

CHALLENGES FOR GENDER EQUALITY IN EUROPE AND AFRICA BY GENDER EMPOWERMENT

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THE AFRICA-EU PARTNERSHIP

- In an ever- changing world, one thing is sure: **Africa and Europe will remain each other's closest neighbours. Africa's 54 countries and the European Union's 28 Member States have a shared neighbourhood, history and future.**
- It was in this spirit that **African and European leaders as well as the presidents of the continental institutions came together at the Lisbon Summit in December 2007 to put their relations on a new footing and to establish a Strategic Partnership based upon a strong political relationship and close cooperation in key areas.**
- The 5 priority areas are: **Peace and security; Democracy, good governance and human rights; Human development; Sustainable and inclusive development and growth and continental integration; Global and emerging issues.**
- In autumn 2017 there will be the next **JAES Summit.**

THE AFRICA-EU PARTNERSHIP

- **The Africa-EU Partnership is based on shared values and aims at promoting common interests and achieving shared strategic objectives. It strives to bring Africa and Europe closer together through the strengthening of economic cooperation and the promotion of sustainable development, with both continents living side by side in peace, security, democracy, prosperity, solidarity and human dignity.**
- **In this set up, both sides are determined to overcome the traditional donor-recipient relationship, and to develop a shared long-term vision for EU-Africa relations in a globalised world, where they have many common interests on issues such as climate change, global security and the post-2015 development agenda.**
- **The UN Agenda 2030 and the SDG are a chance for economic, ecological and social sustainability and for saving Planet Earth for the future generations. This will not be possible without gender equality and gender empowerment. Let us call for action in Africa and in Europe, in Uganda and in Germany. Together, we are strong.**

GENDER POLITICAL EMPOWERMENT IN THE EU AND IN GERMANY

- **As the 2011 UN General Assembly resolution on women's political participation notes, "Women in every part of the world continue to be largely marginalized from the political sphere, often as a result of discriminatory laws, practices, attitudes and gender stereotypes, low levels of education, lack of access to health care and the disproportionate effect of poverty on women.**
- **The Beijing Platform for Action reiterates resolution 1990/15 and calls for an increase in women's representation in Strategic Objective G2.**
- **The Convention on the Elimination of All Forms of Discrimination against Women , CEDAW, includes commitments of UN Member States under Article 7 on political and public life, and Article 8 on representation.**



WOMEN ECONOMIC EMPOWERMENT- WOMEN IN LEADING POSITIONS

WOMEN IN LEADING POSITIONS

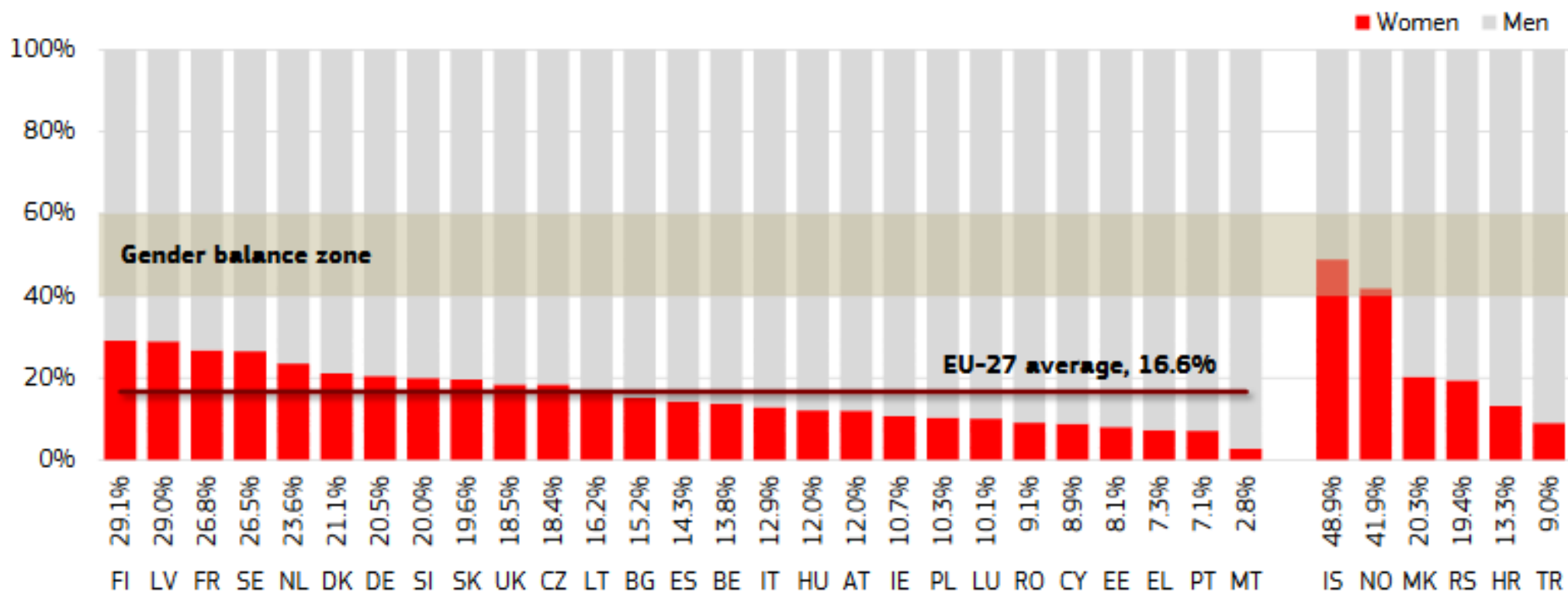
- **Women account for 46% of people in employment across the EU and on average, they have a higher level of education than their male colleagues 34% of working women have some form of tertiary level education compared to 28% of men.**
- **Yet at the top levels of business women remain under- represented. In economic terms, this represents a lack of return on investment that is to the detriment of companies and to the general prospects for prosperity and growth in the European Union. There is, therefore, also an economic and business case for acting to address the situation.**
- **A number of Member States have taken positive steps to promote gender equality in company boardrooms but the actions taken, the targets set, and the progress achieved are fragmented. The European Commission has therefore taken the lead in proposing legislation at EU level to ensure a common framework and objective to achieve gender balance. Unfortunately, the EU Member States rejected the Legislation.**

