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of the Beijing Platform for Action**
- **Women in political decision-making**
= **Draft Council Conclusions**

Delegations will find attached a review report drawn up by the Slovenian Presidency on the indicators in respect of "Women in political decision-making" adopted by the Council under the Finnish Presidency in 1999¹. Minor editorial changes have been introduced into the text following the meeting of the Committee of Permanent Representatives on 20 May 2008.

¹ See doc. 11862/99.

**Review of the implementation by the Member States and the EU institutions of the Beijing
Platform for Action**

WOMEN IN POLITICAL DECISION-MAKING

Review Report by the Slovenian Presidency

I. Introduction

The position of women in political decision-making is a constant concern of the EU, especially since the UN's Fourth World Conference on Women held in Beijing in 1995. Annual reviews of the implementation of the Beijing Platform of Action were presented by the Member States in 1996, 1997 and 1998. In 1998, it was decided to prepare a simple set of indicators and benchmarking in the critical area of "women in decision-making". The indicators were developed during the Finnish Presidency in 1999, and the Council adopted a set of Conclusions on the review of the implementation by the Member States and the European Institutions of the Beijing Platform for Action.

During the Slovenian Presidency the monitoring of this process has been undertaken on the basis of nine indicators developed by Finnish experts in 1999. The 2007 monitoring report is a follow-up on the issue of women in decision-making connected to the strategic objectives in area *G Women in power and decision-making* in the Beijing Platform for Action.

Slovenia has collected data on all (nine) indicators, and the results are presented in this report for information and further comparison. The main sources for this report are the European Commission's "Database on women and men in decision-making" (data collected between 1 August and 31 October 2007) and the questionnaire prepared by the Slovenian Presidency (based on the Finnish questionnaire from 1999). The data for indicators 1, 5, 6, 7, 8, and 9 have been updated (from the Finnish report and the *Syracuse paper*) mainly by data from the "Database on Women in Decision-making". Data for indicators 2, 3 and 4 are based on data received from the Member States via the questionnaire in November and December 2007.

The nine indicators enable us to measure how far we are from the goals set by governments in their national and international commitments and to assess progress in the area of the position of women in decision-making in all 27 Member States.

The monitoring report is based on the following nine indicators:

1. The proportion of women in the single/lower houses of the national/federal parliaments of the Member States and in the European Parliament
2. The proportion of women in the regional parliaments of the Member States, where appropriate
3. The proportion of women in local assemblies in the Member States
4. Policies to promote balanced participation in political elections
5. The proportion of women among the members of the national/federal governments and the proportion of women among members of the European Commission
6. 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
7. The proportion of the highest-ranking civil servants who are women
8. The distribution of the highest-ranking women civil servants in different fields of action
9. 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.

II. Monitoring political commitments in the field of women's participation in political decision-making

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. Politics is about our common good, and it is very important to be aware that we all have to participate in “making” this common good if we want to create the best solutions for the majority of citizens regardless of their nationality, religion, race, sex or other personal characteristics. It seems that women in many countries have still not reached the level of participation/presence/representation at which their voice is properly heard. It seems that there are still situations in which women are highly-educated, fully-employed, publicly-visible actors but poorly represented in political decision-making bodies. In different countries there are different reasons for this situation: there may be cultural, religious, social/economic or political obstacles that block women's higher involvement in politics. Each country has to make its own analysis of its particular situation and identify the route (actors, policies, measures, etc.) towards genuine equality of women and men in this field. And as the *Syracuse paper* states, there is still a long way to go to ensure balanced representation of women and men in political decision-making.

For more successful monitoring of the position of women in political decision-making and to accelerate progress in this area the Council of the European Union made a number of commitments:

- it recalled the commitment of the Member States to achieve the equal participation of women and men at all levels of power and decision-making, as stated in the Beijing PfA and encouraged the Member States to take the necessary measures;
- urged Governments and encouraged the political parties and social partners to adopt further active measures and strategies to reach the goal of equal participation;
- encouraged the Member States to consider reviewing their national data collection systems so that regular statistics could be made available on an annual basis on the proposed nine indicators.

In order to identify the changes since the 1999 Finnish report, the Slovenian report uses data from the intermediate review of the process carried out during the Italian Presidency and presented at the 2003 conference, known as the *Syracuse paper*. The main findings of the *Syracuse paper* were the following:

- There had been an increase in the number of women members of national parliaments, but 7 out of 15 Member State parliaments still had fewer than 20% women members;
- Women's representation in regional parliaments remained almost unchanged for both "high-level" and "low-level" countries. There were a few notable exceptions, where representation had risen from 10% to almost 30%;
- Several countries had introduced legislation in the area of equal representation at regional/national or European level. Some countries reported that the use of quotas by political parties had helped to increase the number of women members of national and/or regional parliaments;
- There had been a slight shift in the type of policy areas to which women ministers were appointed. Women ministers were more likely to take up positions in areas other than the socio-cultural field, such as economic functions and infrastructure.

In 2004 and 2007 new Member States joined the European Union, which now consists of 27 countries. This report sets out to show how this enlargement has affected the position of women in the decision-making process overall, and what the situation is in each Member State, by reference to the nine indicators and the progress made in each case.

The result of our review of the process is not clear-cut. There have been changes in many directions and it is hard to say categorically whether for better or worse. For example, there are far more Member States than in 2003 with less than 20% of women in their national parliaments (of eleven, only three from the "old" members); on the other hand, the absolute leader on the list, Sweden (47%), is now joined by Finland with 42% and a big leap has been made in Spain with 36%, a rise of almost eight percentage points.

There has also been a steady improvement in the position of women in national governments; governments with more than 40% women membership have risen from one (Sweden) in 1994/95, two (Sweden and Finland) in 1999, three in 2003 (Sweden, Finland and Germany) to four in 2007 (Finland, Sweden, the Netherlands and Austria). The top position is held by Finland, where 60% of all ministerial posts are held by women. Steady improvement has also been observed in the European Commission, from two Commissioners in 1993/94 to eight in 2007.

More countries now have rules or policies of some form designed to promote gender balance in political decision-making. Some Member States' reports show that special legislation concerning gender balance in decision-making can lead to better representation of women in elected parliaments. This is the case, for example, in Belgium, where after adopting obligatory quotas for local elections the percentage of women rose to over 30%. On the other hand, balanced representation in political decision-making can also be achieved without special legislation, by means of other policies (targets, all-women shortlists, quotas for appointed positions, etc.).

All in all it seems that a wide variety of positive measures, strategies and mechanisms can be effective. It is up to the individual country and its leading players to decide what measures will be effective in their particular political circumstances.

III. Analysis of indicators

INDICATOR I. The proportion of women in the single/lower houses of the national/federal parliaments of the Member States and in the European Parliament

The data from 1999 show that the critical mass of 30% of women in parliament was reached by five countries: Sweden, Denmark, Finland, the Netherlands and Germany. In 2003 seven countries - Austria, Germany, Belgium, the Netherlands, Finland, Denmark and Sweden - achieved more than 30%. This indicates slight progress.

