European-level member organisations



The main policy areas of EWL work:

- ✓ European policies and legislation on Equality between Women and Men
- ✓ Women in Decision-making /Parity Democracy
- ✓ Employment and Social Affairs
- ✓ Violence Against Women
- ✓ Immigration, Integration and Asylum



Equality in decision-making, a Question of Democracy

- ✓ In some European countries women gained equal political rights only in the middle of 20th century
- ✓ Even if women now have some important posts, women are still underrepresented in political and economic decision-making in all European countries
- ✓ Men take the decisions on political priorities, public spending, economic priorities of States and companies - economic crisis and austerity measures



2. Universal and European Treaties



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The United Nations Fourth World Conference on Women Beijing „Platform of Action“, 1995

- ✓ Strategic objective 4: Strengthen women's economic capacity and commercial networks
- **Women and the Economy (Art. 150 etc.)**



EU Activities to improve the Situation

- ✓ The Treaty of Lisbon includes non-discrimination principle and equality between women and men to the values of the European Union and decision-making is one of the priorities of the
- ✓ **European Strategy for equality between women and men 2010-2015 (European Commission);**
- ✓ **The European Pact for Gender Equality (2011-2020) (European Council)**
- ✓ « Specific advantages » allowed by EU Treaty (Article 157 of the Treaty on the Functioning of the European Union and in Article 23 of the EU Charter of Fundamental Rights.)



EU Activities to improve the Situation

- ✓ Resolution of the EP on Women in Political Decision Making – Quality and Equality (13.02.2012)
- ✓ Resolution of the EP on women and business leadership (06.07.2011)



3. Setting the framework for socio-economic policies in the EU



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Reasons for women's under-representation in decision-making

- ✓ Women's **economic subordination**: economic, social and cultural resources are necessary to reach decision-making positions
- ✓ **Symbolic factors** linked to traditional gender roles: decision-making is still seen as a male domain



Situation in the EU: Employment rates

- ✓ The EU average employment rate is around 75% for men but only 62.5% for women
- ✓ The gender employment gap biggest in Malta (37%), Greece (26%), Italy (24%), smallest in Baltic States, Finland, Sweden
- ✓ Older women, migrant women, women with disabilities, women with small children, single mothers



Situation in the EU: Gender Pay Gap

- ✓ Women earn an average of 16.4% less than men
 - ✓ 4.9% in Italy and 8.5% in Slovenia
 - ✓ 30.9% in Estonia and 25.5% in Austria
- ✓ Reasons: Direct discrimination and subtle factors