GENDER ECONOMIC EMPOWERMENT – WOMEN IN LEADING POSITIONS

- **Goal Five UN Agenda 2030** obliges all UN Member States to realise Gender equality and Gender empowerment. This also means Gender Economic Empowerment. A study on the links between economic growth and productivity in the labour market demonstrates that if women's productivity level would rise to the level of men's, Europe's GDP could grow by 27%. Women's participation is of crucial importance to Europe's economy. In the corporate world, an increasing number of reports indicate that there is a positive correlation between the share of women at top levels and the companies' performance. Gender Economic Empowerment leads to:
- **Better utilization of the talent pool:** More than half of the students (59%) graduating from Europe's higher educational institutes are women. Women's talents are currently being underutilized at decision-making levels, in particular at top level. Change is necessary in both the political and corporate world to strengthen the productive role of women.
- **Europe's improved competitiveness, combat the weak economic performance in Europe and create a sustainable future in which all talents are used to the full and all voices are heard in decision-shaping Europe's future.**

GENDER ECONOMIC EMPOWERMENT

Figure 1 - Representation of women and men on the boards of large listed companies, April 2013



Source: European Commission, Database on women and men in decision-making.

GENDER EQUALITY

- **Studies on gender representation in executive positions by the European Commission, the Federal Statistical Office, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ), the German Institute of Economic Research (DIW), the Hans Böckler Foundation, etc., have proven this under-representation of women for many years. In EU member state comparison, Germany ranked eleventh with a share of 30.8 % of women in general executive positions which is below the EU average (32.5 %)**