The statistics from 2007 show that the highest proportion of women MPs is in Sweden (47%) and Finland (42%), followed by the Netherlands (39%), Denmark (39%), Spain (36%), Belgium (35%), Austria (32%) and Germany (32%). The critical mass of 30% is reached in eight countries which show no major improvement compared with the 2003 figures, particularly given the fact that in 2004 ten new countries joined the European Union, followed by two more in 2007. In 2003 only Spain was in the cluster of more than 20% but less than 30%, but in 2007 there are seven countries in this category, four of them new Member States (Lithuania, Bulgaria, Estonia and Poland). 11 countries have less than 20% but more than 10% of women MPs: Latvia, Slovakia, France, Italy, Greece, the Czech Republic, Cyprus, Ireland, Slovenia, Hungary and Romania. Malta is the only country with less than 10% (9%).

Among the new Member States that joined the EU in 2004 and 2007, the highest proportion of women MPs is to be found in Lithuania (24%) and Bulgaria (22%), closely followed by Estonia (21%) and Poland (20%).

Throughout the different periods of data gathering we see a balanced improvement in some countries, for instance Portugal (17,4%² in 1999, 19,6% in 2003 and 21%² in 2005), Spain (22% in 1999, 28,2% in 2003 and 36% in 2007) and Luxembourg (16,7% in 1999 and 23,33% in 2007).

² Data provided by Member State, January 2008.

Table I/1: The cluster of Member States with higher/lower female representation in the single/lower houses of the national/federal parliaments 1992-95, 1999, 2003 and 2007

Category / Year	1992-95	1999	2003	2007
more than 40%	Sweden	Sweden 42,7%	Sweden 45%	Sweden 47% Finland 42%
more than 30 %	Denmark Finland Netherlands	Denmark 37,4% Finland 37% Netherlands 36% Germany 30,9%	Denmark 38% Finland 37% Netherlands 35% Belgium 33,9% Germany 32,3% Austria 32%	Netherlands 39% Denmark 39% Spain 36% Belgium 35% Austria 32% European Parliament 31% Germany 32%
more than 20%	Germany Austria Spain Luxembourg	Austria 27,9% Belgium 23,3% Spain 22%	Spain 28,2%	Lithuania 24% Luxembourg 23,33% ² Bulgaria 22% Estonia 21% ³ Portugal 21% ² Poland 20% United Kingdom 20%
less than 20%	Italy Ireland Portugal Belgium United Kingdom	United Kingdom 18,4% Luxembourg 16,7% Portugal 17.4% ² Ireland 12% Italy 11,1% France 10,9%	Portugal 19,6% United Kingdom 18% Cyprus 16.1% ² Ireland 13,2% France 12,3%	Latvia 19% Slovakia 19% France 18% Italy 17% Greece 16% Czech Republic 15% Cyprus 14% Ireland 13% Slovenia 12% Hungary 11% Romania 11%
less than 10%	Greece France Cyprus 5,35% ²	Greece 6,6% Cyprus 5.35% ²	Italy 9,6% Greece 9%	Malta 9%

Source for 1992-1995 and 1999:

Presidency report on "*Women in the decision-making process*" in the Member States and the European Institutions (11829/99), 1999.

Source for 2003:

Women in decision-making processes, Conference, Syracuse, 12 September 2003. Update of elected indicators on women in political decision-making, 2003.

Source for 2007:

European Commission, DG EMPL, Database on women and men in decision-making, 2007.

The representation of women in the European Parliament has risen slightly but steadily from 27,5% in 1999 to 29,7% in the period 1999-2004 and 31% in 2007.

² Data provided by Member State, January 2008.

³ Data for 2005.

Table I/2: The proportion of women in the European Parliament

Year	1996	1999-2004	2007
European Parliament	27,5%	29,7%	31%

Source: European Commission, DG EMPL, Database on women and men in decision-making, 2007

INDICATOR II: The proportion of women in the regional parliaments of the Member States, where appropriate

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). Not all Member States have regional levels of this kind.

Before 2004 only nine Member States (Sweden, Germany, Denmark, Austria, France, Spain, Belgium, Italy, and Portugal) had regional parliaments to which members are elected directly. The highest proportion of women members of regional parliaments in 1999 and 2003 was in Sweden (more than 40%). According to table II/1, substantial progress has been made in France (from 27.5% in 1998 ², 47,4% in 2003 to 49% in 2006 and 48% in 2007), Austria (from 24,3% in 1999 to 34% in 2003, 30% in 2006 and 31,6% in 2007) and Spain (from 19,8% in 1999, 31,5% in 2003 to 39% in 2006 and 40% in 2007).

On the other hand, the proportion of women members of regional parliaments in Italy fell from 11,7% in 1999 to 8,7% in 2003, and rose again to 12% in 2006 and 13% in 2007.

In 2006, official data existed for regional parliaments in Austria, Belgium, the Czech Republic, Germany, Greece, Spain, Finland, France, Hungary, Italy, Poland, Portugal, Sweden, Slovakia, the Netherlands and the United Kingdom.⁴

² Data provided by MS, January 2008.

⁴ Data for 2006 gathered by the European Commission, DG EMPL.

Among the new Member States that joined the EU in or after 2004, in 2006 the highest proportion of women in regional parliaments was in Poland (17%) and the Czech Republic (15%). In 2007, the highest proportion of women in regional parliaments was in France (48%), Sweden (47,6%) and Spain (40%). In the new Member States women members of regional parliaments were most numerous in Slovakia (19,1%), Poland (17%), the Czech Republic (16%) and Romania (15,7%). In Cyprus, Estonia, Latvia, Lithuania and Slovenia there is no regional level.

It is difficult to make a completely reliable interpretation of this indicator as not all the Member States have returned the questionnaire. Some data were gathered via the questionnaire and some data were found on the official European Commission website. The data base is not, therefore, complete and conclusions can be drawn on the basis of received information only. However, throughout this period the Scandinavian countries have been those with the highest proportion of women members in regional parliaments. As already mentioned, the data show that France, Austria and Spain have made extraordinary progress. Certain of the new Member States must not be forgotten: in Poland, the Czech Republic, Slovakia and Romania the number of women members of regional parliaments is slowly but steadily increasing and can be taken as a positive example for other new Member States.

Women are still under-represented in regional parliaments. Certain Member States, and especially those with a regional level of government, need to do more to improve female representation in decision-making.

Table II/1: Proportion of women in regional parliaments of the Member States

Proportion of women in regional parliaments of the Member States, where appropriate ⁵				
	1999	2003 ⁶	2006	2007
more than 40%	Sweden 47,8%	France 47,4% Sweden 47%	France 49% Sweden 47% Finland 43%	France 48 % Sweden 47,6% Wales 46,7% Spain 40 %
more than 30%	Germany 30, 8%	United Kingdom (Wales 50%, Scotland 39,5%, Northern Ireland 13,8%) Austria 34% Spain 31,5% Germany 30,8%	Spain 39% Denmark 34% Germany 33% Belgium 31% Austria 30%	Scotland 33,3% Denmark 33 % Germany 31 % Austria 31,6% Belgium 30%
more than 20%	Netherlands 29,4% United Kingdom 29% Denmark 28,2% France 27.5 % Austria 24,3% Belgium 21,6%	Netherlands 28,4% Denmark 27% Belgium 22,1%	Netherlands 28%	Netherlands 27,6% Greece 20 %
less than 20%	Spain 19, 8 % Portugal 14,2 % ⁷ Italy 11,7% Poland 10,9 %	Portugal (Azores 7,7%, Madeira 16,3%) ⁸ Poland 14,4 %	Greece 18 % United Kingdom 18% Poland 17,7% Portugal 17% Czech Republic 15% Hungary 12% Italy 12% Slovakia 12%	Slovakia 19,1% Portugal 19 % Poland 17 % Northern Ireland 16,7% Czech Republic 16% Romania 15,7% Italy 13 % Hungary 12 %
less than 10%	Italy 8,6 % Greece 8,5 %	Italy 8,7%		

⁵ Data for 1999 and 2003 taken from previous reports: Presidency Report - Review of the implementation by the Member States and the European Institutions of the Beijing Platform for Action, 1999, and Women in decision-making processes - Background paper for the conference, Syracuse, 2003. Data for 2006 gathered by the European Commission, DG EMPL.

