

# Women in Power and Decision-making (G)

The Universal Declaration of Human Rights states that everyone has the right to take part in the government of his/her country and equality in decision-making is essential to the empowerment of women according to the Beijing Declaration and Platform for Action for Equality, Development and Peace (BPfA) 1995<sup>1</sup>.

Achieving the goal of equal participation of women and men in decision-making will provide a balance that more accurately reflects the composition of society and is needed in order to strengthen democracy and promote its proper functioning.

Equality in political decision-making performs a leverage function without which it is highly unlikely that a real integration of the equality dimension in government policymaking is feasible. In this respect, women's equal participation in political life plays a pivotal role in the general process of the advancement of women. Women's equal participation in decision-making is not only a demand for simple justice or democracy but can also be seen as a necessary condition for women's interests to be taken into account. Without the active participation of women and the incorporation of women's perspective at all levels of decision-making, the goals of equality, development and peace cannot be achieved.

Despite the widespread movement towards democratisation in most countries, women are largely under-represented at most levels of government, especially in ministerial and other executive bodies. The socialisation and negative stereotyping of women and men, including stereotyping through the media, reinforces the tendency for political decision-making to remain the domain of men.

The low proportion of women among economic and political decision-makers at the local, national,

regional and international levels reflects structural and attitudinal barriers that need to be addressed through positive measures. Governments, transnational and national corporations, the mass media, banks, academic and scientific institutions, and regional and international organisations, including those in the United Nations system, do not make full use of women's talents as top-level managers, policymakers, diplomats and negotiators.

In addressing the inequality between men and women in the sharing of power and decision-making at all levels, governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes so that before decisions are taken, an analysis is made of the effects on women and men, respectively. In order to address these problems, the following strategic objectives were set and agreed to be implemented by the national governments.

## The strategic objectives

- G.1 Take measures to ensure women's equal access to and full participation in power structures and decision-making
- G.2 Increase women's capacity to participate in decision-making and leadership

## Indicators

A report<sup>2</sup> was prepared during the Finnish Presidency in 1999 on women in power and decision-making and, in 1999, the Council of the European Union adopted the conclusions<sup>3</sup> and took note of the proposed nine indicators primarily concerning the participation of women in political decision-making.



In 2003, the Greek Presidency carried out a comprehensive survey<sup>4</sup> among the Member States concerning 'Women in macroeconomic decision-making centres'. On the basis of the preparatory work of the Greek Presidency in this area, the Italian Presidency prepared a report<sup>5</sup> and proposed<sup>6</sup> nine indicators concerning women and men in economic decision-making. The Council of the European Union adopted the conclusions<sup>7</sup> and took note of the proposed indicators in December 2003.

To monitor progress, a report<sup>8</sup> was prepared during the Slovenian Presidency in 2008. During that Presidency, the data was collected on all nine indicators developed by Finnish experts in 1999 during the Finnish Presidency and the results were presented in that report<sup>9</sup> for information and further comparison. Furthermore, the names of the indicators were rephrased during the Slovenian Presidency. The Council of the European Union adopted the conclusions<sup>10</sup> in June 2008.

## Indicator G1

**Name:** The proportion of women in the single/lower houses of the national/federal Parliaments of the Member States and in the European Parliament

**Concept:** The participation of women in the decision-making process is an important factor when discussing the position of women in a particular country and/or in the European Union. The field of political decision-making is particularly important since politics is a very important aspect of the everyday life of every citizen — it affects all areas of our daily life. The importance of gender balance in positions of power is connected to the belief that decisions made by balanced gender groups are more likely to be sensitive to the needs of both sexes. This indicator measures women's representation in fields of political decision-making: the proportion of women in the single/lower houses of the national/federal parliaments of the EU

Member States and in the European Parliament.

**Data source:** Calculation of the indicator is based on data from official websites collected quarterly for the European Commission's Database: women & men in decision-making<sup>11</sup>.

**Published:** Data are available in the European Commission Database: women & men in decision-making (the area 'Politics — National parliaments'<sup>12</sup> in the table 'National parliaments (single/lower houses)' and under the area 'Politics — European parliament'<sup>13</sup> in the table 'European Parliament').

**Notes:** The indicator covers all EU Member States, as well as the European Parliament. The oldest data are available from 1999, and since 2004 for new Member States.

The data are collected directly from the national parliaments' and European Parliament's websites where they are regularly updated. The comparability over time and across countries is good. It is, however, necessary to bear in mind that the political and institutional systems are different from one country to another (some countries have a unicameral system while others have two chambers, electoral systems vary across Europe, etc.). In a unicameral system, the single chamber may undertake the functions which would be separated between upper and lower house in bicameral systems.

Data are collected quarterly and published on the European Commission Database: women & men in decision-making website. An annual report has also been published every year since 2007.

Following elections, data are updated and published on the website of the Inter-Parliamentary Union's database<sup>14</sup> (once a month).

## Indicator G2

**Name:** The proportion of women in the regional Parliaments of the Member States, where appropriate

**Concept:** The participation of women in the decision-making process is an important factor when discussing the position of women in a particular country and/or in the European Union. The field of political decision-making is particularly important since politics is a very important aspect of the everyday life of every citizen — it affects all areas of our daily life. The importance of gender balance in positions of power is connected to the belief that decisions made by balanced gender groups are more likely to be sensitive to the needs of both sexes.