Interaktive Datenanwendung

30 % feste Geschlechterquote

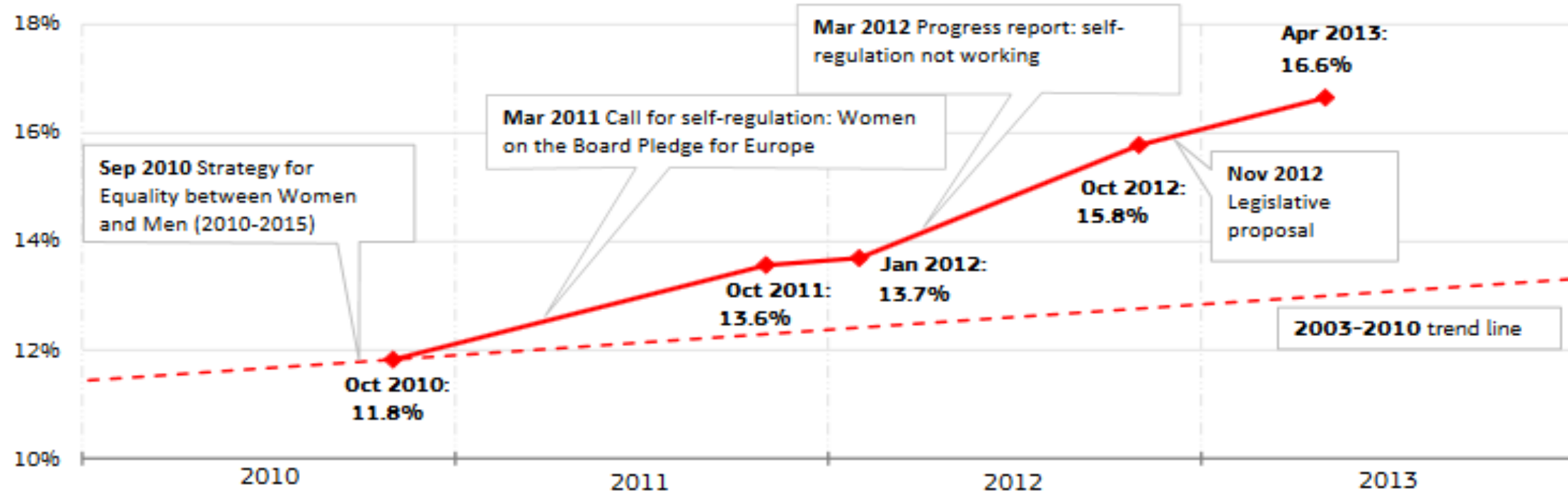


25,8 %



WOMEN ON THE BOARDS

Figure 2 - Share of women on the boards of large listed companies, EU-27, 2010-2013



Source: European Commission, Database on women and men in decision-making.

WOMEN IN LEADING POSITIONS

- **Germany's new law requiring that women hold 30% of top board seats went into effect January 2015—but many companies don't seem to have noticed. The law requires the top 100 or so publicly traded companies to hit the 30% figure as of January 1, 2016. The quota applies specifically to supervisory boards, which are made up of outside directors elected by shareholders and workers, who appoint management and approve major business decisions. They are separate from a management board that runs day to day operations.**
- **Women now hold about 22% of supervisory board seats at Germany's top companies. While the share of women in those top board positions has doubled during the past five years, it falls dramatically short of the new federally mandated quota.**
- **Germany's government lags many of its European counterparts in promoting women in the workplace. Norway, France, the Netherlands, Italy and other countries on the continent already have corporate gender quotas in place.**

WOMEN IN LEADING POSITIONS



Mai 2015

Die Quote gilt -
das Gesetz tritt in Kraft

Januar 2011

Frankreich führt
Quote ein

März 2011

Gemeinsame
Erklärung der
DAX 30

Dezember 2011

„Berliner Erklärung“:
Frauen fordern 30 %

März 2015

Das Gesetz wird
beschlossen

2009

grüner
mit
einen

Juni 2009

Feste Quote in
Wahlprogramme
aufgenommen

Dezember 2010

Bundestag lehnt
verbindliche Quote ab

April 2013

Die Union streitet
über Quote

November 2013

Schwarz auf Weiß im
Koalitionsvertrag

WOMEN IN LEADING POSITIONS

- Unlike the new German requirement, the quota laws in many other European nations have teeth. In countries like Norway and France, for example, companies face fines and other tough sanctions for not complying. In Germany, by contrast, companies that can't find enough women to fill board seats must keep them empty until they do. The country's midsize companies, which are the real backbone of the German economy, have until 2018 to set their own quotas.
- The analysis shows that public shaming is having some impact on German companies. No company wants to be trotted out as a negative example. Even just the threat of quotas spurs companies to start thinking about promoting women.
- The share of women on supervisory boards at a sample of 160 publicly traded companies hovered around 10% from 2005 to 2010, according to the study. In 2010, the threat of gender board quotas started to become real, when a German corporate governance group recommended companies start hiring more women to non-executive board positions. That's when German companies began to act, and during the next five years the share of women holding supervisory board seats at those 160 companies doubled to 22%.

WOMEN IN LEADING POSITIONS

- **Still, the effects of the quota haven't resulted in other gains for women in German corporate life. By the end of 2015 women held just 6% of management seats at the country's top 200 companies an increase of less than 1% from 2014. Overall, women hold 15% of senior roles in the country, compared with 23% in the United States. 60% of German businesses have no women in senior management.**
- **Globally efforts to put women into senior roles are moving at a snail's pace. In the last five years, the share of women in senior roles around the world has risen by 3%. If growth continues at the same rate, workplace gender parity won't be attained until 2060. The question is whether the 30% female board quota will kick off a bigger culture change that will eventually lead to equal female presence in German companies. The danger is that 30% will end up as a ceiling**