Some data gathered via the questionnaire on women in decision-making sent to all Member States by the Slovenian Office for Equal Opportunity in November 2007. Some Member States provided different information on women's participation for 1999, 2003 and 2006 from that given in previous reports. Only information on certain Member States with marked differences will be mentioned from here onwards. However, some Member States did not reply to the questionnaire. For those Member States data for 2007 (collected between 1 August and 31 October 2007) were gathered by European Commission, DG EMPL. Table II/1 shows only the final percentage of women in regional parliaments of the Member States.

⁶ No data for Greece for 2003.

⁷ Data for 2000 provided by MS, January 2008.

⁸ Data for Portugal in general (not separately for the Azores and Madeira) for 2004 is 11, 7 %. Data provided by Member State, January 2008.

INDICATOR III. The proportion of women in local assemblies in the Member States

The highest figures for the representation of women in local assemblies between 1999 and 2003 were in Sweden and Latvia. Furthermore, according to the 2006 data these are the only two countries that fall within the cluster with more than 40% of women members of local assemblies.

The critical mass of 30% is exceeded in only two other Member States: Finland (36,4%) and Belgium (30,5%). Most countries fall into the group of more than 20% but less than 30%; this includes Estonia, Denmark, the Netherlands, the Czech Republic, Lithuania, Slovenia, Poland, Cyprus, Luxembourg and Malta.

Among the new Member States that joined the EU in or after 2004, in 2006 the highest proportion of women in local assemblies is to be found in Latvia (42,26%), Estonia (29,6%), the Czech Republic (24,97%), Lithuania (22%), Slovenia (21,5%), Poland (21,3%), Cyprus (20,7%) and Malta (20%).

The positive progress made between 1999 and 2006 can be seen in a group in which the proportion of women is less than 20%. According to the 2006 data only Italy, Romania and France fall within this group.

The data for 2006 also show that no Member State falls into the group with less than 10% women in local assemblies, which is a good sign.

Table III/1: Proportion of women in local assemblies of the Member States

	1999	2003	2006
more than 40%	Sweden 42%	Sweden ¹⁶ 42,3% Latvia 41,15%	Latvia 42,26% Sweden 42%
more than 30%	Finland ⁹ 31,5%	Finland ¹⁰ 34,4%	Finland ¹¹ 36,4% Belgium 30,5%
more than 20%	Estonia 28,3% England 27,2% Denmark 27% ¹² Scotland 23,5% Netherlands ¹³ 22,7% Hungary ¹⁴ 22,6% Wales 20,6% Czech Republic ¹⁴ 20,52%	Estonia 28,3% England 28% Belgium ² 27,3% Denmark 27% ¹⁴ Hungary ¹⁵ 25,5% Germany ¹⁶ 24,1% Netherlands ¹⁶ 23,5% Czech Republic ¹⁶ 22,70% Scotland 22,6% Lithuania ¹⁶ 21% Wales 20,4%	Estonia 29,6% England 29,3% Denmark 27% ¹⁶ Netherlands 26,0% Czech Republic 24,97% Scotland 22,3% Northern Ireland 22,2% Lithuania ¹⁷ 22% Wales 22% Slovenia 21,5% Poland ² 21,3% Cyprus 20,7% Luxembourg ^{2 18} 20,6% Malta 20% ²
less than 20%	Belgium ² 19% Lithuania ¹² 18,0% Cyprus ¹¹ 17,2% Poland ² 15,7% Italy ² 15,6% Luxembourg 15% ¹⁸ Ireland ² 16% Northern Ireland 14,9% Portugal ¹³ 14,1% Slovenia ¹⁴ 12% Greece ¹⁴ 10,8% ¹⁹	Ireland ² 19% Cyprus ¹⁴ 18,6% Northern Ireland 18,6% Greece ¹⁵ 18% ²⁰ Portugal ¹⁴ 17,8% Poland ² Italy ² 16% Slovenia ¹⁵ 13,1% Greece ^{2 15} 12% ²⁰	Italy ² 17% Romania ¹⁷ 11,55% France ¹⁷ 10,9%
less than 10%	France ¹⁴ 8,6% ²¹ Greece ²⁷ 7,11% ^{13 20}	France ¹⁴ 9,8%	
no data available	Slovakia Austria ²²	Slovakia Austria	Slovakia Austria

² Data provided by Member State, January 2008.

⁹ Data for 1996.

¹⁰ Data for 2000.

¹¹ Data for 2004.

¹² Data for 1997.

¹³ Data for 1998.

¹⁴ Data for 2001.

¹⁵ Data for 2002.

¹⁶ Data for 2005.

¹⁷ Data for 2007.

¹⁸ Presidency report on "*Women in the decision-making process*" in the Member States and the European Institutions from 1999 shows 10% of women sitting in local assemblies in Luxembourg.

¹⁹ Proportion of women at prefectural level.

²⁰ Proportion of women at municipal level.

²¹ Presidency report on "*Women in the decision-making process*" in the Member States and the European Institutions from 1999 shows 22% of women sitting in local assemblies in France.

²² Because of the federal structure of Austria this is a matter for the federal states. There are no available data for this.

	Latvia Spain	Spain	Portugal Spain
no response	Bulgaria Malta Romania Germany	Bulgaria Malta Romania	Bulgaria Germany

Source: Data gathered via the questionnaire on women in decision-making sent to all Member States by the Slovenian Office for Equal Opportunities in November 2007.

INDICATOR IV: Policies to promote balanced participation in political elections

This indicator describes policies and measures taken by governments to reach a gender balance in parliaments at national/federal, regional and local levels.

What kind of policies and measures can be/are effective? 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.

There were some interesting observations in the Council of the European Union Report for 1999 which indicate three ways in which gender-balanced participation can be achieved: 1. through the activities of women's groups and measures taken by political parties (this group of countries includes those in which the proportion of women in national assemblies is highest). The political culture in this group of countries (Sweden, Finland, Denmark, the Netherlands) is inclined more towards targets and action plans and less towards legislative regulation; 2. through legislative regulation - amending existing legislation to require gender quotas for elections at local, regional and national levels (Belgium, France, Italy, Portugal). In these countries representation of women in politics increased after the introduction of such legislation; and 3. through party quotas (in Austria, Germany and some other countries); the way in which quotas are defined depends on the electoral system and on existing rules on quotas (sanctions/rewards). In the two countries mentioned this measure has been found to be effective.

