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PRESIDENCY REPORT

from :	The Permanent Representatives Committee
to :	(LSA) Council on 22 October 1999
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Subject :	Review of the implementation by the Member States and the European Institutions of the Beijing Platform for Action

On 22 October 1999, the (LSA) Council took note of the Presidency report on “Women in the decision-making process” in the Member States and the European Institutions and adopted a set of conclusions (doc. 11862/99).

This version of the report was revised on the basis of comments made by the delegations and will be found on the Presidency website.

I. INTRODUCTION

1. Follow-up to Beijing by the EU

Following the UN Fourth World Conference on Women in Beijing 1995 and in conformity with the conclusions of the Madrid European Council (15-16 December 1995), annual reviews of implementation in Member States of the Beijing Platform for Action have been undertaken by the EU Presidency for the years 1996, 1997, and 1998.

The follow-up process has uncovered a need for a more consistent and systematic EU monitoring and assessment of the implementation of Beijing Platform for Action (= PfA). The Madrid Conference (23-24 Nov. 1998) already focused on a few critical areas, including women in power and decision-making. The Austrian Presidency submitted to the Council a proposal of developing basic indicators and benchmarking for measuring progress in the implementation of the Platform for Action. The Council decided on 2 December 1998 that the Coreper would examine further the orientation taken in the Austrian proposal and prepare an annual report in the framework of the Beijing follow-up. It was agreed that the next annual review and assessment of the implementation of the Beijing Platform for Action would include a proposal on a simple set of indicators and benchmarking in the critical area of Women in Power and Decision-making. Following the decision, a proposal, including a summary of the *status quo*, is now presented by the Finnish Presidency to the Working Group/Council for consideration.

2. Women in power and decision-making in the European process

Prior to the Treaty of Amsterdam there was no mandate for an inclusive equality policy in the founding Treaty of the European Community. The EC Treaty only contained the Article 119 concerning "equal pay for equal work".

The equality provisions of the Amsterdam Treaty together with the Article 6 of the Treaty on European Union (prev. F) define equality as a central task of the European Community. The concept of equality must be understood as including the task of the promotion of equality between women and men in power and decision-making.

Even before the Treaty of Amsterdam, women in power and decision-making was the subject of high political interest and commitment, research and data collection, exchange of experiences and good practices of the Member States and non-governmental organisations.

Within the framework of the Third mid-term Community Action Programme on equal opportunities between women and men (1991-1995) the European Experts' Network "Women in decision-making" was established. The network (1992-1996) contributed to the European process of accumulating data and information about women in decision-making and through the arrangement of activities which inspired a whole range of women policy-makers, researchers and the NGOs.

The first European Summit "Women in Power" and a conference were convened in Athens in November 1992. The female ministers of the Member States together with other women in positions of power in East European countries and in European institutions adopted the Athens Declaration.

The Italian Presidency invited the Ministers for Women's Affairs to Rome in May 1996 to participate in the conference on Women for the Renewal of Politics and Society. In the Summit of the Women ministers The Charter of Rome was signed. The Charter affirms that the Treaty on the EU should guarantee the fundamental equality of status between men and women, in particular, in decision-making.

Council resolution on the balanced participation of men and women in decision-making was adopted on 27 March 1995. The Council adopted the Recommendation on the balanced participation of women and men in the decision-making process in December 1996 (96/694/EC). In the Recommendation, the EU calls on state bodies and institutions to develop suitable measures and strategies to correct the underrepresentation of women in decision-making positions. A review of the impact of the Recommendation is presently under preparation in the European Commission.

The French Government arranged a conference on Women and Men in Power in Paris (15-19 April, 1999). The ministers adopted and signed the declaration of the Paris Conference "Women and Men in Power". Referring to the persisting inequalities between women and men in decision-making the declaration calls upon the European Union and the Member States to take actions and measures in order to attain equality in power and parity democracy. A French proposal for an Action Plan was also presented at the conference.

3. The preparatory process of the present proposal

The present proposal is based on the previous proposal by the Austrian Presidency and a study carried out by the Finnish Presidency and guided by the Social Questions Working Party in its meeting on 20 April 1999 (707/99 SOC 109). On the basis of the data requirements agreed upon by the Working Party a questionnaire was made and sent to the Member States for reply. The Presidency wishes to thank the Member States for their great contribution to the development including the data collection process of the proposal and description of the *status quo*.

II. BACKGROUND OF THE PROPOSAL

1. The concept of decision-making in the PfA

The concept of power and decision-making used in the present proposal is based on the strategic objectives and actions presented in the critical area G. Women in power and decision-making of the PfA. The introductory text of the critical area starts with a quote from the Universal Declaration of Human Rights stating that everyone has the right to take part in the Government of his/her country. It is further stated that equal participation of women and men in decision-making is needed in order to strengthen democracy and promote its proper functioning. The importance of women's participation on the attainment of full equality is pointed out. "*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.*" (p.181)

The PfA deals with women's representation at the *legislative bodies* and various levels of Government especially ministerial and other *executive bodies*. A third arena of public power and decision-making included is that of the law or *judiciary* (p.183, 190.(a)). The concept of power and decision-making includes important preparatory stages of the decision-making process, such as the *preparatory functions* of publicly appointed committees (190.(a)).

The PfA stresses not only the *actual representation of women* and men in these bodies but also the aspect of *recruitment or candidatures* (p. 182). The aspect of national, regional or local as well as international *level of decision-making* (p.186) is mentioned.

Apart from the public bodies political parties, trade unions, employer organisations, and other non-governmental organisations (p.184), community and informal organisations (p.183) are mentioned as sources of power. Other important structures of power specified by the PfA are national and international corporations, the mass media, academic and scientific institutions, regional and international organisations including the United Nations system (p.186). Further arenas of power are Art, Culture, Sports, Education, and Religion (p.183).

2. The Commitments of Beijing

The Member States of the UN agreed to take measures to ensure women's equal access to and full participation in power structures and decision-making (strategic objective G.1.) and to increase women's capacity to participate in decision-making and leadership (strategic objective G.2.)

The Governments committed themselves, *inter alia*, to

- a) Establishing the goal of gender balance in
 - Governmental bodies and committees
 - Public administrative entities
 - the judiciary.Target-setting and positive actions are mentioned as possible measures. (190.(a)).
- b) Reviewing the differential impact of electoral systems on the political representation of women in elected bodies, and considering where appropriate, the adjustment or reform of those systems (190.(d)), to encourage political parties to integrate women in elective and non elective public positions (190.(b)).
- c) Monitoring and evaluating progress in the representation of women through the regular collection, analysis and dissemination of quantitative and qualitative data on women and men at all levels in various decision-making positions in the public and private sectors,
 - disseminating data on women and men employed at various levels in Governments on a yearly basis,

- setting up mechanisms within governmental structures for monitoring progress in this field. (190.(e))
- d) Aiming at gender balance in the lists of national candidates nominated for election or appointment to United Nations bodies (190.(j))
- e) Other actions by Governments mentioned are, *inter alia*, support for NGOs and research institutes, promotion of reconciliation of family and professional life, involvement of indigenous women in decision-making.

The commitments to equal rights of women and men, freedom of association and anti-discriminatory policies are not dealt with here, as they are taken as basic principles of the structures and policies of the EU Member States.

Among actions to be taken by Governments, and other national and international actors are also mentioned:

- to build a critical mass of women leaders, reviewing criteria for recruitment and appointment and various measures to develop career advancement programmes (192),
- provide leadership training to women and girls, particularly those with special needs, have transparent criteria for decision-making positions (strategic objective G.2.).

3. Focusing of the present proposal: indicators and benchmarking

The main focus of the present paper is the representation of women on the decision-making level in bodies of public power i.e. in legislature/elective bodies including the political Government, administration, and the judiciary. The questionnaire asked about the representation of women at the top of political parties, trade unions, employer organisations and companies. The available data does not, however, allow presentation of results or formation of indicators in these fields. Other sources and structures of power like economy, media, sports etc. were not included in the questionnaire and cannot be included in a basic set of indicators.

The development of gender equality indicators and bench-marking has been dealt with i.a. by the Labour and Social Affairs Council (2/Dec.98), by the Advisory Committee on Equal Opportunities (V/D/5//ld D(98)) and in the process of developing indicators for the implementation of the European Employment Guidelines (Doc EQOP 17-98). The descriptions and examples of quantitative, qualitative and policy indicators presented in these documents have been used in preparing the present proposal. A conceptual or methodological discussion of the various types of the indicators or benchmarking is, however, beyond the scope of the present paper.