This indicator measures women's representation in fields of political decision-making: the proportion of women in the regional parliaments of the Member States. A region was defined as being one level below the federal or national level in a political administrative hierarchy and having its own elective parliament (regional or provincial parliament/assembly). Not all Member States have regional levels of this kind.

**Data source:** Calculation of the indicator is based on data from official websites collected for the European Commission Database: women & men in decision-making<sup>15</sup>.

**Published:** Data are available in the European Commission Database: women & men in decision-making (the area 'Politics — Regional assemblies'<sup>16</sup> in the table 'Regional assemblies').

**Notes:** The indicator covers all EU Member States where appropriate. The oldest data are available from 2003, but there is only partial data for some countries between 2003 and 2006.

Only countries with representative assemblies of regional authorities that are endowed with self-government are covered. A region is defined as being one level below the federal or national level in a political-administrative hierarchy and having its own elective parliament (regional or provincial parliament/assembly).

Comparability over time is good, but there are some difficulties due to changes in electoral

processes within a country, changes in administrative landscaping (e.g. the creation of a new region), etc.

Data are collected from official websites and from direct contacts in relevant institutions. Comparability across countries is good, but it is necessary to bear in mind the heterogeneity of national systems, for example differences in the competences, power, financial resources and average size of regional authorities.

Data are collected annually (updated quarterly in case of regional elections) and published on the European Commission database website. An annual report is also published.

### Indicator G3

**Name:** The proportion of women in local assemblies in the Member States

**Concept:** The participation of women in the decision-making process is an important factor when discussing the position of women in a particular country and/or in the European Union. The field of political decision-making is particularly important since politics is a very important aspect of the everyday life of every citizen — it affects all areas of our daily life. The importance of gender balance in positions of power is connected to the belief that decisions made by balanced gender groups are more likely to be sensitive to the needs of both sexes. This indicator measures women's representation in fields of political decision-making: the proportion of women in the local assemblies of the Member States.

**Data source:** Calculation of the indicator is based on data from official websites collected during the presidencies: Finnish Presidency<sup>17</sup> in 1999; Slovenian Presidency<sup>18</sup> in 2008; and for the report<sup>19</sup> of the Council of European Municipalities and Regions. Since 2012, the calculation



of the indicator is based on data collected for the European Commission Database: women & men in decision-making<sup>20</sup>.

**Published:** Data are available in the Slovenian Presidency report<sup>21</sup> (the table 'Proportion of women in local assemblies of the Member States') and in the tables presented in the report<sup>22</sup> of the Council of European Municipalities and Regions. Since 2012, data are available in the European Commission Database: women & men in decision-making (the area 'Politics — Local/municipal councils'<sup>23</sup> in the table 'Local/municipal councils').

**Notes:** The indicator covers all EU Member States and the oldest data are available from 1999. Data have been published in a number of different reports; hence, comparability over time may be difficult. Comparability between countries is good, but it is necessary to bear in mind that local political structures differ between countries or within a country (depending on the size of the municipality).

The data were added to the Commission database from 2012. In most countries, all municipalities or their equivalents are covered. The exception is in countries where there are two systems, depending upon the size of the municipality (e.g. Cyprus, Portugal), in which cases, only the larger system is covered. The main sources for collected data are national ministries (e.g. ministry of interior or similar); national statistical offices and direct contacts. Periodicity of data collection is biennial.

## Indicator G4

**Name:** Policies to promote a balanced participation in political elections

**Concept:** The participation of women in the decision-making process is an important factor when discussing the position of women in a par-

ticular country and/or in the European Union. The field of political decision-making is particularly important since politics is a very important aspect of the everyday life of every citizen — it affects all areas of our daily life. The importance of gender balance in positions of power is connected to the belief that decisions made by balanced gender groups are more likely to be sensitive to the needs of both sexes.

There are several policies and/or measures that can be implemented in politics by law, government activity, party policies or other means to improve the situation of women in decision making. These include gender quotas set by different actors, targets or goals set by different actors, all-women shortlists, positive action programmes, sanctions or rewards.

This indicator describes policies and measures taken by governments to reach a gender balance in parliaments at national/federal, regional and local levels. One of the main reasons for developing objective measures to describe women's participation in the governance of their countries is to support governments and other actors in seeking and finding active measures to increase the share of women in public power. One way of improving the gender balance amongst candidates is to apply special measures in the form of general goals/targets, minimum recommendations or gender quotas that regulate the composition of the list of candidates put forward for elections.

**Data source:** The data concerning implemented policies at Member State level were collected during the preparation of Finnish Presidency report<sup>24</sup> in 1999 and Slovenian Presidency report<sup>25</sup> in 2008. Information about gender quotas adopted by all EU Member States can be found in the Global Database of Quotas for Women<sup>26</sup> and information about women's rights to vote and stand for elections can be found in the Inter-Parliamentary Union database<sup>27</sup>.