The data from the 2003 *Syracuse paper* show some progress in this regard:

1. Several countries (Greece, France, UK and Belgium) have introduced new legislation in the specific area of balanced representation at regional/national and/or European level.
2. Many countries report government campaigns or government finance for political parties or women's organisations for campaigns to increase the number of women involved in political decision-making.
3. Austria and Germany report that more political parties now use quotas for candidate lists and they consider this to be an important tool in increasing the number of women in national parliaments.

The Finnish report and the *Syracuse paper* dealt with so-called "old" Europe with only 15 Member States and no major differences. With enlargement the EU situation changed considerably; the European Union now has 27 Member States. We will briefly discuss this situation as the EU is now a more pluralistic society than in 1999 or 2003. This pluralism is the result of historical differences in the development of democratic institutions and, for the purposes of this report, differences in the position of women in the fields of education, employment, public life and politics. These differences also lead to a different understanding of the concept of gender equality, differences in institutional mechanisms to deal with the question, and so on.

Policies and measures in the Member States

Replies to the questionnaire from 26 Member States were analysed and show that only four countries (Cyprus, the Czech Republic, Malta and the Netherlands) have no legislation to promote gender balance in political decision-making, and that all the other countries have quotas, targets, or other measures. The Netherlands has either exceeded or almost reached the critical mass of women

in political decision- making (39% (national parliament), 27% (regional parliament), 26% (local assembly)) at different levels without introducing special policies. By contrast, Cyprus and the Czech Republic (both have government action plans with targets) both fall into the group of countries with less than 20 % of women in their parliaments and slightly more than 20 % of women in local assemblies.

It is very interesting to note that in 9 countries the constitution in some way or another deals with gender balance in decision-making. The reference in the constitution to gender balance in decision-making serves as a legal basis for implementation of national rules on decision-making.

13 Member States report that they have special legislation on gender balance in decision-making, five of them new Member States. Five Member States report that their national legislation has quota regulation (numerical share of each gender for candidate lists) and two (Belgium and Portugal) also sanction infringements of the rules.²³ In Belgium a candidate list which does not have the required share of each gender is declared invalid, in Portugal if a list fails to comply with the rules (electoral lists with three or more candidates for legislative, local and European elections must ensure a minimum representation of 33% of each sex), public funding of electoral campaigns may be reduced and in France, a 2003 law strengthened the financial penalties for political parties which fail to respect parity in municipal and regional executives and in inter-municipal structures, namely 50 % of candidates of each sex with a margin of 2%. Under Italian legislation electoral expenses are refunded to political parties that promote women in politics.

Targets are not as binding as quotas, they are set as goals, but in some countries they have at least the same effect that quotas have in others (where there are no penalties or rewards). The number of countries with either quotas or targets set by government (in laws or in action plans) is eight, which means that almost 30% of all Member States have one or another instrument to ensure better representation of women in political decision-making.

²³ In Italy in 2005 the Department for Rights and Equal Opportunities of the Italian Presidency of the Council of Ministers presented a draft law concerning the introduction of gender quotas for candidate lists (30% for women) but the law was not adopted by the Italian parliament.

A government action plan (AP) is a specific strategy devised by governments or ministers to achieve gender balance in decision-making. 13 Member States report that they have such plans or are in the process of drawing them up (Hungary). Reports show that a variety of actions are planned:

- in **Austria** the gender balance is determined in Article 7 of the Austrian Federal Constitutional Law. The programme of the Austrian Federal Government 2007-2010 aims to advance women's careers and therefore provides an expansion of women-specific networks and mentoring programmes, especially for women promotion plans in companies and the promotion of women in top positions in science and research. There are already existing promotion plans for women in public departments as well as promotion plans for women in the federal states.
- in the **Czech Republic** the AP provides active support, through specific measures, for the selection of suitable women candidates for positions in government bodies and senior positions in ministries, and in their subordinate administrative authorities and institutions. It also evaluates the measures adopted to achieve the balanced representation of women and men in senior positions and work teams.
- in **Cyprus** the National Action Plan for Gender Equality was adopted in 2007; the plan sets the goals, the actions and the agencies involved in the implementation of each action. Actions in this field include, among others: a) awareness / information campaigns through seminars, mass media, publications, etc.; b) establishment of a data bank for data collection, monitoring and assessment and dissemination of relevant information; c) 40% target for the participation of women in political life; d) 30% quota for women candidates in ballots in community and municipal elections and parliamentary and euro-parliamentary elections; e) 30% quota for appointments of women in governmental bodies / committees / councils; f) training programmes, seminars for the empowerment of women in order for them to become more involved in political life;

- in **Denmark** in May 2006 the Minister for Gender Equality proposed an amendment to the Gender Discrimination Act, which was passed by a broad majority in the Folketinget. The amendment means that organisations etc. are now required to nominate equal numbers of women and men for municipal as well as regional councils, boards and committees. These rules correspond to the nomination rules that apply to ministerial councils, boards and committees, and thus they exempt democratically elected members.
- in **Finland** the government as a whole undertakes to make determined efforts to promote equality in all its decision-making. The government will systematically advance women's careers and promotion to managerial positions both in the public and private sectors.
- in **France** there is a government commission for monitoring equality of women and men. Its main tasks are to evaluate, to recommend and to produce opinions on draft legislative and statutory measures, at the request of the Prime Minister.
- in **Lithuania** one of the main directives of the National Programme on Equal Opportunities for Women and Men for 2005-2009 adopted by the government is the promotion of balanced participation in politics and decision-making. It also contains concrete measures and is implemented every year.
- in **Luxembourg** the National Action Plan for equality between men and women adopted by the government in February 2006 mentions gender balance in decision-making and deals with it in paragraph 7 .
- in **the Netherlands** the government's Action Plan states that the government will aim at the emancipation of women in general. The plans will be elaborated in a separate Action Plan for Emancipation.

- in **Sweden**, in a Bill to Parliament (1987/88:105) targets were set to achieve equal representation of women and men on the governing boards of central and regional government agencies within ten years. Interim targets were also set, in 1992 (30% women and 70% men) and 1995 (40% women and 60% men). The interim targets were met. The final target (50% women and 50% men in 1998) was not met. However, in 2001 the target of 50% women and 50% men was met at regional level and since then equal distribution of women and men on regional governing boards has been achieved. At national level the final target has still not been met. In 2005 49% of the representatives on central government governing boards were women.

- in **Latvia** Article 2.1.2. of the Concept on the Implementation of Gender Equality (the main policy document for implementation of gender equality, approved in 2001) lists lack of equality in participation and representation as one of country's problems to be tackled. The Programme for Gender Equality in Latvia (2007-2010) indicates the following fields of activity: 1) education of society regarding gender equality, 2) education of civil servants and other specialists regarding gender equality, and 3), improvement of the balance of work, family and professional life, for example by increasing the participation of men in care duties - especially childcare - in order to facilitate women's careers.

- in **Poland** few projects will be implemented between 2008 and 2010: these projects will consist of the following actions: a) continuation of training for local female leaders, started in the project "STEREOTYPE, and equal chances of women and men in rural areas"; b) e-learning training and consultations for business women and women who want to start their own businesses; c) gender balance training for local leaders; d) survey of the situation of women in high positions.