Nine indicators plus data requirement for these indicators are presented. Eight of the indicators are quantitative, one is of a mixed type which is regarded here as a policy indicator.

When devising the indicators, the following elements were taken into account. The indicators should measure women's representation in various fields of political and administrative decision-making mentioned in the PfA, and in those fields of decision-making which are regarded as the most urgent by the Member States (political validity). The statistical information and other data requested for the indicators should be available or relatively easy to find in all Member States. Further criteria for indicators, which have been borne in mind, are that basic indicators and the respective data requirements should be easily understood, clearly defined, consistent, capable of being monitored and evaluated over specific time periods (reliability).

Some clustering of the Member States on the basis of their performance on the quantitative indicators have been made. On the basis of quantitative indicators benchmarking can be developed.

III. PROPOSAL FOR INDICATORS AND BENCHMARKING AND THE RESULTS OF THE STUDY

LEGISLATIVE/ELECTIVE POLITICAL INSTITUTIONS

Indicator 1: The proportion of women in the single/lower houses of the national/federal Parliaments of the Member States and in the European Parliament (Table 1, Annex):

The Nordic countries, are no longer the only Member States with a high level of women's representation, although the highest representation of women is still to be found in the Swedish Parliament (43 %), followed by Denmark, Finland, the Netherlands and Germany. The critical mass of 30 % is obtained by this group of five Member States.

Austria, Belgium and Spain fall in the cluster of more than 20%, but less than 30% women. Six of the Member States are included in the cluster of less than 20% but more than 10% (the United Kingdom, Luxembourg, Portugal, Ireland, France, and Italy). The European Union average (23%) of women in single/lower houses of Parliament is quite high compared to the world average (13%) (Table 1, Annex)

Table I shows how the clustering of Member States according to their performance level on the indicator number 1 can be used for comparison purposes.

Table I	The 'Cluster' of Member States with higher/lower female representation at national level in 1999 and 1992-1995	
Category / Year	1999	1992-1995
More than 40%	Sweden	Sweden
More than 30%	Denmark Finland Netherlands Germany	Finland Denmark Netherlands
More than 20%	Austria Belgium Spain	Germany Austria Spain Luxembourg
Less than 20%	United Kingdom Luxembourg Portugal Ireland Italy France	Italy Ireland Portugal Belgium United Kingdom
Less than 10%	Greece	Greece France

Indicator 2: The proportion of women in the regional Parliaments of the Member States, where appropriate (Table 2, Annex)

A region was defined as being one step below the federal or national level in a political-administrative hierarchy and having its own elective Parliament (regional or provincial Parliament/assembly). There is a regional level in eleven Member States. Only in nine Member States, however, regional Parliaments exist, to which members are elected directly by general elections.¹

The highest average female representation in regional Parliaments is in Sweden (48%) followed by Germany (31%). In all of the other Member States the proportion of women in the regional assemblies is less than 30 % (Table II).

Although policy measures to enhance the level of representation of women at regional level were not included in the study, some information about them is given here. At the regional level, quotas or other kind of affirmative action (Denmark) are used on candidate lists by political parties in five Member States (Sweden, Germany, Denmark, France, and Austria) which are at the top of the list of the performance indicator. The legislation on quotas on candidate lists in Belgium concerns also regional elections. It has to be stressed that in many cases it is the electoral system used (proportional) which will make such measures possible and not the level of representation (regional/national).

Indicator 3: The proportion of women in the local assemblies of the Member States (Table 3, Annex)

The highest figure for the representation of women at the local assemblies is 41 % (Sweden). The critical mass of 30% is exceeded at the local level assemblies in just one more Member State, Finland. There are five more Member States, where the share of women at the local level decision-making is well over 20 % and five where the share of women is more than 10 % (Table II).

In local elections quotas are used by political parties in Sweden, Denmark, France, Ireland, Austria, Germany, and the Netherlands.

¹ Nine of the Member States have a regional Parliament (Sweden, Germany, Denmark, Austria, France, Spain, Belgium, Italy, and Portugal (in Portugal these include: Madeira and the Azores). In the Study "Panorama: Participation of women in political decision-making at regional and local level" (European Network "Women in decision-making", European Commission, 1994) the regional level is defined as to include nine Member States: Belgium, Denmark, Germany, Greece, Spain, France, Ireland, Italy and Portugal, but in Greece and Ireland the members of regional Parliaments are not elected directly by general elections. In the Netherlands there is no a regional level. (Ibid. 16 and 25.). Regional Parliaments exist also in Austria, Sweden and the United Kingdom.

Table II allows a simultaneous consideration of the representational levels of women at the national/federal, regional and local assemblies in the EU Member States.

Table II	Women's proportion in national/federal and regional Parliaments, and local assemblies (EU-Member States and European Parliament)		
INSTITUTION	National Parliaments	Regional Parliaments *	Local Assemblies
Average	23%	27%	21%
More than 40%	Sweden 43%	Sweden 48%	Sweden 41%**
More than 30%	Denmark 37% Finland 37% Netherlands 36% Germany 31%	Germany 31%	Finland 32%
More than 20%	EP 30% Austria 28% Belgium 25% Spain 22%	United Kingdom 29% Denmark 28% Austria 24% Belgium 22% France 20% Spain 20%	Denmark 28%** United Kingdom 27% Germany 23% Netherlands 23% France 22%
Less than 20%	United Kingdom 18% Luxembourg 17% Portugal 14 % Ireland 12% Italy 11% France 11%	Italy 12% Portugal 12%	Belgium 19% Italy 19% Portugal 14% Austria 13% Luxembourg 10%
Less than 10%	Greece 6%***	Greece 8.5% ****	Greece 4%**

* Also the Netherlands (29%) reported the (high) proportion of women in their "regional" Parliaments, but they were not included in the Table II since they are not comparable with the regional Parliaments of the other Member States (European Parliament. Directorate General for Research. Working Paper. Differential Impact of the Electoral Systems on Female Political Representation. Women's Rights Series, W-10, 8-1997. Editor: Victoria Garcia Munoz assisted by Emily Carey, p. 31.)

* Other sources (regional Parliaments): Belgium (1999) and Denmark (1999) (European Database - Women in Decision-Making 1999. In internet: www.db-decision.de.)

** Other sources (local assemblies): Sweden (1999) (European Database - Women in political Decision-Making (brochure): Women in political decision-making: Facts and Figures, FCZB, 1999); Denmark (1993) and Greece (1994) (Women in Decision-Making: Facts and Figures on Women in political and public decision-making in Europe, European Network of Expert - "Women in Decision-Making", European Commission, 1996.)

*** Other sources (national Parliaments): Greece (1999) (European Database - Women in Decision-Making 1999. In internet: www.db-decision.de.)

**** Percentage of women elected in the Prefecture Councils.

Just one Member State exceeds the value of 40 % women at each level (national/regional/local) considered. The largest group of Member States is found in the two clusters where the proportion of women varies between 20 and 40 percent. The critical mass level of 30 % is attained by five Member States in national/federal assemblies, and also by the European Parliament. It can also be seen that the critical mass level is reached more often by the national/federal decision-making than by the regional or local level decision-making bodies.

In most Member States the proportion of women at the national and regional assemblies are at approximately the same level. Only France and Denmark deviate to some extent from this tendency.

On the other hand it can be clearly seen that in the majority of the legislative/elective political bodies of the Member States the proportion of women is below the critical mass level of 30% at every level of political decision-making.

(Policy) Indicator 4: Policies to promote a balanced participation in political elections (Table 4, Annex)

Policies and measures to promote a balanced participation between women and men in legislative/elective political institutions at the national/federal, regional, and local level in each Member State and in the European Parliament including constitution, legislation, Government's plans of action as well as other appropriate measures taken by the Government and the respective policies and measures taken by the European institutions.

One of the main reasons to develop objective measures to describe women's participation in the governance of their countries is to support Governments and other actors to seek and find active measures to increase the share of women in public power. The present study included a set of questions for Member States about the measures taken.

Policy indicator 4 describes policies and measures taken by the Governments to reach gender balance in parliaments and assemblies at the national/federal, regional, and the local level. Measures taken by other actors, particularly political parties, are also mentioned in the table at the bottom of the description of every single Member State.