**Published:** An overview of the situation was published in the Finnish Presidency report<sup>28</sup> in 1999 and in the Slovenian Presidency report<sup>29</sup> in 2008.

**Notes:** The data available for this indicator were collected and published during the presidencies: in the Finnish Presidency report in 1999 and in the Slovenian Presidency report in 2008, which should ensure reliability. In comparing countries, it should be borne in mind that political systems differ from one country to another. The indicator could be split in several sub-indicators by measures/tools (e.g. quotas) and/or by level (national, regional, local). Information on gender balance in political parties could also be included. Moreover, it would be interesting to create a database presenting all the policies in favour of a better participation of women in political elections.

## Indicator G5

**Name:** The proportion of women among the members of the national/ federal governments and the proportion of women among members of the European Commission

**Concept:** The participation of women in the decision-making process is an important factor when discussing the position of women in a particular country and/or in the European Union. The field of political decision-making is particularly important since politics is a very important aspect of the everyday life of every citizen — it affects all areas of our daily life. The importance of gender balance in positions of power is connected to the belief that decisions made by balanced gender groups are more likely to be sensitive to the needs of both sexes. This indicator measures women's representation in political decision-making: the proportion of women of the members of the national/

federal governments and the proportion of female members of the European Commission.

All ministers in national governments should be included: senior ministers are the members of the government who have a seat in the cabinet or council of ministers and junior ministers are the members of the government who do not have a seat in the cabinet.

**Data source:** Calculation of the indicator is based on data from official websites collected for the European Commission Database: women & men in decision-making<sup>30</sup>.

**Published:** Data are available in the European Commission Database: women & men in decision-making (the area 'Politics — National governments'<sup>31</sup> in the table 'National governments (all ministers)' and the area 'Politics — European Commission'<sup>32</sup> in the table 'European Commission').

**Notes:** The indicator covers all EU Member States, as well as the European Commission. The oldest data are available from 1999 (for the European Commission only).

The data are collected directly from the national governments' and European Commission's websites where they are regularly updated. Data are also regularly checked by the national delegations to the European Commission.

Comparability between countries is good, but it is necessary to bear in mind that government structures differ between countries (e.g. the functions corresponding to junior ministers vary from one country to another; in some countries, state secretaries are considered junior ministers within the government with no seat in the cabinet, but in other countries, they are not considered members of the government). In making comparisons over time, it is necessary to take into account that positions corresponding to junior ministers can change over time within a country. Moreover, it is necessary to bear in mind changes in the number of members (due



to enlargements) in the European Commission. Data are collected and published quarterly and an annual report is published.

## Indicator G6

**Name:** The number of women and men among senior/junior ministers in the different fields of action (portfolios/ministries) of the national/federal governments of the Member States

**Concept:** The participation of women in the decision-making process is an important factor when discussing the position of women in a particular country and/or in the European Union. The field of political decision-making is particularly important since politics is a very important aspect of the everyday life of every citizen — it affects all areas of our daily life. The importance of gender balance in positions of power is connected to the belief that decisions made by balanced gender groups are more likely to be sensitive to the needs of both sexes. This indicator measures women's representation in different fields of political decision-making: the proportion of women of the members of the national/federal governments and the proportion of female members of the European Commission in the different fields of action according to BEIS typology. The BEIS typology includes four types of state functions:

- B: Basic functions — foreign and internal affairs, defence, justice, etc.;
- E: Economic functions — finance, trade, industry, agriculture, etc.;
- I: Infrastructure — traffic, communication, environment, etc.;
- S: Sociocultural functions — social affairs, health, children, family, youth, elderly people, education, science, culture, labour, sports, etc.

All ministers in national governments should be included: senior ministers are the members of the government who have a seat in the cabinet or council of ministers and junior ministers are the members of the government who do not have a seat in the cabinet.

**Data source:** Calculation of the indicator is based on data from official websites collected for the European Commission Database: women & men in decision-making<sup>33</sup>.

**Published:** Data are available in the European Commission Database: women & men in decision-making (the area 'Politics — National governments'<sup>34</sup> in the table 'National governments by BEIS-type: B = Basic functions (senior ministers)'; in the table 'National governments by BEIS-type: B = Basic functions (junior ministers)'; in the table 'National governments by BEIS-type: E = Economy (senior ministers)'; in the table 'National governments by BEIS-type: E = Economy (junior ministers)'; in the table 'National governments by BEIS-type: I = Infrastructure (junior ministers)'; in the table 'National governments by BEIS-type: I = Infrastructure (senior ministers)'; in the table 'National governments by BEIS-type: S = Sociocultural functions (senior ministers)'; and in the table 'National governments by BEIS-type: S = Sociocultural functions (junior ministers)').

**Notes:** The indicator covers all EU Member States and the oldest data are available from 2003 (but not for all Member States).

The data are collected directly from the national governments' websites where they are regularly updated.

Comparability between countries is good, but it is necessary to bear in mind that government structures differ between countries (e.g. the functions corresponding to junior ministers vary from one country to another; in some countries, state secretaries are considered junior ministers within the government with no seat in the cabinet, but in other countries, they are not consid-

ered members of the government). In making comparisons over time, is necessary to take into account that the positions corresponding to junior ministers can change over time within a country. Data are collected and published quarterly and an annual report is published.