- in **Romania** the National Strategy on equal opportunities for women and men 2006 -2009 and the Action Plan stipulate that balanced participation of women and men in all aspects of social, political and economic life is more than necessary in order to attain competitiveness

and long-lasting development, as well as to achieve and consolidate a real democracy. For this purpose objective 1 states that both genders should be represented at all levels of the decision-making process and objective 2 state that ensuring balanced representation of women and men in the decision-making process can be achieved by legal intervention, by awareness-raising and information campaigns, by positive action for women and men alike and by mobilising civil society. The primary objective is to ensure that women and men exert power and influence equally and that women are not limited to subordinate positions in the decision-making process. It also mentions specific actions: organising awareness-raising campaigns and promoting positive actions to increase the degree of participation of women in the decision-making process.

12 Member States report other measures to promote gender balance in decision-making in their countries. These are:

- in **Austria** in 2007 the Federal Minister for Women initiated a new skills network for women. The public sector offers a cross-mentoring project for women in the federal service. By implementing women promotion plans, the departments of the Austrian Federal Government enforce various projects to increase the percentage of women in leading positions.
- in **Estonia** - the Gender Equality Act states in § 9. State and local government agencies as persons promoting gender equality that: "The membership of committees, councils and other collegial bodies formed by state and local government agencies shall, if possible, include both sexes".
- in **Finland** - the government Action Plan included various forums and campaigns in 2007-2008. This was also one of the main gender equality items during the Finnish EU-Presidency, autumn 2006.
- in **Ireland** financial support was made available under the Equality for Women Measure of the National Development Plan 2000-2006, to political parties which applied for it, to undertake a range of awareness raising and training initiatives in order to foster greater female participation at the highest level of national politics. In addition the Irish Government has put in place a minimum target of 40% representation of women on state boards.

- in **Lithuania** - a number of projects aimed at the promotion of women in politics and decision- making are supported by the European Social Fund. One of the examples of good practice is the establishment of a network of clubs of women politicians in all regions of Lithuania . These clubs bring together women of different political parties and are aimed at promoting women in politics.
- in **Luxembourg** the national action plan includes the financing of special training for female candidates in elections. The measure is financed by the Ministry for Equal Opportunities.
- in **Hungary** - the largest government party has introduced a 20 % quota for its candidates and managing bodies.
- in **Germany** - the political parties have different internal party regulations in order to increase the proportion of women in parliament and in other leading positions.
- in **Slovakia** - activities to support more women in decision-making by NGOs
- in **Sweden** - an interim target set by the government in 1999 was that by 2003 at least 40 % of board members would be women. Women's representation was 28 % at the time. The 40 % target was achieved in June 2003. In May 2006, the proportion of women in companies wholly owned by the Swedish state was 47 %. These results for state-owned companies have been achieved through goal-oriented and active corporate governance. To examine the distribution of women and men in power positions in public and private life, the government has set up an inquiry with the task of mapping out the distribution of women and men in top positions in the government, parliament, the courts, public agencies, at regional and local level, publicly-owned companies, private enterprises, political parties, the social partners, universities, schools, etc. A report will be presented to the government early in 2008.
- in the **United Kingdom** - positive measures provided for by legislation include training and mentoring, techniques such as 'twinning' and 'zipping'.

- in **Romania** - Law no. 334/2006 on the financing of the actions of political parties and of electoral campaigns states in Article 14: “1. Annually, the political parties receive subsidies from the state budget according to the provisions of the law. 2. The allocated amount granted annually to political parties cannot exceed 0.04% of the income foreseen in the state budget. For those political parties that promote women on electoral lists, the amount granted from the state budget will be increased in proportion to the number of mandates achieved by women candidates in elections. ”

Furthermore, 16 Member States report that they monitor this process and 9 that such actions receive state funding.

Equality legislation

16 countries (6 new Member States) have special equality laws, 16 have government action plans and 9 have both. In their equality legislation 12 Member States mention either quotas or targets or other measures to ensure gender balance in political decision-making; 13 also monitor this process.

We believe that there will be no changes in the representation of women in political decision-making unless a special effort is made, either by the organised women's movement or by political actors in mainstream politics. These special efforts may include positive action, targets, quotas, all-women shortlists, or similar measures.²⁴

If we group Member States in clusters according to the percentage of women in the national parliaments and see what policies they have to promote gender balance in decision-making, some interesting facts come to light.

²⁴ The UK, for example, believes that greater representation can be achieved without the use of quotas. The UK does not use quotas or targets but does permit the use of all-women shortlists. The introduction of all-women shortlists in 1997 in the UK led to the doubling of women representatives in Parliament. We would encourage the use of this example, together with those of other Member States, in order to provide best practice examples.

Table IV/1: Clusters of MS with legislation on GB and other measures

Cluster/women in national parliament	Data for 2007	Legislation on gender balance in decision-making	Quotas /targets ²⁵	Other measures	Equality law	Government Action Plan
more than 40%	Sweden 47%	No	/Yes	Yes	Yes	No
	Finland 42%	Yes	/Yes	Yes	Yes	Yes
more than 30%	Netherlands 39%	No	No	No	Yes	Yes
	Denmark 37%	Yes	No	No	Yes	Yes
	Spain 36%	Yes	Yes	Yes	Yes	Yes
	Belgium 35%	Yes	Yes	No	Yes	No
	Austria 32%	Yes	Yes	Yes	Yes	Yes
	Germany 32%	No	No	Yes	Yes	No
more than 20%	Portugal 27% ²⁶	Yes	Yes	No	No	Yes
	Luxembourg 25%	No	No	Yes	No	Yes
	Lithuania 24%	Yes	No	Yes	Yes	Yes
	Bulgaria 22%	NR ²⁷	NR	NR	NR	NR
	Estonia 21%	No	No	Yes	Yes	No
	Poland 20%	Yes	No	No	No	No
	United Kingdom 20%	Yes	No	Yes	Yes	Yes
less than 20%	Latvia 19%	No	No	Yes	No	Yes
	Slovakia 19%	No	No	Yes	No	Yes
	France 18%	Yes	Yes	No	Yes	Yes

²⁵ Some Member States report that they have quotas for elected positions and others for appointed positions. For this reason one unambiguous conclusion cannot be drawn.

²⁶ The legislation on gender quotas was only adopted in 2006, so has not yet been applied in a parliamentary election. This means that any data collected in 2007 does not relate to elections and the relationship between legislation on gender quotas and the percentage of women in the Portuguese parliament cannot yet be analysed.

²⁷ NR = no response received.

	Italy 17%	Yes	No	Yes	Yes	No
	Greece 16%	Yes	Yes	No	No	Yes
	Czech Republic 15%	No	No	No	No	Yes
	Cyprus 14%	No	No	No	No	Yes
	Ireland 13%	No	No	Yes	Yes	Yes
	Slovenia 12%	Yes	Yes	No	Yes	Yes
	Hungary 11%	No	No	Yes	Yes	No
	Romania 11%	Yes	No	Yes	Yes	Yes
less than 10%	Malta 9%	Yes	NA ²⁸	NA	Yes	No

We can see that the countries with more than 40% of women members in the national parliament (Sweden and Finland) apply nearly all the policies to promote balanced participation in political elections. Of the countries with more than 30%, 3 out of 5 (Belgium, Austria and Germany) have either quotas or other measures; of those with more than 20%, all 5 (Portugal, Lithuania, Luxemburg, Estonia and the United Kingdom) which contributed data have either quotas or other policies, but in Portugal the policy has not yet been applied. Of those with less than 20%, 2 have quotas and 4 have some other measures; 2 have neither quotas nor other policies.