Interesting observations can be made on the basis of the policy indicator. It seems that those Member States which traditionally show a high proportion of women in the national assemblies report about an influential role of women's groups or organisations within the parties or trade unions. They also report a long tradition of measures by the political parties or trade unions to support a pursuit to increase women's share in the legislative bodies. The high figures of Sweden on the performance indicator seem to result from the "zipper-system", i.e. a kind of fifty-fifty quota system used already for years by most Swedish parties. The highest proportions of women in parliament have been attained by political movements within the parties and not by legislation. This is not to undermine the role of law reforms - because the parties in those countries have taken influential actions, there was less need of legislation. Instead of legislation, the Government of the Netherlands uses action plans and targets to promote gender balance in candidate selection.

The second interesting group of Member States is formed of those which show a value ranging from 11 % to 31 % on the performance indicator . Efforts to increase the representation of women on candidate lists have been introduced mainly in the 1990's. Member States with low representation of women have sought solution by amending or trying to amend the relevant legislation. The only legislative quota on candidate lists including the national, regional, and local levels, has been introduced in Belgium (25 % in 1994 and 33.3% from 1999 onwards). As a result the proportion of women in the Parliament has radically increased in Belgium.

In France, a quota for candidate lists for local elections in 1982 was ruled unconstitutional in the same year. However, in June 1999 an amendment to promote equal participation of women and men in decision-making was added in the French Constitution. In Italy, quotas and 'zipper' systems on candidate lists at local elections were used from 1993 to 1995 until they were ruled unconstitutional. Portugal has also introduced a quota (a minimum of 25% of both sexes) for national elections, which was not approved (1999). In the United Kingdom, so called all-woman shortlists were used by Labour Party (1993) until they were ruled to be discriminatory.

The most effective way to increase the proportion of women in Parliament seems to be formal or informal gender quotas on candidate lists set by political parties. The effect of this policy depends, however, on the electoral system, as well as on other measures related to a quota system. In a majoritarian system (France) or in a single-member plurality system (the United Kingdom), quotas work differently. In France, a quota of 30% of the Socialist Party has probably more impact on regional elections in which a proportional electoral system is used than on national elections in combination with the majoritarian system.

In a proportional electoral system including closed lists (Sweden, Austria, Germany, Portugal, Spain) and where preferential voting is either impossible (Portugal, Spain) or limited (Germany, Sweden), political parties decide winnable positions or a ranking order in closed lists. In these Member States it is important to get women candidates in winnable seats or at the top of the list. The so-called 'zipper' system (every second candidate is a woman), used for example, by most Swedish parties, seems to guarantee high representation of women. In Austria and Germany, political parties have adopted gender quotas on candidate lists (Grüne 50%, SPÖ 40%, ÖVP 33%) in Austria and (SDP 33.3%, B/90/Greens 50%, and PDS, 50%) in Germany, and a 'zipper' system has been used by the Social Democratic Party of Germany and the Greens. However, the additional member system used in Germany, has the effect that only one half of the members of the Parliament are elected from party lists, while the rest are elected from single seat constituencies.

Preferential voting, for example in Austria, Finland, Denmark, and the Netherlands, seems to have some impact on women's representation, too. In these Member States electoral campaigns for female candidates (for example, by women's organisations) are important measures to promote gender balance in parliaments and assemblies.

EXECUTIVE POLITICAL INSTITUTIONS

Indicator 5: The proportion of women of the members of the national/federal Governments and the proportion of women members of the European Commission (Table 5, Annex)

During the 1990s the gender balance of the highest decision-making political institution - the national Government - has become an object of assessment. Like women's representation in the Parliament, the proportion of women in the Government is now one of the basic indicators of women's participation in political decision-making.

The Prime Minister is a man in all European Union Member States. Women have, however, won an increasing number of positions in the national/federal Governments of the Member States as indicated in Table 5 (Annex) and Table III (below).

Research on women in decision-making in 1970's and 1980's taught that the higher the hierarchy the less women. This led to campaigns by women's organisations to increase women's representation in the highest echelons of political power. Gender equality policies of the United Nations, European Union and the Member States have brought this 'democratic deficit' on political agenda. The campaigning seems to have had an effect. The proportion of women of the national Governments of the Member States is on the average 24%. The figure is about the same as the average of the representation of women in the Parliaments of the Member States (23%).

The European average of women ministers (24%) is much higher than the world average (7%, 1996) and eight percentages higher than it was in the mid-1990s (16%) (Table III).

Table III	Clusters of Member States according to women's representation in national/federal Governments 1999 and 1994/95	
Women's representation in national/federal Government / Year	1999	1994-95*
More than 40%	Sweden 53% Finland 44 %	Sweden 50%
More than 30%	Germany 36% Denmark 35% United Kingdom 34% France 32% Netherlands 31%	Finland 39% Denmark 35% Netherlands 35%
More than 20%	Luxembourg 29% Italy 22% Austria 20%	Luxembourg 25% Austria 24%
Less than 20%	Ireland 16% Belgium 14% Spain 14% Portugal 10%	Ireland 19% Spain 18% Germany 16% France 12% Belgium 12%
Less than 10%	Greece 9.5%	Portugal 9% Italy 8% Greece 4% United Kingdom 7%

* Source: Women in Decision-Making: Facts and Figures on Women in political and public decision-making in Europe, European Network of Expert - "Women in Decision-Making", European Commission, 1996.

One of the Member States has already attained the goal of balanced participation of women in the Government and another is close to it. Altogether seven or eight i.e. half of the Member States have obtained the critical mass interim goal of balanced participation of women decision-making.

Striking increase in the number of women ministers is found in some Member States (Italy, the United Kingdom, France, and Germany) The number of Member States in which the Governments comprise more than 20 % women has almost doubled in the last few years.

In seven Member States, the proportion of women is higher in Government than in Parliament, which might reflect a new political awareness of gender equality in politics.

Indicator 6: The number of women and men senior/junior ministers in the different fields of action (portfolios/ministries) of the national/federal governments of the Member States (Table 6, Annex)

The numbers of women and men ministers in different fields of action can be further categorised according to the functions of the respective ministries. A typology describing this aspect of political power is included here by the BEIS-typology. The BEIS-typology includes four types of state functions:

BASIC FUNCTIONS - foreign and internal affairs, defence, justice etc.

ECONOMY - finance, trade, industry, agriculture etc.

INFRASTRUCTURE - traffic, communication, environment etc.

SOCIO-CULTURAL FUNCTIONS - social affairs, health, children, family, youth, elderly people, education, science, culture, labour, sports etc.

The amount of women and men ministers /members working in the fields of basic, economic, infrastructure, and socio-cultural functions, in each Member State and in the European Commission are counted. This forms a classified quantitative indicator on the dispersion of women in various fields of public power at the government/Commission level.

Table IV	Portfolios and tasks of women senior and junior ministers and women Members of Commission (BEIS-indicator) (%)			
BEIS	Cabinet/Senior Ministers ONLY %	Junior Ministers ONLY %	Women members of Commission Senior and Junior Ministers (together) GOVERNMENT %	TOTAL
Basic functions	21	28	24	30
Economic functions	11	14	13	17
Infrastructure	10	18	14	18
Socio-cultural functions	57	40	48	61
	99	100	100	126

The distribution of the portfolios held by women ministers in each Member State is found in the Annex, table 6. There are five Member States (the United Kingdom, Italy, France, Germany, Finland), as well as the European Commission, where the tasks of the women ministers include all four types of functions of the state. These are not exactly the same Member States which are on the top of the performance indicator of the level of representation of women in the government.

If senior (cabinet) ministers are considered, the women in the Finnish Government are the only ones who hold portfolios in all areas of the state functions. In Finland, Luxembourg and Sweden, the senior minister for foreign affairs is a woman. In the United Kingdom, the Secretary of State for the Northern Ireland (a post of Cabinet rank) was, until recently, a woman. The Prime Minister in every Member State is a man.

In the most typical case a majority (Austria, Denmark, Finland, Germany, and the Netherlands) or one half (Sweden, Portugal and Greece) of the women ministers deal with socio-cultural matters while the rest of the women ministers have other kinds of tasks. This was not the case, however, in Belgium, France, the United Kingdom, Ireland, Italy and Spain. In these Member States the majority of women ministers were found in the fields other than the socio-cultural. The women members of the European Commission are included to this latter group.