## Indicator G7

**Name:** The proportion of the highest ranking civil servants who are women

**Concept:** The participation of women in the decision-making process is an important factor when discussing the position of women in a particular country and/or in the European Union. The field of political decision-making is particularly important since politics is a very important aspect of the everyday life of every citizen — it affects all areas of our daily life. The importance of gender balance in positions of power is connected to the belief that decisions made by balanced gender groups are more likely to be sensitive to the needs of both sexes. This indicator measures women's representation in fields of political decision-making, assessing the proportion of women in the two highest ranking positions of national ministries and European Union Institutions.

At the national level, the following organizations and levels are included: ministries or government departments with Level 1 administrators: the highest level of administrative (non-political) positions within each ministry and Level 2 administrators: the second level of administrative (non-political) positions within each ministry. At the European Union Institutions level, the following organisations and levels are included: Directorates-General and services of the European Commission; services of the European Parliament and General Sec-

retariat of the Council of the European Union, Level 1 administrators: Director-General, Deputy Director-General or equivalent and Level 2 administrators: Director, Principal Advisor or equivalent.

**Data source:** Calculation of the indicator is based on data from official websites collected for the European Commission Database: women & men in decision-making<sup>35</sup>.

**Published:** Data are available in the European Commission Database: women & men in decision-making (the area 'Public administration — National administrations'<sup>36</sup> in the table 'National administrations'; the area 'Public administration — European Union institutions'<sup>37</sup> in the table 'European Union institutions (Level 1 administrators)'; and in the table 'European Union institutions (Level 2 administrators)').

**Notes:** The indicator covers all EU Member States as well as the European Union institutions. The oldest data are available from 1999, but only for the European Union institutions. Data are collected directly from relevant contact persons in national ministries or in national gender institutes which ensures reliability. Data are collected and published annually and an annual report is published.

Comparability between countries is good but it is necessary to bear in mind differences in national administrative systems (e.g. the two highest levels correspond to different functions from one country to another and also between ministries within a country). Comparability over time is good but it is necessary to bear in mind that changes in administrative grades can occur (e.g. internal reform within EU institutions).

## Indicator G8

**Name:** The distribution of the highest ranking women civil servants in different fields of action





**Concept:** The participation of women in the decision-making process is an important factor when discussing the position of women in a particular country and/or in the European Union. The field of political decision-making is particularly important since politics is a very important aspect of the everyday life of every citizen — it affects all areas of our daily life. The importance of gender balance in positions of power is connected to the belief that decisions made by balanced gender groups are more likely to be sensitive to the needs of both sexes. This indicator measures women's representation in fields of political decision-making, assessing the proportion of women in the two highest ranking positions of national ministries and European Institutions by BEIS functions. On the national level have been covered ministries or government departments on level 1 administrators: highest level of administrative (non-political) positions within each ministry and level 2 administrators: second level of administrative (non-political) positions within each ministry.

The BEIS typology includes four types of state functions:

- B: Basic functions — foreign and internal affairs, defence, justice, etc.;
- E: Economic functions — finance, trade, industry, agriculture, etc.;
- I: Infrastructure — traffic, communication, environment, etc.;
- S: Sociocultural functions — social affairs, health, children, family, youth, elderly people, education, science, culture, labour, sports, etc.

**Data source:** Calculation of the indicator is based on data from official websites collected for the European Commission Database: women & men in decision-making<sup>38</sup>.

**Published:** Data are available in the European Commission Database: women & men in

decision-making (the area 'Public administration — National administrations'<sup>39</sup> in the table 'National administrations by BEIS type: B = Basic functions'; in the table 'National administrations by BEIS type: E = Economy'; in the table 'National administrations by BEIS type: I = Infrastructure'; and in the table 'National administrations by BEIS type: S = Sociocultural functions').

**Notes:** The indicator covers all EU Member States but the data on European Union institutions level are not available according to BEIS typology. The oldest data are available from 2003. Data are collected directly from relevant contact persons in national ministries or in national gender institutes which ensures reliability. Data are collected and published annually and an annual report is published.

Comparability between countries is good but it is necessary to bear in mind differences in national administrative systems (e.g. the two highest levels correspond to different functions from one country to another and also between ministries within a country).

## Indicator G9

**Name:** The proportion of women among the members of the Supreme Courts of the Member States and the proportion of women among the members of the European Court of Justice and the Court of First Instance

**Concept:** The participation of women in the decision-making process is an important factor when discussing the position of women in a particular country and/or in the European Union. The field of political decision-making is particularly important since politics is a very important aspect of the everyday life of every citizen — it affects all areas of our daily life. The importance of gender balance in positions of power is connected to the belief that decisions



made by balanced gender groups are more likely to be sensitive to the needs of both sexes. This indicator measures women's representation in fields of decision-making, assessing the proportion of women among judges of the Supreme Courts and among the members of the European Court of Justice and the Court of First Instance.

**Data source:** Calculation of the indicator is based on data from official websites collected for the European Commission Database: women & men in decision-making<sup>40</sup>.