From the table above we can conclude that a policy of some kind to promote the balanced participation of women in decision-making is needed if a country wishes to redress the imbalance.

²⁸ NA = no answer given.

INDICATOR V: The proportion of women among the members of the national/federal governments and the proportion of women among members of the European Commission

The proportion of women in government is one of the basic indicators of women's participation in political decision-making.

Significant progress has been made since 1994/ 95 when only Sweden managed to attain the goal of balanced participation of women in government - i.e. more than 40%. In 1999 Sweden was followed by Finland and in 2003 Germany joined them with around 44%. In 2007 four Member States managed to achieve this goal: Finland, the Netherlands, Sweden and Austria (Austria has made great progress since 1994/95 when women accounted for only about 20% of members of the national/federal governments).

Two Member States have moved up the scale since 1994/95; in 1994/95, only 8% of members of the Italian national/ federal governments were women, and in 2007 the proportion is over 20%. The other Member State that managed to move up is the United Kingdom - in 1994/95 the proportion of women members of national/federal governments was only 7%, and by 2007 it had increased to over 30%. Cyprus increased its percentage from 5,35% in 1999 to 18,2% in 2007.

Among the new Member States (those who joined the European Union in 2004 or after), the highest proportion of women members of national/ federal governments is in Latvia (30%), followed by Bulgaria (29%) and Lithuania (26%).

Since the 1990s women have achieved an increasing number of positions in the national/ federal governments of the Member States. Gender equality policy has become one of the most important issues in the last two decades.

The data for this indicator are for the years 1994/95 to 2007. To conclude, it is clear that Sweden and Finland are the Member States with the most women in national/federal governments. Germany and the Netherlands are close to the Scandinavian countries with high numbers of women in their governments. Among the new Member States, Latvia, Bulgaria and Lithuania are certainly examples of good practice. However, the percentage of women members is still not high enough when compared to the targets of the various action plans of EU Member States. As in other fields, the under-representation of women in this field cannot go unremarked.

Table V/1: Representation of women in national/ federal governments in 1994/1995, 1999, 2003 and 2007

Clusters of Member States according to the representation of women in national/ federal governments in 1994/1995, 1999, 2003 and 2007				
Representation of women in national/federal governments/ year	1994/1995	1999	2003	2007 ²⁹
more than 40%	Sweden 50%	Sweden 53% Finland 44%	Sweden 45% Finland 44,4% Germany 43,6%	Finland 60% Netherlands 41% Sweden 41% Austria 40%
more than 30%	Finland 39% Denmark 35% Netherlands 35%	Germany 36% Denmark 35% United Kingdom 34% France 32% Netherlands 31%	Netherlands 38% Belgium 33,3% United Kingdom 31,5%	Denmark 37% Spain 35% France 33% United Kingdom 33% Germany 30% Latvia 30%
more than 20%	Luxembourg 25% Austria 24%	Luxembourg 29% Italy 22% Austria 20%	Luxembourg 28,5% Denmark 28% Spain 26,6% France 25,6% Austria 22%	Bulgaria 29% Lithuania 26% Belgium 24% Estonia 21% Italy 20% Luxembourg 20%
less than 20%	Ireland 19% Spain 18% Germany 16% France 12% Belgium 12%	Ireland 16% Belgium 14% Spain 14% Portugal 10%	Ireland 12,5% Portugal 11,5% ³⁰ Italy 10%	Ireland 19% ² Romania 19% Cyprus 18.2% ² Czech Republic 17% Poland 17% Malta 16% Slovenia 15% Slovakia 14% Hungary 12% Greece 11.8% ² Portugal 10% ³¹
less than 10%	Portugal 9% Italy 8% Greece 4% United Kingdom 7%	Greece 9,5%	Greece 8,16%	

Source: Source for 1994/95 and 1999:

Presidency report on "*Women in the decision-making process*" in the Member States and the European Institutions (11829/99), 1999.

Source for 2003:

Women in the decision-making process, Conference, Syracuse 12 September 2003. Update of elected indicators on women in political decision-making, 2003.

Source for 2007: information gathered by European Commission, DG EMPL.

² Data provided by Member State, January 2008.

²⁹ In France, women comprise 33% of the government appointed by newly-elected President Sarkozy in June 2007, compared to 20% previously. In the United Kingdom the government reshuffle implemented by the new Prime Minister, Gordon Brown, has also resulted in an increase in the share of women in government, though the change is less dramatic than in France, rising from 28% to 33%.

³⁰ The official figure for the 2002 election is 13,5%; data provided by Member State, January 2008.

³¹ The official figure for the 2005 election is 11%; data provided by Member State, January 2008.

The table below also shows that the number of women members of the European Commission is steadily increasing. From two in 1993/94 it rose to eight in 2007 (information gathered by European Commission, DG EMPL).

Table V/2: The proportion of women in the European Commission

The proportion of women in the European Commission				
Representation of women/ year	1993/1994	1995/1999	2000/2005	2007
	2/17	5/20	5/20	8/27

INDICATOR VI: 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

The numbers of women and men ministers in different fields of action can be categorised according to the functions of the respective ministries. The BEIS typology describes this aspect of political power and includes four types of state functions:

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

ECONOMIC FUNCTIONS - 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.

In 1999, there were five Member States (the United Kingdom, Italy, France, Germany, Finland), in which the women ministers held positions in these four types of functions of the state. However, only in the Finnish government did women hold portfolios in all four areas. Looking at the EU as a whole, most women ministers were responsible for socio-cultural functions, and the number of women ministers was lowest in the area of economic affairs. The exceptions were Belgium, France, the United Kingdom, Ireland, Italy and Spain, where the majority of women ministers were found in fields other than the socio-cultural.

In 2003, most women ministers were still found in the socio-cultural field (35%), followed by basic functions (28%), infrastructure (21%) and economic functions (16%).

In 2007 the highest proportion of women ministers is in Finland (60%) and Sweden (10 out of 22 representing 45,5% of all Swedish ministers). Finland and Sweden are followed by the Netherlands (40,7%), Denmark (37%), Spain (35,1%) and Austria (35%). The number of women ministers in the United Kingdom has almost doubled since 1999 (from 23 to 42 women ministers) - in 2007 32,6% of ministers are women.

Among those Member States that joined the EU in 2004 or later, the highest proportion of women ministers is in Bulgaria (30%), followed by Latvia (27,8%) and Lithuania (25,9%), most of them responsible for socio-cultural functions.

On the other hand, the lowest proportion of women ministers can be found in Romania (0%). In 2007, a majority of women ministers from all Member States are still working in the field of socio-cultural functions (36,7%), followed almost equally by infrastructure, basic and economic functions.

This indicator followed women in positions as junior/senior ministers in the different fields of action from 1999 to 2007. It is a fact the majority of junior/senior positions held by women were in socio-cultural fields. But what can also be seen is that their share in this field is not as high as in 1999, when it was almost 50%. On the other hand, in almost all Member States economic functions are still considered to be a male field³².