CIVIL SERVICE

Indicator 7: Proportion of the highest ranking women civil servants

Proportion of women civil servants in the two highest ranking positions (after the Minister) of the ministries (appointed, elected or nominated) (central government) and the respective levels in the European Institutions (A1 and A2).

There are very few women in top positions in the Member States which submitted the information of women civil servants (from 1 in the Netherlands to 48 in Portugal). The proportion of women in the highest positions in the ministries of the EU Member States varies from 40 % in Sweden to, at the most, 10 % in Austria, Belgium, Germany, Ireland, Italy and Luxembourg. In Finland, Portugal, and the United Kingdom women's proportion is more than 10 % but less than 20 % of all top positions. In the European Commission one in ten A1 category officials is a woman. In the Council Secretariat, only one A1, out of 16, is a woman. In the European Parliament, there are none.

The proportion of women in the second highest positions - positions comparable to A2 category in the European Institutions - was the highest in Sweden, a little more than 30 %. In Italy there were about 25% women in the second highest positions. In Austria, Belgium, Finland, Ireland, Luxembourg and the United Kingdom women's proportion is less than one fifth. In the European Commission, the Council Secretariat and the European Parliament, the respective proportions of women in the A2 category officials are 14%, 20% and 29%

The lowest figure, 6%, for the women civil servants in the second highest positions is found in Finland. There seems to be an interesting contrast between the high level of political power won by the women politicians in Finland and the unpenetrable glass ceiling in the public service.

The critical mass of 30 % women is attained only in the top posts of the Swedish civil service, all other Member States are relatively far from it. In most Member States the two top level positions are above a glass ceiling which impedes women's career in civil service.

Indicator 8: The distribution of the highest ranking women civil servants in different fields of action

The proportion of women civil servants at the two highest levels in the EU Member States in the different fields of action of the ministries and the proportion of high-level female civil servants at the two highest levels (at the two highest levels A1 and A2) of the European Institutions in the different fields of action of Directorate Generals. Categorised according to the BEIS-typology. (Table 8, Annex)

There are only few women civil servants at the highest level of the ministries of the Member States, excluding Portugal. Nevertheless, women can be found in all four sectors - not only in one particular field of action. There are, however, differences between Member States in how the top-level women civil servants are placed in the four sectors. Only in Austria and Portugal women are found in all four fields of action. However, in Ireland, Sweden and Luxembourg there is only one field without women civil servants at the top level.

The division of the second highest posts held by women in different ministries of the Member States resembles the division of portfolios held by women in the national Governments. Most women are found in the ministries dealing with the socio-cultural or basic functions of the State. As far as the Economy is concerned, there are more women at the second highest level of the decision-making process than at the top ministerial level. Compared to men, women are, however, underrepresented in all of the four decision-making fields.

JUDICIAL SYSTEM

Indicator 9: The proportion of women of the members of the Supreme Courts of the Member States and the proportion of women of the members of the European Court of Justice and the Court of First Instance (Table 9, Annex)

The proportions of women among the judges of the Supreme Courts in the Member States differ from the ones presenting women's representation in positions of political decision-making. The Member States which are not on the top of women's political representation have the highest figures of women among the members of the Supreme Courts. In Luxembourg even 42%, and in France 28% of the judges of the Supreme Court are women.

Table V	Women's proportion among the judges of Supreme Courts of Member States and in the European Court of Justice and the Court of First Instance
Category	Member States
More than 40%	Luxembourg 42%
More than 30%	-
More than 20%	France 28% Sweden 26%
Less than 20%	Belgium 16% Finland 19% Netherlands 16% Denmark 16% Austria 14% Court of First Instance 13% Germany 13% Ireland 12%
Less than 10%	United Kingdom 6% European Court of Justice (4%) Portugal 1%
NONE	Greece Spain

NO DATA: Italy

Otherwise the order is familiar. The Member States with a low representation of women in political institutions, have also the lowest percentages of women among the judges of the Supreme Courts. Sweden has the third highest representation of women in Supreme Courts. Finland, the Netherlands, Denmark, and Austria share the places in the cluster of more than 10% of women. The European Court of Justice has only one woman among its members (4%) but in the Court of First Instance, women's representation is higher (13%).

It can be concluded, with the exception of Luxembourg, that women are clearly underrepresented among the members of the Supreme Courts of the Member States as well as in the European Courts. However, they can be well represented in the lower courts, like in Spain where 34% of Judges are women but where there are no women judges in the Supreme Court. This calls for further research and consideration by the judiciary and by the Governments.

PROPOSALS FOR INDICATORS FOR FURTHER CONSIDERATION

In addition to the proposals for the nine indicators, suggestions for indicators for further consideration are made in the following. These include indicators which cover such political and administrative areas which are emphasised by the PfA but on which data is not available because of lack of agreed definitions, comparable concepts and data collection systems.

NATIONAL/FEDERAL PARLIAMENT AND EUROPEAN PARLIAMENT

A) The proportion of women of the candidates for the parliamentary elections of the single/lower houses of the Parliaments of the Member States and among the candidates for the European elections (Table a, Annex)

Only five of the Member States submitted the information needed. Gender-specific statistics on candidates would be most useful in monitoring the progress in the representation of women at the level of national/federal parliaments. Such an indicator would be helpful in monitoring the proportion of female candidates in the recruitment pool, and thus the willingness of political parties to select female candidates. Secondly, it would contribute to the identification of the reasons for women's underrepresentation, whether they are to be found in the selection process, in the voting behaviour, in the electoral system or in other factors.

PUBLIC COMMITTEES AND ADVISORY BOARDS

B) The proportion of women in Government appointed committees in the Member States and in the committees of the European Union (such as ECOSOC and Committee of Regions) (Table b, Annex)

Due to the differences between the political systems of the Member States, it seems rather difficult to give even a rough definition of a "government appointed committee". Quite a broad definition was given in the questionnaire: "public committees appointed by the government". It was also stated, that for the purposes of this study the weight and significance of a committee is more relevant than its position in the formal institutional structure.

In seven Member States, which provided information for this question, the share of women amongst the members of (selected) committees was quite high, being highest in Finland (43%), Sweden (41%), United Kingdom (27%)¹, and Denmark (27%). In the Netherlands and Belgium, women's proportion of (selected) committee members was one fifth. In Italy, only 10 Government appointed committees were chosen, but no criteria for selection was reported.

DELEGATIONS TO INTERNATIONAL ORGANISATIONS

C) The proportion of women in Government appointed delegations to the international organisations (such as UN, Council of Europe, ILO) (Table c, Annex)

This indicator would exemplify the need of monitoring women's role in the expanding arena of international decision-making and the increasing dialogue between transnational actors.

IV. CONCLUDING REMARKS

Summary of findings and recommendations

The present study is focused on the share of women in power and decision-making in the public sector.

¹ This figure represents appointments to Cabinet committees only. In 1998, the UK had achieved a level of 32% for women in public appointments generally.

The study shows that whatever the sector - legislative/elective political institutions, government and the public administration or the judiciary - women are underrepresented.

The goal of the Beijing Platform for Action is equal participation of women and men at all levels of power and decision-making, in other words balanced participation of women, i.e. 50 %. An interim goal or a kind of minimum in the short run is the so-called critical mass of women, i.e. 30% of women at all levels of power and decision-making.

There is an urgent need of the commitment of the governments and political parties to the goal of balanced participation and to active measures and strategies to reach the goal. The aim of the Council review and the follow-up is to support and enhance the active policy-making of the Governments in the implementation of the Beijing Platform for Action.

At the present Council follow-up of the PfA information and data on the status quo of the participation of women in the decision-making in the public sphere have been collected. Statistical measures have been developed to allow a valid, focused and reliable follow-up that can be continued in the future.

Nine indicators have been presented. These indicators are considered to measure the most important areas of public decision-making. It is stated with great satisfaction that the supply of data and statistics by the Member States allow us to propose the adoption of these indicators. There are, however, minor inconveniences such as manual compilation of data, that need further national consideration

A lack of common concepts and problems of data collection systems were found in the areas of publicly appointed committees and in government appointed delegations to international organisations. More investigation is needed before data collection principles can be laid down in these areas. Data on candidates in public elections, as important as it is, was available only in very few cases. These areas were pointed out as tentative indicators for further consideration.