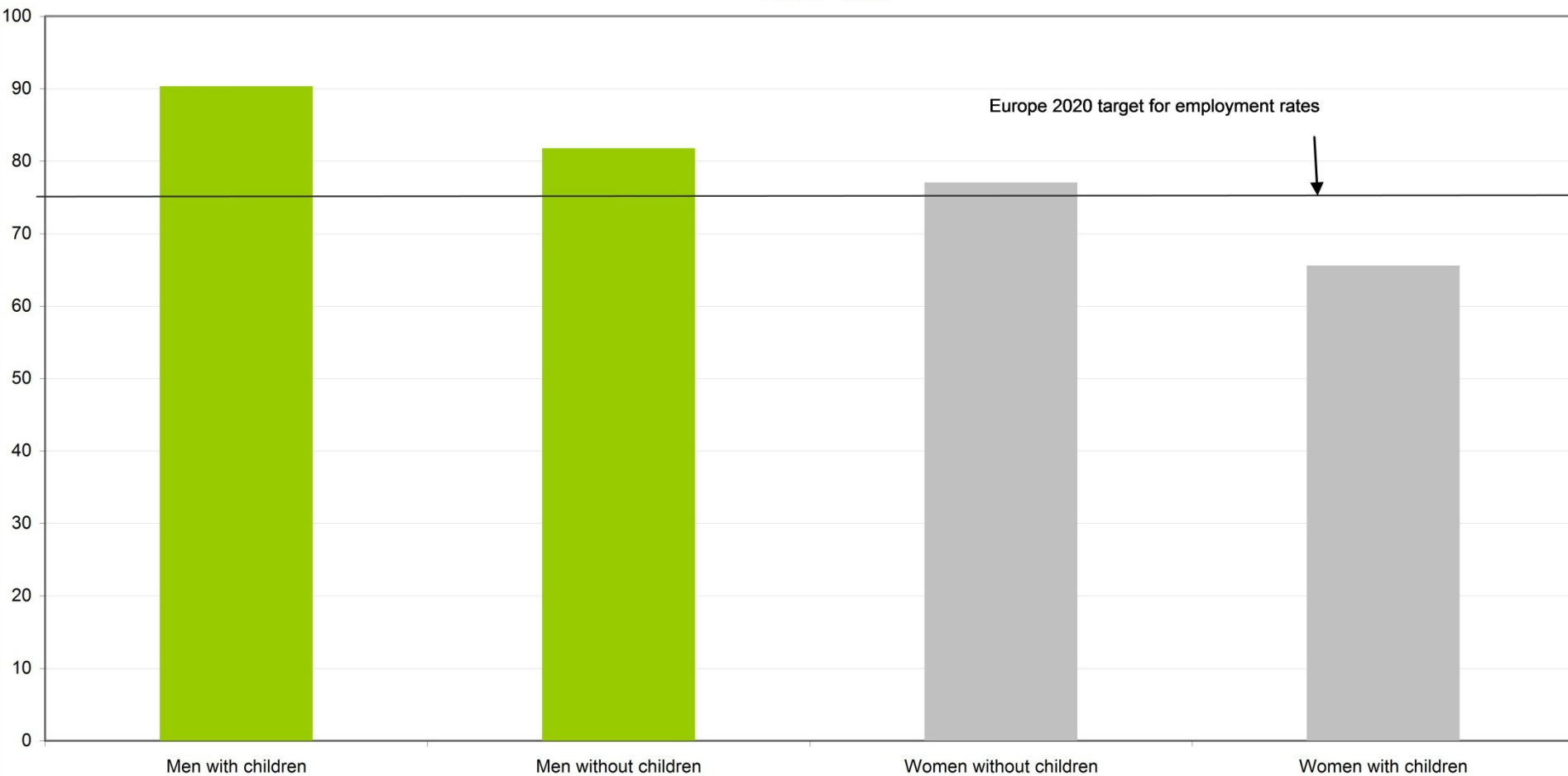
Situation in the EU: Reconciliation

- ✓ The employment rate for women falls with 11.4% points when they have children, while it rises by 9.2% points for men.
- ✓ The impact strongest in
Czech Republic (-33.8), Hungary (-29.4),
Slovakia(-28.0), Estonia (-21.0)



Situation in the EU: Reconciliation

Employment rates of women and men (25-49)
depending on whether they have children under 12
EU 27 - 2009



Source : Eurostat, European Labour Force Survey, annual averages.

Notes : No data available for SE.

4. Setting the framework for economic decision-making in the EU



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Economic decision-making



- ✓ 3% of presidents of biggest EU companies are women
- ✓ 13,7% women are on corporate boards