**Published:** Data are available in the European Commission Database: women & men in decision-making (the area 'Judiciary — European Courts'<sup>41</sup> in the table 'European Courts' and the area 'Judiciary — Supreme Courts'<sup>42</sup> in the table 'Supreme Courts').

**Notes:** The indicator covers all EU Member States as well as the European Court of Justice and the Court of First Instance. The oldest data are available from 1999 (but only for the European Courts) and data are collected and published annually.

Data are collected from official websites and from direct contacts in relevant institutions which ensures reliability.

There is good comparability between countries and over time. It is, however, necessary to bear in mind that the number of judges in the European Courts changes after enlargements.

sion making centres are institutions responsible for conceiving and formulating ideas, determining strategies and implementing fiscal, monetary and income (economic) policies on behalf of the state or institutions they represent. Macroeconomic decision-makers are those who occupy formal and institutional positions in decision-making bodies and are actively involved in the deliberation and determination of economic policies and are responsible for implementing them on behalf of the state or institutions they represent.

Macroeconomic decisions, along with political decisions, have broad societal implications and the equal representation of women in the relevant structures is a necessary prerequisite for the empowerment of women and for women's interests to be taken fully into account. Furthermore, macroeconomic institutions influence overall economic development, monetary stability and employment growth. Female representation at this level can, therefore, be seen as crucial to democracy and key to the development of gender equality in the labour market and society as a whole.

This indicator assesses the proportion of women among governors and deputy/vice-governors of the central banks. A central bank is the entity responsible for overseeing the monetary system for a country (or group of Member States). Central banks oversee monetary policy and work towards specific goals such as currency stability, low inflation and full employment. Central banks also generally issue currency, function as the bank of the government, regulate the credit system, oversee commercial banks, manage exchange reserves and act as a lender of last resort.

**Data source:** Calculation of the indicator is based on data from official websites collected for the European Commission Database: women & men in decision-making<sup>43</sup>.

## Indicator G10

**Name:** The proportion and number of women and men among Governors and deputy/viceregovernors of the Central Banks

**Concept:** The purpose of this indicator is to measure the extent of women's representation in macroeconomic centres of decision-making in the European Union. Macroeconomic deci-



**Published:** Data are available in the European Commission Database: women & men in decision-making (the area 'Business and finance — Financial Institutions'<sup>44</sup> in the table 'European financial institutions' and the area 'Business and finance — Central Banks'<sup>45</sup> in the table 'Central Banks').

**Notes:** The indicator covers the EU Member States, as well as the European Central Bank. The oldest data are available from 2003. Data are collected from the official websites of central banks which ensures reliability. Data are collected and published annually and comparability between countries and over time is good.

## Indicator G11

**Name:** The proportion and number of women and men among members of the decision-making bodies of the Central Banks

**Concept:** The purpose of this indicator is to measure the extent of women's representation in macroeconomic centres of decision-making in the European Union. Macroeconomic decision making centres are institutions responsible for conceiving and formulating ideas, determining strategies and implementing fiscal, monetary and income (economic) policies on behalf of the state or the institutions they represent.

Macroeconomic decision-makers are those who occupy formal and institutional positions in decision-making bodies and are actively involved in the deliberation and determination of economic policies and are responsible for implementing them on behalf of the state or institutions they represent.

Macroeconomic decisions, along with political decisions, have broad societal implications and the equal representation of women in the relevant structures is a necessary prerequisite for

the empowerment of women and for women's interests to be taken fully into account. Furthermore, macroeconomic institutions influence overall economic development, monetary stability and employment growth. Female representation at this level can, therefore, be seen as crucial to democracy and key to the development of gender equality in the labour market and society as a whole.

This indicator assesses the proportion of women among the members of the decision-making bodies of the central banks. A central bank is the entity responsible for overseeing the monetary system for a country (or group of Member States). Central banks oversee monetary policy, and work towards specific goals such as currency stability, low inflation and full employment. Central banks also generally issue currency, function as the bank of the government, regulate the credit system, oversee commercial banks, manage exchange reserves and act as a lender of last resort.

**Data source:** Calculation of the indicator is based on data from official websites collected for the European Commission Database: women & men in decision-making<sup>46</sup>.

**Published:** Data are available in the European Commission Database: women & men in decision-making (the area 'Business and finance — Financial Institutions'<sup>47</sup> in the table 'European financial institutions' and the area 'Business and finance — Central Banks'<sup>48</sup> in the table 'Central Banks').

**Notes:** The indicator covers all EU Member States, as well as the European Central Bank. The oldest data are available from 2003. Data are collected from the official websites of central banks which ensures reliability.

Data are collected and published annually and comparability between countries and over time is good in general, but the number of decision making bodies taken into account varies from

one country to another and the methodology changed in 2008 (previously, only the highest decision-making body was counted).

## Indicator G12

**Name:** The proportion and number of women and men among ministers and deputy ministers/vice-ministers of the Economic Ministries

**Concept:** The purpose of this indicator is to measure the extent of women's representation in macroeconomic centres of decision-making in the European Union. Macroeconomic decisionmakingcentres are institutions responsible for conceiving and formulating ideas, determining strategies and implementing fiscal, monetary and income (economic) policies on behalf of the state or institutions they represent. Macroeconomic decision-makers are those who occupy formal and institutional positions in decisionmaking bodies and are actively involved in the deliberation and determination of economic policies and are responsible for implementing them on behalf of the state or institutions they represent.