The purpose of this Council follow-up is not to make suggestions for policy measures to be taken by the Member States in order to enhance the implementation of the PfA. That is an area of national consideration.

It is recommended that

- the proposed nine indicators would be regarded as suitable for the future follow-up of the PFA by the Council

- the Member States should consider reviewing their data collection systems so that regular statistics would be available on the proposed eight quantitative indicators, and qualitative data for the policy indicator, to be collected on an annual basis
- the Member States should develop data collection systems of candidates in public elections at the national/federal level.

Priority areas for further development of indicators

It has been up to the Council Presidency to decide how to present and focus the annual follow-up to the PfA.

- It is recommended that the development of indicators and benchmarking will continue during the future presidencies.

A common understanding of the priority areas would be helpful in guiding the future presidencies in the choice of the critical area. The Madrid Conference stressed the importance of education and training, *Combating violence against women*, employment/economy, and power and decision-making. In addition, the Advisory Committee on Equal Opportunities proposed Institutional mechanisms for the advancement of women and legislative changes in the field of equality between women and men and the mechanisms to enable women to exercise their rights (Human rights of women).

- It is recommended that the next areas for indicator development would be *Combating violence against women* or *Women in Economy*, in particular *Reconciliation of work and family* which are among the top issues of the gender agenda in the Member States.

Collaboration between the presidencies

Development of gender indicators and benchmarking is demanding work. It is also time consuming because of the necessary data collection. The experiences of the Finnish Presidency show that the time span of one presidency is too short for the development of indicators.

It is advisable that two or three subsequent presidencies, the troika, would prepare jointly the annual reviews including development of indicators and benchmarking.

LEGISLATIVE/ELECTIVE POLITICAL INSTITUTIONS

Indicator 1

Indicator 1: The proportion of women in the single/lower houses of the national/federal Parliaments of the Member States and in the European Parliament

Data requested: Numbers of women and men in the lower/single house of the national/federal Parliament. Numbers of women and men in the European Parliament.

Table 1. exemplifies how the data collected for Indicator 1 could be presented in the form of a table. The results presented in Table 1 are drawn from the questionnaire sent to all Member States and the European Parliament (after elections in June 1999).

Table 1. The proportion of women and men in the lower or single houses of national/federal Parliaments of the Member States, and in the European Parliament				
Member State	% women	Total women	Total men	year of last elections
Austria	27.9	51	132	1995
Belgium	23.3	35	115	1999
Denmark	37.4	67	112	1998
Finland	37.0	74	126	1999
France	10.9	63	514	1997
Germany	30.9	208	461	1998
Greece	6.6	20	280	1996
Ireland	12.0	20	146	1997
Italy	11.1	72	558	1996
Luxembourg	16.7	10	50	1999
Netherlands	36.0	54	96	1998
Portugal	13.9	32	198	1995
Spain	22.0	77	273	1996
Sweden	42.7	149	200	1998
United Kingdom	18.4	121	538	1997

LEGISLATIVE/ELECTIVE POLITICAL INSTITUTIONS

Indicator 1

Source of information on national/federal Parliaments						
	Regular statistics by public authority	Regular statistics by private bodies	Special survey from material gathered by public authority	Special survey from material gathered by private bodies	Information gathered manually	Other
Austria	x				x	
Belgium	x					
Denmark	x					
Finland	x					
France	x					
Germany		x			x	
Greece	NA					
Ireland	x					
Italy			x			
Luxembourg					x	
Netherlands	x				x	
Portugal					x	
Spain	x					
Sweden	x					
United Kingdom	NA					

NA= no answer

LEGISLATIVE/ELECTIVE POLITICAL INSTITUTIONS

Indicator 2

Indicator 2: The proportion of women in the regional Parliaments of the Member States where appropriate

Data requested: Numbers of elected and nominated women and men in the regional assemblies.

Table 2. exemplifies how the data collected on regional assemblies could be presented in the form of a table. **Table 2.** shows the numbers of elected women and men in regional assemblies. The results presented in **Table 2.** are drawn from the questionnaire sent to all Member States and, in the case of Belgium and Denmark, from the European Database: "Women in Decision-Making". In the questionnaire a region was defined as follows: A region is defined as being one step below the national (or federal) level in a political-administrative hierarchy and having its own elected Parliament. "Regional Parliaments" are elected assemblies on the above-mentioned regional level (e.g. provincial Parliament if appropriate in your country).

Table 2. The proportion of women in the regional Parliaments of the Member States			
Member State	% women	Total women	Total men
Austria	24.3	109	339
Belgium	21.6	85	393
Denmark*	28.2	95	242
France	19.8	243	949
Germany	30.8	612	1372
Greece ***	8.5	107	911
Italy	11.7	124	940
Netherlands	29.4	222	534
Portugal	11.7	13	98
Spain****	19.8	234	949
Sweden	47.8	850	930
United Kingdom**	29.0	86	211

* Source: European Database - "Women in Decision-Making".

** Figures for the United Kingdom include the regional assemblies of Scotland, Northern Ireland and Wales.

*** Figures for the elected members of the Prefecture Councils.

**** After the 1999 elections, there are 31,7% women in the Regional Parliaments of Spain.

LEGISLATIVE/ELECTIVE POLITICAL INSTITUTIONS

Indicator 2

Source of information on regional Parliaments						
	Regular statistics by public authority	Regular statistics by private bodies	Special survey from material gathered by public authority	Special survey from material gathered by private bodies	Information gathered manually	Other
Austria	x				x	
Belgium	x					
France	x					
Germany		x			x	
Italy			x			
Netherlands	x					
Portugal					x	
Spain	x					
Sweden	x					
United Kingdom					x	

LEGISLATIVE/ELECTIVE POLITICAL INSTITUTIONS

Indicator 3

Indicator 3: The proportion of women in local assemblies of the Member States

Data requested: Numbers of women and men among the members of local councils or municipal assemblies in EU Member States.

The proportion of women and men in local assemblies in Member States			
Member State	% women in local assemblies	Total women in local assemblies	Total men in local assemblies
Austria	13.4	5276	33994
Belgium	19.5	2356	12110
Denmark	NA	NA	NA
Finland	31.6	4010	8682
France	21.7	107979	389229
Germany	23.2 * / 25.5**	12020	39824
Greece ***	10.8	868	9417
Ireland	NA	NA	NA
Italy	18.7	17953	78215
Luxembourg	10.4	114	987
Netherlands	22.7	2349	8015
Portugal	14.0	950	5859
Spain	28	NA	NA
Sweden	NA	NA	NA
United Kingdom	26.8	6080	16640

NA= no answer

* In cities of more than 10 000 inhabitants (1997).

** In cities of more than 20 000 inhabitants (1998).

*** Figures for the City Councils only.

LEGISLATIVE/ELECTIVE POLITICAL INSTITUTIONS

Indicator 3

Source of information on local assemblies						
	Regular statistics by public authority	Regular statistics by private bodies	Special survey from material gathered by public authority	Special survey from material gathered by private bodies	Information gathered manually	Other
Austria					x	
Belgium	x					
Denmark	NA					
Finland	x, every 4 years					
France	x					
Germany	x					
Greece	NA					
Ireland	x					
Italy			x			
Luxembourg					x	
Netherlands	x					
Portugal			x, national elections commission			
Spain	NA					
Sweden	x					
United Kingdom	LGMB Survey of Local Authority Councillors in England and Wales / March 1998					

NA=no answer

LEGISLATIVE/ELECTIVE POLITICAL INSTITUTIONS

Indicator 4

(Policy)Indicator 4: Policies to enhance balanced participation in political elections.

Policies and measures to promote balanced participation between women and men in legislative/elective political institutions at national/federal, regional, and local level in each Member States and in the European Parliament including constitution, legislation, Government's plans of action as well as other appropriate measures taken by the Government and the respective policies and measures taken by the European institutions.