Further Examples from the EU



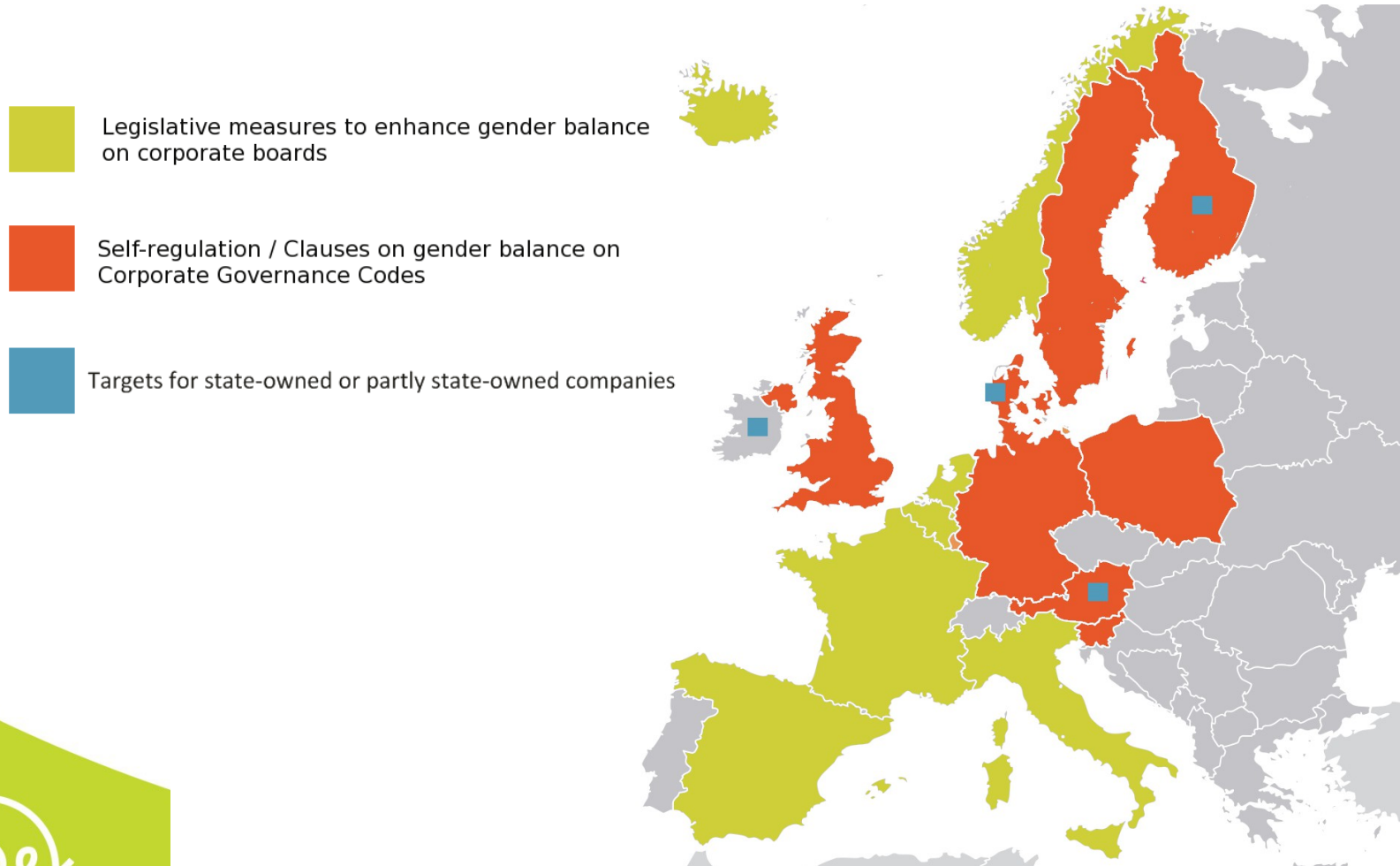
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Existing legislation – Economy

- ✓ Increasing women's representation in Boards a new priority for the EC
 - **EU level quota legislation?**
- ✓ Quotas for economic decision-making in Norway, Italy, Iceland, Spain, France, Belgium and The Netherlands.