³² The Maltese representative sent us the following explanation: BEIS typology is not applicable in Malta's case since the Minister of Gozo (in this case a woman) is responsible for all four functions.

Table VI/1: Portfolios of women ministers in Member State governments

Portfolios of women ministers in Member State governments			
BEIS	women ministers 1999	women ministers 2003	women ministers 2007
Basic functions	24%	28%	20,7%
Economic functions	13%	16%	17,9%
Infrastructure	14%	21%	21,1%
Socio – cultural function	48%	35%	36,3%

Source for 1999 and 2003:

Women in the decision-making process, Conference, Syracuse 12 September 2003. Update of elected indicators on women in political decision-making, 2003.

For 2007 data calculated from the table below.

**Table VI/2: Number of women and men ministers in Member States by field of action in 2007
(W= WOMEN; M=MEN)**

Number of women and men senior / junior ministers in Member States by field of action in 2007 (W=WOMEN; M=MEN) ³³											
Member State	Basic functions		Economic functions		Infra-structure		Socio- cultural functions		Total		Total women in %
	W	M	W	M	W	M	W	M	W	M	
Austria ²	4	4	1	3	1	1	2	4	8	12	40
Belgium	1	5	3	4	0	2	1	3	5	14	26,3
Bulgaria	8	21	8	20	5	15	10	16	31	72	30
Cyprus ²	1	3	0	3	1	0	0	3	2	9	18,2
Czech Republic	2	6	0	4	0	2	1	3	3	15	16,7
Denmark	2	3	0	3	2	1	3	5	7	12	37
Estonia	0	5	0	4	0	1	3	1	3	11	21,4
Finland	3	3	1	3	3	1	5	1	12	8	60
France	3	12	1	4	3	2	4	4	11	22	33,3
Germany	4	12	4	8	2	5	4	7	14	32	30,4

² Data provided by Member State, January 2008.

³³ Data on numbers of women for 2007 collected by the European Commission, DG EMPL.

Greece³⁴	1	-	0	-	0	-	2	-	3	37	7,5
Hungary	2	17	0	8	0	2	2	4	4	31	11,4
Ireland	0	11	2	7	0	5	3	7	5	30	14,3
Italy	6	33	2	19	1	14	12	16	21	82	20,4
Latvia	4	9	1	6	0	4	5	7	10	26	27,8
Lithuania	1	8	2	4	0	4	4	4	7	20	25,9
Luxembourg	1	7	0	2	0	1	2	2	3	12	20
Malta	1	5	0	7	0	2	2	2	3	16	15,8
Netherlands	3	6	2	4	3	1	3	5	11	16	40,7
Poland	5	30	7	27	2	12	6	20	20	89	18,3
Portugal	0	18	0	12	2	5	3	11	5	46	9,8
Romania	0	6	0	3	0	4	0	5	0	18	0
Slovakia	3	10	0	9	0	9	3	8	6	36	14,3
Slovenia	0	16	3	7	0	4	4	6	7	33	17,5
Spain	6	11	1	5	2	3	4	5	13	24	35,1
Sweden	4	4	1	3	1	1	4	4	10	12	45,5
United Kingdom	25	49	5	14	4	5	8	19	42	8	32,6

Source for 2007:
European Commission, DG EMPL.

³⁴ Data provided by Member State, January 2008. Unfortunately the Member State provided us only with numbers for women using the BEIS typology.

INDICATOR VII: The proportion of the highest-ranking civil servants who are women

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

The figures from 1999 show that Sweden (39%) was the only country with more than 30% of women in the highest positions in ministries. In Portugal, Finland, Belgium, the United Kingdom and Austria the proportion of women is more than 10% but less than 20%, following Germany, Italy, Ireland, France, and Spain with less than 10% of women in the highest positions in ministries. In 2006 the picture is rather different. Countries with the highest proportion of women (with the exception of Sweden and Spain) are in fact the countries which joined the European Union in 2004 and 2007. At the top of the list we find two new EU countries - Latvia and Slovenia with 42%, followed by Sweden with 40%, Spain with 32% and Bulgaria with 31%. Poland, Romania, Estonia, France³⁵, Finland, Denmark and Slovakia fall in the cluster of more than 20% but less than 30%. Austria, the United Kingdom, Cyprus, Hungary and Ireland have more than 10% but less than 20% of women in the highest positions in ministries. In the Czech Republic, Lithuania, the Netherlands, Belgium, Malta and Greece the proportion of women is less than 10%.

A significant and unforeseen shift can be seen in Portugal, Germany and Italy. In 1999 (Finnish report) figures for these countries were 19%, 8% and 8% respectively. However, the figures for 2006 show that there are not any women in the highest positions in ministries.³⁶ This prompts the question: when the proportion of women ministers rises does the proportion of women in the second-highest position fall?

³⁵ In France, since the presidential elections and the appointment of a new government in June 2007, women represent 33 % of ministerial positions, compared to 20% previously.

³⁶ According to the explanation sent by the Member State “in Germany the highest-ranking administrative position in ministries is the State Secretary (not to be confused with the Parliamentary State Secretary who is a "junior minister" by the chosen definition.) The second highest-ranking administrative position is the Head of Department”. If we take the total numbers of both the situation is better (for details see appendix).

In the European Commission 11% of A1 category officials are women. In the Council Secretariat the percentage is slightly higher, 15% of A1 category officials are women, while in the European Parliament only one of nine A1 officials is a woman.

The proportion of women in the second-highest positions (which is comparable to the A2 category in the European Institutions) is much higher compared to the number of women in the highest positions in ministries. As in 1999, the highest percentage is in Sweden, with 45%. The countries in the category of more than 30% are all new Member States: Bulgaria (42%), Slovenia (39%), Romania (39%), Latvia (34%), Poland (33%) and Lithuania (32%). Slovakia, Austria, Greece, Finland, Hungary, Estonia, the Netherlands and Spain have more than 20% but less than 30% of women in the second-highest positions. The proportion of women in the United Kingdom, Cyprus, Ireland, Portugal, the Czech Republic, Italy, Malta, Belgium, Denmark and Germany is less than 20% but more than 10%. France is the only country with less than 10% of women in the second-highest positions.

In the case of European Institutions the numbers from 2006 show slight but positive progress. In the European Commission, the Council Secretariat and the European Parliament the proportion of women in the A2 category is 18%, 18% and 33% respectively.

Several countries showed significant progress between 1999 and 2006; Sweden, Spain, Ireland and Finland certainly merit a mention. The one country that has moved down the scale is Italy.

While in 1999 only Sweden had the critical mass of 30% of women in the two highest-ranking positions of ministries, the situation in 2006 looks much more promising. It is the new Member States which are outstripping the other countries of the European Union.

INDICATOR VIII: The distribution of the highest-ranking women civil servants in different fields of action

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

In 1999 there were women in all four fields of action, not only in one. Figures for all Member States for that year are not available. According to the available data, Sweden had the highest proportion of highest-ranking women civil servants (39%), followed by Portugal with 19%.

In 2007, women can be found in all four fields of action with the special emphasis on socio-cultural functions. Unfortunately, as figures for all Member States are not available, a completely reliable comparison cannot be made. However, in 2007 Sweden is the Member State with most women in all four fields of action (43,9%). In other Member States women can be found in most of the fields of action: Slovenia (42%), Latvia (42%).