(Other measures, meaning non-governmental: data gathered from other sources)

Table 4 Policies and measures to promote gender balance in decision-making, and particularly, in legislative/elective political institutions in the Member States				
More than 40% of women in the national Parliament				
Sweden	Legislation concerning	Constitution mentioning	Equality legislation	Government's Plan of Action
	no	no	no	yes
Other measures: An informal quota system and a 'zipper-system' (alternating the sexes on party lists, every other candidate being a woman) in electoral lists of most parties (SDP, VP, KDS and Mp.G, quotas: 50/50, and Swedish Liberal Party which started the 'zipper system' in 1984, quotas: 40/60). Quotas and 'zipper system' are effective in the Swedish proportional electoral system with closed-lists.				
NOTE: the influential role of women's groups (organisations) within the parties to promote balance participation of women and men in their respective political parties and in candidate selection				

More than 30% of women in the national Parliament				
Finland	Legislation concerning	Constitution mentioning	Equality legislation	Government's Plan of Action
	no	yes principle: gender equality shall be promoted in social activities	yes principle: gender equality in decision-making; monitoring assessment	no*
<p>An inclusive Plan exists but does not cover this issue</p> <p>Other measures: A quota system concerning internal party bodies – usually 40/60 (SDP, Greens, and Left-Wing Alliance). In the Finnish parties, all members have legal right to nominate and select parliamentary and local election candidates. For parliamentary elections this is done through party primaries (requirement of electoral law). The district party organisation has the formal right to replace up to a quarter of those candidates who won enough primary votes to be selected. This allows to balance the list in terms of gender, occupation etc.</p> <p>NOTE: The influential role of women's groups (organisations) within the parties in promoting balanced participation of women and men in political parties and in candidate selection. Women's organisations within political parties receive regular subsidies for their activities (from 1970s). The election campaigns of women's organisations may be effective in the Finnish proportional electoral system with preferential voting, voters can choose to vote for a woman or a man.</p>				
Denmark	no	no	yes principle: promoting equal opportunities of women and men in society	yes measures include: monitoring, assessment, equality plans special measures
<p>Other measures: Quotas in political parties: already in 1977 (Danish Socialist People's Party, 40/60) which was adapted in 1983 also by Social Democratic Party, aim for both women and men 40%. The Socialist People's Party and the Social Democrats have a quota system for office-holders. The KAD (a women's trade union) actively promotes its members as candidates.</p>				
Netherlands	no	no	no	yes measures include: target setting and action plans, for candidates in national, regional and local elections, stimulates good practices, subsidies women's organisations and stimulates research
<p>Other measures: Labour party (PvdA) uses informal quota of 33% at local level. For the parliamentary elections in 1998 the party placed advertisements in newspapers asking women (and men) to send in their applications. Since the party received so many applications from women it was possible for the selection committee to nominate 45% women candidates.</p>				

More than 30% of women in the national Parliament				
Germany	Legislation concerning	Constitution mentioning	Equality legislation	Government's Plan of Action
	yes at regional level in some "länder" there are reforms for regional and local elections	yes principle: the State promotes the implementation of de facto equal rights for women and men	yes principle: the State promotes the implementation of de facto equal rights for women and men	yes measures include: equality plans, incentives, monitoring assessment and special measures
Other measures: Quotas on the candidate lists of political parties: SDP (40% of women in internal party bodies, and 33% for the candidate lists for parliamentary elections) in 1988, in 1998 this quota was changed to 40% and 'zipper' system was used in 1997 elections. Grüne (B90) (with 'zipper' system in proportional elections) and PDS have quotas of 50/50 on candidate lists. CSU uses informal agreement to place women in prominent places on party lists. For example, in 1997 parliamentary elections, a public appeal of a group of high-level women politicians for 'parity' resulted some efforts to implement 'zipper' system				
Austria	yes party has the right to lay down a "quota regulation"	yes a principle to promote factual equality	Yes. Special measures, monitoring assessment and in public sector also quotas, action plans and incentives	no
Other measures: Quotas on the candidate lists of political parties: Green (50%), ÖVP (33%), and Social Democrats (40%). ÖVP includes at least one woman in a winnable position on a closed list, and gives women priority in the allocations of electoral reminders				
Belgium	yes the only EU Member State that has legislation on gender quotas on lists of candidates in national (for both houses), regional and local elections (first 25 %, 33.3 % in 1999	no	yes. The law in balanced participation of men and women on lists of candidates (1994). Measures to advance women's career in political parties; political participation mainly	yes *
* Special measures including subsidies for women's organisations as well as action plans applied in all areas except governmental delegations. Career advancements in Civil Service, Judicial system, political parties, trade unions, employers' organisations and private enterprises as well as monitoring assessment in all areas except governmental delegations. Measures include: quotas, equality plans, special measures, monitoring assessment NOTE: The quota system does not affect the places of female candidates on party lists.				
Other measures: Quotas on the candidates lists of political parties: Volksunie.				
Spain	NA	Art. 14 of the Constitution recognises the principle of non-discrimination on grounds of sex or race. Art. 9.2 the right to participate to political life. Art. 23 the right to equal access to public changes	no, but an action plan is mentioned	Yes 1997-2000 which also includes a reference to balanced participation
Other measures: the Socialist Party (PSOE) adopted a quota of 25% women in 1988 (this party has the highest representation of women elected in Parliament of Spain).				

Less than 20 % of women in the national Parliament				
Member State	Legislation concerning	Constitution mentioning	Equality legislation	Government's Plan of Action
United Kingdom	no	no	no	no
Other measures: Quotas on the candidates lists of political parties: Labour, aim: 50%. NOTE: The Labour Party introduced all-women short-lists for 50% of vacant and winnable seats but this policy was overturned by an Industrial Tribunal in January 1996 on the grounds that it contradicted Sex Discrimination Act (1975).				
Luxembourg	no	no	no	no*
The Plan of Action 2000 for the implementation of PfA. Monitoring assessment for candidates for elections to national and local elections Other measures: The Green Party decided to have the first four places alternatively taken by men and women (or with large lists, the first eight slots).				
Portugal	no*	yes, should promote equality in exercising civic and political rights	no	no
* Introduction of a minimum of 25% of candidates and elected of both sexes for the elections to the national Parliament (lower house) and EP (a proposition for a new electoral law). A specific law on the same basis was presented in 1999. But neither of them was approved by the lower house. Other measures: A quota of 25% women in the Portugal Socialist Party (PPD/PSD) which has not had any major effect.				
Ireland	no	no	yes, measures include: action plans and special measures	yes, measures include: quotas, equality plans, monitoring and assessment; action plans for political parties
Other measures: Informal quota of 40% in Democratic Left and the Worker's Party, the Green Party operates with 1/3 to 2/3 quota system, the Labour party has 25% quota system, Fine Gael: aim 40%.				
Italy	no	no	non	yes, related to PfA seeking for a balanced participation in decision-making including equality plans and monitoring assessment
* Review of Constitutional Law, eventual reforms to be introduced after a new constitution for presidential and general elections. Regional elections: to allow direct election of the president, actually nominated by the council. Two electoral laws were implemented in 1993; the first law on party lists stated that neither sex could be represented more than by 75% of all candidates. The second law established the 'zipper' system. In 1995 Constitutional Court declared the laws unconstitutional and violating equal treatment legislation.				
France	no	yes June 1999	no, but include target setting, action plans, incentives), special measures, monitoring and assessment	no
* In 1982 France passed a law establishing a quota of 25% of women candidates on party lists for local (municipal) elections, but this was ruled unconstitutional in September 1982 by the Constitutional Court. Other measures: Quotas on candidate lists by political parties: PS, 30% (1996). Other measures (target setting etc.) in political parties (Verts and PC).				
Greece	NA	NA	NA	NA

EXECUTIVE POLITICAL INSTITUTIONS

Indicator 5

Indicator 5: The proportion of women of the members of the national/federal Governments and the proportion of women members of the European Commission

Data requested: Numbers of women and men senior and junior ministers. Numbers of women and men members of the European Commission.

Table 5. shows how the data collected for **Indicator 5** could be presented in the form of a table. The results presented in **Table 5.** are drawn from the questionnaire sent to all Member States and the European Commission, except for Greece whose figures come from the "Women in Decision-Making" database.