Overview of measures in place



5. Why do we need quota legislation at European level ?



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Gender balance on boards in the EU

At present:

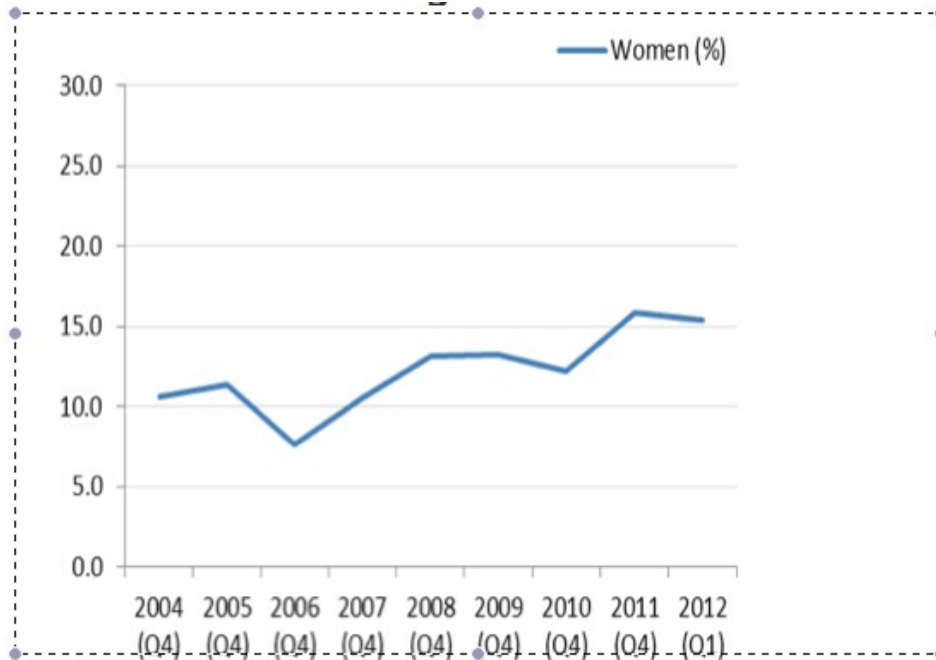
- ✓ **91.1%** executive board members are men
- ✓ **85%** non-executive board members are men
- ✓ **96.8%** of the boardroom chairs are men

Slow progress:

- ✓ Across the EU (October 2010 – January 2012) increase **1.5** percentage points per year
- ✓ Longterm average from 2003 to 2012 increase **0.6** percentage points per year



How about Czech Republic?



Source: European Commission's Database on women and men in decision-making



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Are there any economic arguments?

- ✓ Improved company performance
- ✓ Better use of the talent tool
- ✓ Better Quality of decision-making
- ✓ Improved corporate governance and ethics
- ✓ Minorng the market



6. European Commission draft directive



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Main elements of the proposal

- ✓ 40% by 2020 for members of the under-represented sex for **non-executive** members of the board (2018 for publicly listed companies)
- ✓ „flexi quota“ - self-regulatory targets for executive directors
- ✓ Qualification and merit remain the key criteria
- ✓ Member states will have to lay down appropriate and dissuasive sanctions



Women on Boards: EWL recommendations

1. Intervention makes a difference in progressing towards equality on boards
2. Quota legislation is most effective when endorsed by sanctions
3. Awareness raising and promoting women help reaching targets



Conclusions

- ✓ Introduce parity measures at national level
- ✓ Quotas in the economic sector at European and at national level
- ✓ Use public opinion 75% of Europeans support quotas in economic and political decision-making



You can take action NOW!

1. You can lobby for parity
2. You can demystify the myth that quota would automatically prefer women candidates
3. You can be the spearhead by putting quota legislation on the agenda of your political work
4. You can show the advantages for the whole of the society



5♀/5♂

No Modern European Democracy Without Gender Equality

The Equal representation of women and men in decision-making is a question that has an impact on all of us: It is a question of **DEMOCRACY** in all organisations, institutions and companies



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**THANK YOU FOR YOUR
ATTENTION!**

Information:
www.womenlobby.org



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