Among the Member States which joined the EU in 2004 or later, Poland, with women occupying 29 % of the highest-ranking civil service posts, is the only new Member State in which women can be found in all fields of action. In the other new Member States women can be found in most of the fields of action: Slovenia and Latvia both achieved 42%.

Data for this indicator are incomplete and any conclusions can be based only on the existing information. The highest-ranking women civil servants can be found in different fields of action, although the socio-cultural field is still slightly prevalent. From 1999 to 2007 women were generally found in all four fields of action and this shows a positive step forward.

Table VIII/1: Civil servants at the highest levels according to the BEIS – typology

Civil servants at the highest levels according to the BEIS – typology ³⁷ (W= WOMEN; M= MEN)														
Member State	Basic functions		Economic functions		Infra-structure		Socio-cultural functions		Total				Total women in %	
	1999	2007	1999	2007	1999	2007	1999	2007	1999		2007		1999	2007
									W	M	W	M		
Austria ³⁸	1	-	3	-	1	-	3	-	8	68	-	-	10	11
Belgium	1	1	1	0	0	0	0	0	2	14	1	13	12	7
Bulgaria	-	0	-	2	-	2	-	1	-	-	5	11	-	31
Cyprus ²	-	0	-	0	-	0	-	2	-	-	2	9	-	18,2
Czech Republic	-	0	-	0	-	0	-	1	-	-	1	11	-	8
Denmark	-	0	-	0	-	0	-	1	-	-	28	139	-	20,1
Estonia	-	0	-	2	-	-	-	1	-	-	3	8	-	27
Finland	2	2	-	0	1	1	-	0	1	14	3	11	16	21
France	-	0	-	0	-	1	-	1	1	14	2	6	-	25
Germany	1	0	-	0	1	0	-	0	2	24	0	21	8	0
Greece	-	1	-	0	-	1	-	0	-	-	2	31	-	6
Hungary	-	1	-	0	-	0	-	1	-	-	2	11	-	15
Ireland	-	0	1	0	-	1	-	1	1	14	2	12	7	13 ²
Italy	1	0	-	-	-	0	1	0	2	24	0	6	8	0
Latvia	-	0	-	3	-	0	-	5	-	-	8	11	-	42
Lithuania	-	0	-	0	-	0	-	1	-	-	1	12	-	8
Luxembourg ²	N/A	0	-	0	-	1	-	0	0	24	1	16	0	6,25
Malta	-	1	-	0	-	0	-	0	-	-	1	13	-	7

² Data provided by Member State, January 2008.

³⁷ In the 1999 Presidency report (Review of the implementation by the Member States and the European Institutions of the Beijing Platform for Action, 11829 / 99 SOC 340) figures are given for civil servants at the highest levels and separate figures for civil servants at the second highest level. In this report, only figures for the highest-ranking women civil servants are given, as separate data for the second level of women civil servants is not available for all Member States.

³⁸ Data for 2007 provided by Member State, January 2008.

	0	0	0	0	0	1	1	0	-	-	1	12	-	8
Netherlands														
	-	1	-	1	-	1	-	1	-	-	4	10	-	29
Poland														
	12	0	6	-	2	-	28	-	48	210	0	1	19	0
Portugal														
	-	2	-	0	-	1	-	3	-	-	6	16	-	27
Romania														
	-	0	-	0	-	0	-	3	-	-	3	12	-	20
Slovakia														
	-	2	-	0	-	2	-	1	-	-	5	7	-	42
Slovenia														
	0	4	0	2	1	4	0	2	1	23	12	25	4	32
Spain														
	4	46	2	21	-	14	5	23	11	17	104	133	39	43,9
Sweden²														
	1	0	0	0	0	1	2	2	3	25	3	14	11	18
United Kingdom														

- = no information given

Source for 1999:

Presidency report on "*Women in the decision-making process*" in the Member States and the European Institutions (11829/99), 1999.

Source for 2007:

European Commission, DG EMPL.

² Data provided by Member State, January 2008.

INDICATOR IX: 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.

There has been an important change since 1999 in the proportions of women among the judges of the Supreme Courts of the Member States. According to the figures for 1999, Luxembourg was the only country where more than 40% of the judges of the Supreme Court were women. However, the picture in 2006 is completely different. The countries with the highest proportion of women are Bulgaria (76%), Romania (74%), Hungary (60%), Latvia (58%), Slovakia (50%) Luxembourg (45,1%) and Sweden (44%).

According to the 1999 data no country fell in the group of more than 30%, but in 2006 we found France, Slovenia, and Finland in this category. The Czech Republic, Poland, Ireland, Austria, Denmark and Germany are in the group of countries in which more than 20% of the judges of the Supreme Court are women.

Greece, Belgium, Lithuania, Estonia, the Netherlands, Malta and Italy share places in the cluster of more than 10%. Cyprus and the United Kingdom have 8%, Spain 7% and Portugal 5% of female Supreme Court judges.

Great progress has been made in Sweden (from 25,7% in 1999 to 44% in 2007), Ireland (from 12,5% in 1999 to 25% in 2007), Austria (14,0% in 1999 to 25% in 2007) and Finland (19,1% in 1999 to 32% in 2007).

Among the new Member States, Bulgaria, Romania, Hungary, Latvia and Slovakia managed to attain the goal of balanced participation of women, i.e. more than 40%.

In the European Court of Justice and the Court of First Instance the situation has improved. In the European Court of Justice 15% of members are women, while in Court of First Instance 35% of members are women.

It can be concluded that the number of countries with more than 40% of women among the judges of the Supreme Court has increased, but at the same time the group of countries in which women are clearly under-represented (less than 10%) remains the same.

Table IX/1: Proportion of women among the judges of the Supreme Courts of the Member States and in the European Court of Justice and the Court of First Instance

Proportion of women among the judges of the Supreme Courts of the Member States and in the European Court of Justice and the Court of First Instance		
Year	1999	2007
more than 40%	Luxembourg 46,8% ²	Bulgaria 76% Romania 74% Hungary 60% Latvia 58% Slovakia 50% Luxembourg 45,1% ² Sweden 44%
more than 30%		European Court of First Instance 35% France 35% Slovenia 32% Finland 32%
more than 20%	France 27,7% Sweden 25,7%	Czech Republic 26% Poland 26% Ireland 25% Austria 25% Denmark 22% Germany 20%
more than 10%	Finland 19,1% Belgium 16,2% The Netherlands 15,9% Denmark 15,8% Austria 14,0% Court of First Instance 13,3% Germany 13,3% Ireland 12,5%	Greece 18% Belgium 17% Lithuania 17% Estonia 16% European Court of Justice 15% Netherlands 13% Malta 11% Italy 11%
less than 10%	United Kingdom 6,0% European Court of Justice 4,1% Italy 2,15% Portugal 1,4%	Cyprus 8% United Kingdom 8% Spain 7% Portugal 5%
None	Spain	
no answer	Greece	
no data available		

Source for 1999:

Presidency report on "*Women in the decision-making process*" in the Member States and the European Institutions (11829/99), 1999.

Source for 2006:

European Commission, DG EMPL, Database on women and men in decision-making, 2007.

² Data provided by Member State, January 2008.