Table 5. Proportion of women of the members of national/federal Governments of the EU Member States and the proportion of women as members of the European Commission			
	All ministers (i.e. including junior ministers)		
Member State	% women	Total women	Total ministers/ commissioners
Austria	20.0	4	16
Belgium	16.7	3	18
Denmark	35.0	7	20
Finland	44.4	8	18
France	32.1	9	28
Germany	35.9	14	39
Greece	7.0	3	43
Ireland	15.6	5	32
Italy	22.0*	17	78
Luxembourg**	28.6	4	14
Netherlands	31.0	9	29
Portugal	10.3	6	58
Spain	7.9	3	38
Sweden	52.6	10	19
United Kingdom	34.3	23	67
European Commission	25.0	5	20

* Italy reported to have 16 women ministers but when counting the number according to portfolios there were 17 women ministers

** Luxembourg: results given after the appointment of the new government on 7.8.99.

EXECUTIVE POLITICAL INSTITUTIONS

Indicator 5

Source of information on national/federal Governments						
	Regular statistics by public authority	Regular statistics by private bodies	Special survey from material gathered by public authority	Special survey from material gathered by private bodies	Information gathered manually	Other
Austria			x		x	
Belgium	x					
Denmark	x					
Finland			x			
France	x					
Germany					x	
Greece	NA					
Ireland	x					
Italy			x			
Luxembourg					x	
Netherlands					x	
Portugal			x			
Spain	x					
Sweden	x					
United Kingdom	House of Commons web-site www.parliament.UK					

NA= no answer

EXECUTIVE POLITICAL INSTITUTIONS

Indicator 6

Indicator 6: The number of women and men senior/junior ministers in the different fields of action (portfolios/ministries) of the national/federal Governments of the Member States.

For the purpose of this paper, only the portfolios/ministries of women ministers were categorised (Table 6, Annex). If a minister had several tasks which were in different category of BEIS-typology, the problem was solved by choosing the first 'portfolio' to indicate 'the function'. In Table 6 (below) the portfolios (or ministries) of the women senior and junior ministers are classified according to the BEIS-typology. Table 6 shows the top-level ministerial posts held by women in each Member States and the posts held by the women Commissioners.

Data requested: Names of the ministries (and portfolios where appropriate) and numbers of women and men senior and junior ministers.

The table below does not show the respective numbers for men senior/junior ministers but the data on men is also needed in order to construct the indicator on women.

Member State	Basic functions	Economic functions	Infrastructure	Socio-cultural functions	Total women ministers/ commissioners
Austria	1	0	0	3	4
Belgium*	2	0	0	1	3
Denmark	0	2	1	4	7
Finland	1	1	1	5	8
France	1	2	2	4	9
Germany	3	1	2	8	14
Greece**	1	0	0	1	2
Ireland	2	2	0	1	5
Italy	7	1	3	6	17
Luxembourg**	0	0	0	4	4
Netherlands	0	2	2	5	9
Portugal	0	0	3	3	6
Spain	1	0	2	0	3
Sweden	4	1	0	5	10
United Kingdom***	7	4	3	9	23
European Commission	1	1	1	2	5

* Belgium: source of information on portfolios: Belgian Government web-site

** Greece and Luxembourg: source of information: Women in decision-making database

***United Kingdom

CIVIL SERVICE

Indicator 7

Indicator 7: Proportion of the highest ranking women civil servants

Proportion of women civil servants at the two highest ranking positions (after the Minister) of the ministries (appointed, elected or nominated) (central Government) and the respective levels in the European Institutions (A1 and A2).

Data requested of the Member States: Numbers of women and men at the two highest ranking positions (after the Minister) of the ministries (appointed, elected or nominated) (central Government)

Data requested of the European Institutions: Numbers of women and men in highest levels of office (A1 and A2).

Table 7. exemplifies how the data collected for Indicator 7 could be presented in the form of a table. The results presented in **Table 7.** are drawn from the questionnaire sent to all Member States and the European Institutions

Table 7. The proportion of women and men of civil servants at the highest and second highest levels of office of civil service in the Member States (the two highest levels of the decision making-positions in public administration and at the respective levels in the European Institutions.						
	Civil Servants at the highest level			Civil Servants at the 2nd highest level		
Member State	% women	Total women	Total men	% women	Total women	Total men
Austria***	10	8	68	17	127	605
Belgium	12	2	14	10	9	77
Denmark					20	
Finland	16	3	16	6	3	51
France	7	13	135	19	118	502
Germany	8	2	24	9	10	98
Greece						
Ireland	7	1	14	10	7	73
Italy	8	2	24	24	9	29
Luxembourg	11	3	24	15	4	23
Netherlands		1		8	6	71
Portugal	19	48	210			
Spain	4	1	23	8	5	58
Sweden	39	11	17	32	64	135
UK	11	3	25	15	17	96
Commission	10	22	205	14	156	931
Council	6	1	15*	15	5	26**
Eur.Parliament	0	0	8	29	5	17

empty cell: no information given

* including one temporary A1 official

** including four temporary A2 officials

*** Unlike the other Member States, the highest level in Austria is that of department /division leaders.

Source of information:

Regular statistics by public authority: Belgium, Denmark, Finland, Spain, Sweden, UK.

Special survey from material gathered by public authority: Italy, Luxembourg Portugal.

Information gathered manually: Austria, Germany, and Netherlands.

CIVIL SERVICE

Indicator 8

Indicator 8: The distribution of the highest ranking women civil servants in different fields of action

The proportion of women civil servants at the two highest levels in the Member States in the different fields of action of the ministries and the proportion of high-level female civil servants at the two highest levels (at the two highest levels A1 and A2) of the European Institutions in the different fields of action of Directorate Generals. Categorised according to the BEIS-typology.

Data requested from each Member State: Number of women and men in the highest and second highest levels of office in civil service in each ministry at the national/federal level.

(Examples of offices in the civil service at the highest level are the top and highest positions after the minister, such as State secretaries, heads of department, directors, director-generals and chief executives. The second highest levels of office consist of heads of ministries as heads of division, deputy director-generals in Austria, directors general in Germany and United Kingdom).

Data requested from the European Institutions: Numbers of women and men in each Directorate-General at the highest and second highest levels of office in the European Institutions (A1 and A2).

Table 8 exemplifies how the data collected for Indicator 8 could be presented in the form of a table. The results presented in Table 8 are drawn from the questionnaire sent to all Member States and the European Institutions.

Table 8. The proportion of women and men civil servants at the highest and second highest levels of office of the civil service in the Member States in the different fields of action of the ministries, as well as the proportion of the high-level female civil servants (at the two highest levels A1 and A2) of the European Institutions in the different fields of action of Directorate-Generals. Categorized according to the BEIS-typology which includes basic, economic and socio-cultural functions, as well as infrastructure.

Civil servants at the highest levels according to the BEIS-typology							
Member State	Fields of action of the Ministries in the Member States/ Directorate-Generals of the European Institutions				% women	Total women	Total men
	Basic	Eco.	Infra	Soc.			
Austria	1	3	1	3	10	8	68
Belgium	1	1	-	-	12	2	14
Denmark							
Finland	2	-	1	-	16	3	16
France							
Germany	1	-	1	-	8	2	24
Greece							
Ireland	-	1	-	-	7	1	14
Italy	1			1	8	2	24
Luxembourg	1		1	1	11	3	24
Netherlands	-	-	-	1		1	
Portugal	12	6	2	28	19	48	210
Spain	-	-	1	-	4	1	23
Sweden	4	2		5	39	11	17
United Kingdom	1	-	-	2	11	3	25
European Commission					10	22	205
Council Secretariat	-	-	1	-	7	1	15*
European Parliament	-	-	-	-	0	0	9

empty cell = no information given

* including 1 temporary A1 official.

CIVIL SERVICE

Indicator 8

Civil servants at the 2nd highest level							
Member State	Fields of action of the Ministries in the Member States/ Directors of the European Institutions				% women	Total women	Total men
	Basic	Eco.	Infra	Soc.			
Austria	29	37	13	48	17	127	605
Belgium	8	-	-	1	12	9	77
Denmark						20	
Finland	1	1	-	1	6	3	51
France							
Germany	-	2	2	6	9	10	98
Greece							
Ireland	2	2	-	3	9	7	73
Italy	3	1	1	4	24	9	29
Luxembourg	2	1	-	1	17	4	23
Netherlands	3	-	1	2	8	6	71
Portugal							
Spain	2	2	-	1	8	5	58
Sweden	25	25	5	9	32	64	135
United Kingdom	4	4	4	5	15	17	96
European Commission					14	156	931
Council ** Secretariat	4	1	-	-	20	5	26*
European ** Parliament	3	-	-	2	29	5	17

empty cell: no information given.