Macroeconomic decisions, along with political decisions, have broad societal implications and the equal representation of women in the relevant structures is a necessary prerequisite for the empowerment of women and for women's interests to be taken fully into account. Furthermore, macroeconomic institutions influence overall economic development, monetary stability and employment growth. Female representation at this level can, therefore, be seen as crucial to democracy and key to the development of gender equality in the labour market and society as a whole.

This indicator assesses the proportion of women among ministers and deputy ministers/vice-ministers of the economic ministries in

the Member States. Both senior and junior ministers should be included: senior ministers are members of the government who have a seat in the cabinet or council of ministers and junior ministers are members of the government who do not have a seat in the cabinet.

The economic ministries should be defined according to BEIS typology: they are included under E: Economic functions — finance, trade, industry, agriculture, etc.

**Data source:** Calculation of the indicator is based on data from official websites collected for the European Commission Database: women & men in decision-making<sup>49</sup>.

**Published:** Data are available in the European Commission Database: women & men in decision-making (the area 'Politics — National governments'<sup>50</sup> in the table 'National governments by BEIS-type: E = Economy (senior ministers)'; and in the table 'National governments by BEIS-type: E = Economy (junior ministers)').

**Notes:** The indicator covers all EU Member States and the oldest data are available from 2004. Data are collected and published quarterly. Data are collected directly from the national governments' websites where they are regularly updated, which should ensure good reliability. There is rather good comparability between countries and over time. However, it is necessary to bear in mind that the functions corresponding to deputy/vice-ministers can vary from one country to another and within a country over time.

## Indicator G13

**Name:** The proportion and number of women and men among presidents and vice-presidents of the Labour Confederations

**Concept:** The purpose of this indicator is to measure the extent of women's representation



in macroeconomic centres of decision-making in the European Union. Macroeconomic decision-making centres are institutions responsible for conceiving and formulating ideas, determining strategies and implementing fiscal, monetary and income (economic) policies on behalf of the state or the institutions they represent. Macroeconomic decision-makers are those who occupy formal and institutional positions in decision-making bodies and are actively involved in the deliberation and determination of economic policies and are responsible for implementing them on behalf of the state or institutions they represent.

Macroeconomic decisions, along with political decisions, have broad societal implications and the equal representation of women in the relevant structures is a necessary prerequisite for the empowerment of women and for women's interests to be taken fully into account. Furthermore, macroeconomic institutions influence overall economic development, monetary stability and employment growth. Female representation at this level can, therefore, be seen as crucial to democracy and key to the development of gender equality in the labour market and society as a whole.

Labour confederations have an impact on the macroeconomic policy formulation through the process of bargaining with government authorities. This indicator is designed to assess the proportion of women among presidents and vice-presidents of labour confederations. Employee organisations at EU level which engage in the European social dialogue should be covered in the calculation of this indicator. The head of the highest decision-making body should be identified as a president.

**Data source:** Calculation of the indicator is based on data from official websites collected for the European Commission Database: women & men in decision-making<sup>51</sup>.

**Published:** Data are available in the European Commission Database: women & men in decision-making (the area 'Social partners and NGOs — European social partner organisations'<sup>52</sup> in the table 'European social partner organisations — Employee organisations (cross-industry and sectoral)').

**Notes:** The indicator covers the labour confederations at European level. The oldest data are available from 2003 and data are collected and published annually.

The definition of the indicator does not mention which level is covered. Ideally, both European and national level should be covered. The coverage of the European Commission's database on women and men in decision-making should then be extended to include national organisations. At the moment, the data at national level are only available for 2003 in the report<sup>53</sup> of the Italian Presidency and not for all Member States.

## Indicator G14

**Name:** The proportion and number of women and men among members of total governing bodies of the Labour Confederations

**Concept:** The purpose of this indicator is to measure the extent of women's representation in macroeconomic centres of decision-making in the European Union. Macroeconomic decision-making centres are institutions responsible for conceiving and formulating ideas, determining strategies and implementing fiscal, monetary and income (economic) policies on behalf of the state or institutions they represent. Macroeconomic decision-makers are those who occupy formal and institutional positions in decision-making bodies and are actively involved in the deliberation and determination of economic policies and are responsible for

implementing them on behalf of the state or institutions they represent.

Macroeconomic decisions, along with political decisions, have broad societal implications and the equal representation of women in the relevant structures is a necessary prerequisite for the empowerment of women and for women's interests to be taken fully into account. Furthermore, macroeconomic institutions influence overall economic development, monetary stability and employment growth. Female representation at this level can, therefore, be seen as crucial to democracy and key to the development of gender equality in the labour market and society as a whole.

The labour confederations have an impact on the macroeconomic policy formulation through the process of bargaining with government authorities. This indicator is designed to assess the proportion of women among the members of governing bodies of labour confederations. Employee organisations at EU level which engage in the European social dialogue should be covered in the calculation of this indicator.

**Data source:** Calculation of the indicator is based on data from official websites collected for the European Commission Database: women & men in decision-making<sup>54</sup>.