* Including 4 temporary A2 officials.

** Given the nature of the work of an A2 the BEIS classification might be less obvious.

Source of information:

Regular statistics by public authority: Belgium, Denmark, Finland (+ telephone directories) Spain, Sweden, United Kingdom, Austria

Special survey from material gathered by public authority: Italy, Luxembourg Portugal

Information gathered manually: Germany, Netherlands

JUDICIAL SYSTEM

Indicator 9

Indicator 9: The proportion of women of the members of the Supreme Courts of the Member States and the proportion of women of the members of the European Court of Justice and the Court of First Instance

Data requested from each Member State: Numbers of women and men judges in all Supreme Courts.

Data requested from the European Court: Numbers of women and men judges in the European Court of Justice and the Court of First Instance.

Member State	Supreme Courts/European Court of Justice/Court of First Instance		
	% women	Total women	Total judges
Austria	14.0	19	136
Belgium	16.2	29	179
Denmark	15.8	3	19
Finland	19.1	9	47
France	27.7	89	321
Germany	13.3	55	414
Greece	NA	--	--
Ireland	12.5	1	8
Italy	2.15	5	43
Luxembourg	42.2	19	45
Netherlands	15.9	7	44
Portugal	1.4	2	142
Spain	0.0	0	95
Sweden	25.7	9	35
United Kingdom*	6.0	9	151
European Court of Justice**	4.1	1	24
Court of First Instance	13.3	2	15

* Supreme courts in United Kingdom include House of Lords, Court of Appeal and High Court, including Heads of Divisions.

** European Court of Justice: judges and advocates-general

NA= no answer

JUDICIAL SYSTEM

Indicator 9

Source of information on judicial system						
	Regular statistics by public authority	Regular statistics by private bodies	Special survey from material gathered by public authority	Special survey from material gathered by private bodies	Information gathered manually	Other
A	x				x	
B	x				x	
DK	x	x				
FIN						
F	x					
D	Federal Ministry of Justice / figures for 1996					
GR						
IRL			x			
I			x			
LUX					x	
NL	x					
P	X,asked directly to these boards 1999					
S	x					
SWE	x					
United Kingdom					x	

INDICATOR FOR FURTHER CONSIDERATION

Indicator A

Indicator A: The proportion of women candidates for the parliamentary elections of the single/lower houses of the Parliaments of the Member States and for the European elections

Table A. PROPORTION OF WOMEN CANDIDATES IN ELECTIONS FOR THE NATIONAL PARLIAMENT AND THE EUROPEAN PARLIAMENT

Data requested from each Member State: Numbers of women and men candidates in the last elections for the national assembly.

Proportion of women candidates in national elections				
Member State	% women candidates	Total women candidates	Total men candidates	% women parliamentarians
Austria	32.2	1692	3553	27.9
Belgium	46.8	711	809	24.9
Denmark	28.0	316	811	37.4
Finland	NA	--	--	--
France	NA	--	--	--
Germany*	26.0	396	1130	30.9
Greece	NA	--	--	--
Ireland	20.0	97	387	12.0
Italy	NA	--	--	--
Luxembourg	NA	--	--	--
Netherlands	NA	--	--	--
Portugal	15.6	134	725	13.9
Spain	32.6	336	692	--
Sweden	NA	--	--	--
United Kingdom	NA	--	--	--

NA = no answer

* Figures for Germany include only those who ran for a constituency mandate

INDICATOR FOR FURTHER CONSIDERATION

Indicator B

Indicator B: The proportion of women in Government appointed committees in the Member States and in the committees of the European Union (such as ECOSOC and Committee of Regions)

Table B. PROPORTION OF WOMEN IN PUBLIC COMMITTEES AND ADVISORY BOARDS IN EU MEMBER STATES

Data requested from each Member State: Numbers of Government appointed committees involved in political decision-making in your country. Numbers of members in these committees.

Table B. Proportion of women in public committees and advisory boards in EU Member States				
Member State	% women	Total women	Total members of committees	Total committees
Austria	NA	NA	NA	NA
Belgium	19	1148	6163	277
Denmark	27	517	1897	153
Finland	43	326	767	65
France*	NA	NA	NA	NA
Germany**	8,1	1058	8639	355
Greece	NA	NA	NA	NA
Ireland	NA	NA	NA	NA
Italy	2	1	45	10
Luxembourg	NA	NA	NA	NA
Netherlands	20	83	409	23
Portugal***	53	NA	NA	NA
Spain****	NA	NA	NA	NA
Sweden	41	2126	5166	170
United Kingdom	27	96	361	25

NA = no answer or answers not compatible

*France reported that because of the huge number of different committees it is impossible to give the requested figures.

**The figures for Germany refer to the main Committees appointed at Federal level.

***Portugal said that there are 53 Government appointed councils, observatories, committees and commissions. However, other figures were not given.

****Spain submitted the figures of only one committee with 42 members of whom 37 are women.

'Government appointed committee' was defined in the following ways by the Member States that answered the question (Table B):

Belgium: Federal committees with a primarily advisory competence and which fall within the field of application of the law of 20 July 1990 concerning the balance between men and women in the composition of advisory bodies.

Denmark: Appointed committees included by the law no. 427/13.6.1990.

Finland: Includes committees, advisory boards and working groups appointed by the Government or ministries.

Germany: Includes the most important bodies under responsibility of the Federal Administration, i.e., the board, advisory councils, commissions, committees, administrative committees as well as the board of directors, cooperative organs and other equivalent groups, as far as the Federal Administration has the right to nominate and to delegate its members. The Bundesministerium that has the overall responsibility for a particular matter determines which bodies are the most important.

Luxembourg: Impossible to select committees which are involved in political decision-making.

Netherlands: Officially appointed advisory boards related to the ministries.

Sweden: Printed in a yearly written communication from the Government.

United Kingdom says that the committees are all the Government Cabinet Committees at the end of 1998, excluding European and Defence committees.

Source of information

Six out of 15 Members States (40%) reported to have some regular statistics by public authority on committees in question. This should be quite firm basis for further investigation of equal participation between women and men in public committees.

INDICATOR FOR FURTHER CONSIDERATION

Indicator C

Indicator C: The proportion of women in Government appointed delegations to international organisations (such as UN, Council of Europe, ILO)

Table C. Proportion of women in Government appointed delegations to the meetings of international organisations in EU Member States

	UN General Assembly			ILO			Council of Europe		
	% women	Total women	Total men	% women	Total women	Total men	% women	Total women	Total men
Austria **	29.8	20	47	42.8	3	4			
Belgium	19.2	5	21	35.8 ¹	14	25	33.3	2	4
Denmark	--			--			--		
Finland	42.8	3	4	57.1	4	3	50.0	5	5
France	--			--			--		
Germany*	15.5	15	82	26.3	10	28	25.0	9	27
Greece	--			--			--		
Ireland	25.0	7	21	40.0	4	6	0.0	0	2
Italy**	--			--			--		
Luxembourg	--			37.5	6	10	--		
Netherlands	--			--			--		
Portugal	41.7	5	7	22.2	2	7	33.3	1	2
Spain	--	--	--	--	2	--	0.0	0	2
Sweden	37.3	25	42	50.0	3	3	50.0	2	2
United Kingdom***	39.5	32	49	26.6	8	22	25.0	1	3

* Figures for Germany include deputies.

** Italy, France (all three bodies) and Austria (Council of Europe only) : The delegations usually change according to topic. Generally the presence of women is very limited.

***United Kingdom: figures for UN excludes special sessions; figures for Council of Europe exclude ad hoc steering and working groups.

¹ The breakdown for the tripartite organisation is the following: Government (M/15 – W/8 – 34.7%), Employers (M/3 – W/2 – 40%), Unions (M/7 – W/4 – 36.3%).

INDICATOR FOR FURTHER CONSIDERATION

Indicator C

Source of information on Government appointed delegations						
	Regular statistics by public authority	Regular statistics by private bodies	Special survey from material gathered by public authority	Special survey from material gathered by private bodies	Information gathered manually	Other
Austria					x	
Belgium					x	
Denmark	NA					
Finland					x	
France	NA					
Germany					x	
Greece	NA					
Ireland	x					
Italy			x			
Luxembourg					x	
Netherlands	NA					
Portugal					x	
Spain	x					
Sweden					x	
United Kingdom	x					

NA= no answer