**Published:** Data are available in the European Commission Database: women & men in decision-making (the area 'Social partners and NGOs — European social partner organisations'<sup>55</sup> in the table 'European social partner organisations — Employee organisations (cross-industry and sectoral)').

**Notes:** The indicator covers the labour confederations at European level. The oldest data are available from 2003 and data are collected and published annually.

The definition of the indicator does not mention which level is covered. Ideally, both European and national level should be covered. The

coverage of the European Commission's database on women and men in decision-making should then be extended to include national organisations. At the moment, the data on national level are only available for 2003 in the report<sup>56</sup> of the Italian Presidency and not for all Member States. In addition, in order to facilitate comparisons between organisations, it would be more relevant to take into account the highest decisionmaking body rather than all decision-making bodies in each organisation.

## Indicator G15

**Name:** The proportion and number of women and men among presidents and vice-presidents of the Employer Confederations

**Concept:** The purpose of this indicator is to measure the extent of women's representation in macroeconomic centres of decision-making in the European Union. Macroeconomic decisionmakingcentres are institutions responsible for conceiving and formulating ideas, determining strategies and implementing fiscal, monetary and income (economic) policies on behalf of the state or the institutions they represent. Macroeconomic decision-makers are those who occupy formal and institutional positions in decision-making bodies and are actively involved in the deliberation and determination of economic policies and are responsible for implementing them on behalf of the state or institutions they represent.

Macroeconomic decisions, along with political decisions, have broad societal implications and the equal representation of women in the relevant structures is a necessary prerequisite for the empowerment of women and for women's interests to be taken fully into account. Furthermore, macroeconomic institutions influence overall economic development, monetary sta-



bility and employment growth. Female representation at this level can, therefore, be seen as crucial to democracy and key to the development of gender equality in the labour market and society as a whole.

The labour confederations have an impact on the macroeconomic policy formulation through the process of bargaining with government authorities. This indicator is designed to assess the proportion of women among presidents and vice-presidents of employer confederations. Employer confederations at EU level which engage in the European social dialogue should be covered in the calculation of this indicator. The head of the highest decision-making body should be identified as a president.

**Data source:** Calculation of the indicator is based on data from official websites collected for the European Commission Database: women & men in decision-making<sup>57</sup>.

**Published:** Data are available in the European Commission Database: women & men in decision-making (the area 'Social partners and NGOs — European social partner organisations'<sup>58</sup> in the table 'European social partner organisations — Employer organisations (cross-industry and sectoral)').

**Notes:** The indicator covers the employer confederations at European level. The oldest data are available from 2003 and data are collected and published annually.

The definition of the indicator does not mention which level is covered. Ideally, both European and national level should be covered. The coverage of the European Commission's database on women and men in decision-making should then be extended to include national organisations. At the moment, the data on national level are only available for 2003 in the report<sup>59</sup> of the Italian Presidency and not for all Member States.

## Indicator G16

**Name:** The proportion and number of women and men among members of total governing bodies of the Employer Confederations

**Concept:** The purpose of this indicator is to measure the extent of women's representation in macroeconomic centres of decision-making in the European Union. Macroeconomic decisionmakingcentres are institutions responsible for conceiving and formulating ideas, determining strategies and implementing fiscal, monetary and income (economic) policies on behalf of the state or the institutions they represent. Macroeconomic decision-makers are those who occupy formal and institutional positions in decision-making bodies and are actively involved in the deliberation and determination of economic policies and are responsible for implementing them on behalf of the state or institutions they represent.

Macroeconomic decisions, along with political decisions, have broad societal implications and the equal representation of women in the relevant structures is a necessary prerequisite for the empowerment of women and for women's interests to be taken fully into account. Furthermore, macroeconomic institutions influence overall economic development, monetary stability and employment growth. Female representation at this level can, therefore, be seen as crucial to democracy and key to the development of gender equality in the labour market and society as a whole.

Labour confederations have an impact on the macroeconomic policy formulation through the process of bargaining with government authorities. This indicator is designed to assess the proportion of women among the members of governing bodies of employer confederations. Employer confederations at EU level which engage in the European social dialogue should be

covered in the calculation of this indicator.

**Data source:** Calculation of the indicator is based on data from official websites collected for the European Commission Database: women & men in decision-making<sup>60</sup>.

**Published:** Data are available in the European Commission Database: women & men in decision-making (the area 'Social partners and NGOs — European social partner organisations'<sup>61</sup> in the table 'European social partner organisations — Employer organisations (crossindustry and sectoral)').

**Notes:** The indicator covers employer confederations at European level. The oldest data are available from 2003 and data are collected and published annually.

The definition of the indicator does not mention which level is covered. Ideally, both European and national level should be covered. The coverage of the European Commission's database on women and men in decision-making should then be extended to include national organisations. At the moment, the data on national level are only available for 2003 in the report<sup>62</sup> of the Italian Presidency and not for all Member States. In addition, in order to facilitate comparisons between organisations, it would be more relevant to take into account the highest decisionmaking body rather than all decision-making bodies in each organisation.

## Indicator G17

**Name:** The proportion and number of women and men among chiefs of executive boards of the top 50 firms publicly quoted on the national stock exchange

**Concept:** The purpose of this indicator is to measure the extent of women's representation in macroeconomic centres of decision-making in the European Union. Macroeconomic deci-

sionmakingcentres are institutions responsible for conceiving and formulating ideas, determining strategies and implementing fiscal, monetary and income (economic) policies on behalf of the state or the institutions they represent. Macroeconomic decision-makers are those who occupy formal and institutional positions in decision-making bodies and are actively involved in the deliberation and determination of economic policies and are responsible for implementing them on behalf of the state or institutions they represent.

Macroeconomic decisions, along with political decisions, have broad societal implications and the equal representation of women in the relevant structures is a necessary prerequisite for the empowerment of women and for women's interests to be taken fully into account. Furthermore, macroeconomic institutions influence overall economic development, monetary stability and employment growth. Female representation at this level can, therefore, be seen as crucial to democracy and key to the development of gender equality in the labour market and society as a whole.

The indicator assesses the proportion of women among the presidents of the highest decisionmaking bodies of the top 50 firms publicly quoted on the national stock exchange. The companies covered in the calculation of this indicator are the largest publicly listed companies in each country: 'publicly listed' means that the shares of the company are traded on the stock exchange. The 'largest' companies are taken to be the members (maximum 50) of the primary blue-chip index, which is an index maintained by the stock exchange covering the largest companies by market capitalisation and/or market trades. Only companies which are registered in the country concerned are counted.

A chairman of the board of directors (supervisory board in the case of separated supervisory





and executive functions) should be identified as a chief of executive boards.

**Data source:** Calculation of the indicator is based on data from official websites collected for the European Commission Database: women & men in decision-making<sup>63</sup>.

**Published:** Data are available in the European Commission Database: women & men in decision-making (the area 'Business and finance — Quoted companies'<sup>64</sup> in the table 'Largest quoted companies').

**Notes:** The indicator covers all EU Member States and the oldest data are available from 2003. Data are collected and published annually. Data are collected from company websites, stockexchange websites, and company annual reports. Sometimes information on the composition of the highest decision-making body is not readily available and has to be retrieved from annual reports which may not be so up to date.

Comparability between countries is good, but it is necessary to bear in mind that the list of companies covered is different from one country to another. In making comparisons over time, it should be taken into account that changes in the methodology applied in 2007 affected the coverage of companies but this should not have a major impact on the overall results for each country except in the case that the sample size was small. From 2008, the rule of a minimum of 10 companies per country was applied so that discrepancies due to sample size are reduced.

## Indicator G18

**Name:** The proportion and number of women and men among members of executive boards of the top 50 firms publicly quoted on the national stock exchange

**Concept:** The purpose of this indicator is to measure the extent of women's representation in macroeconomic centres of decision-making in the European Union. Macroeconomic decisionmakingcentres are institutions responsible for conceiving and formulating ideas, determining strategies and implementing fiscal, monetary and income (economic) policies on behalf of the state or the institutions they represent. Macroeconomic decision-makers are those who occupy formal and institutional positions in decision-making bodies and are actively involved in the deliberation and determination of economic policies and are responsible for implementing them on behalf of the state or institutions they represent.

Macroeconomic decisions, along with political decisions, have broad societal implications and the equal representation of women in the relevant structures is a necessary prerequisite for the empowerment of women and for women's interests to be taken fully into account. Furthermore, macroeconomic institutions influence overall economic development, monetary stability and employment growth. Female representation at this level can, therefore, be seen as crucial to democracy and key to the development of gender equality in the labour market and society as a whole.

The indicator assesses the proportion of women among the members of executive boards of the top 50 firms publicly quoted on the national stock exchange. The companies covered in the calculation of this indicator are the largest publicly listed companies in each country: 'publicly listed' means that the shares of the company are traded on the stock exchange. The 'largest' companies are taken to be the members (maximum 50) of the primary blue-chip index, which is an index maintained by the stock exchange covering the largest companies by market capitalisation and/or market trades. Only companies

which are registered in the country concerned are counted.

Members of executive boards should be identified as members of the board of directors (supervisory board in the case of separated supervisory and executive functions) and the chairman also should be included.

**Data source:** Calculation of the indicator is based on data from official websites collected for the European Commission Database: women & men in decision-making<sup>65</sup>.

**Published:** Data are available in the European Commission Database: women & men in decision-making (the area 'Business and finance — Quoted companies'<sup>66</sup> in the table 'Largest quoted companies').

**Notes:** The indicator covers all EU Member States and the oldest data are available from 2003. Data are collected and published annually. Data are collected from company websites, stockexchange websites, and company annual reports. Sometimes information on the composition of the highest decision-making body is not readily available and has to be retrieved from annual reports which may not be so up to date.

Comparability between countries is good, but it is necessary to bear in mind that the list of companies covered is different from one country to another. In making comparisons over time, it should be taken into account that changes in the methodology applied in 2007 affected the coverage of companies but this should not have a major impact on the overall results for each country except in the case that the sample size was small. From 2008, the rule of a minimum of 10 companies per country was applied so that discrepancies due to sample size are reduced.

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