GENDER MAINSTREAMING AND GENDER BUDGETING

- **At federal level, gender mainstreaming was in fact implemented by 1998 , but since 2005 no longer pursued effectively. An interministerial structure for gender mainstreaming at the federal government or a network of contact persons in all ministries no longer existed until 2013.**
- **According to the EIGE review on the implementation of the Beijing platform for Action in the EU member states, Germany ranges under the 8 EU countries which regressed in this area, although the federal ministries continue to be in charge to legally implement gender mainstreaming. But this legal obligation remains without results when there is no political will and no structures to effectively implement gender mainstreaming. In 2012, Germany was one from three European countries which disposed of no structures at all for implementing gender mainstreaming. However, Germany has passed an important set of laws in the labour market and for the conciliation of work and family which help to promote gender equality. Nevertheless, institutions like in other EU-countries are missing. And so is Genderbudgeting.**

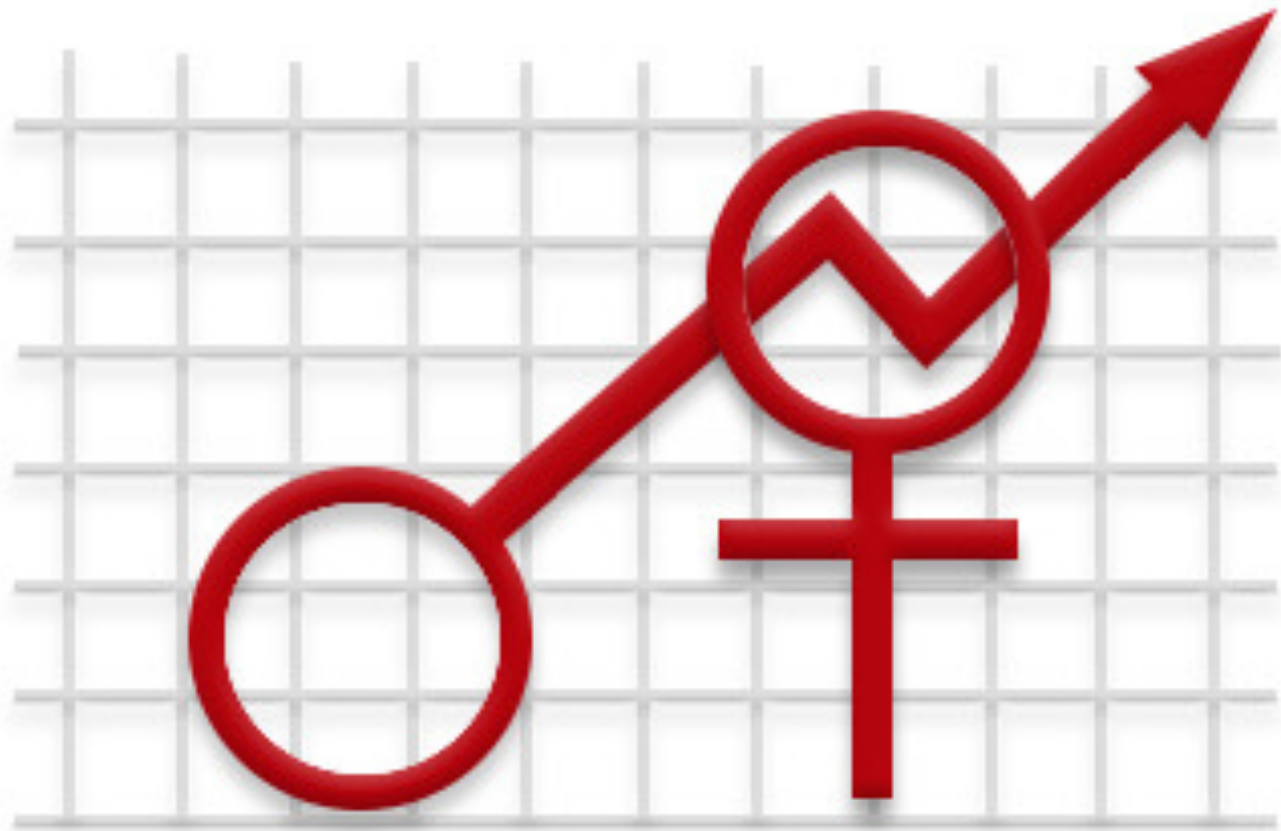
GENDER BUDGETING- DEFINITION

Gender budgeting is an application of gender mainstreaming in the budgetary process

It means a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality.

GENDER BUDGETING- A DEFINITION

- It is a way of linking gender equality policy with macroeconomic policy.
- It is based on the premise that budgets are not gender neutral.
- It applies to the revenue raising side as well as the expenditure side of budgets.
- It begins with analysis of the impact of the budget on **women and men**, and progresses to integrate gender into budget-planning.
- **It does not mean a separate budget for women.**
- It calls for the participation of a broader range of stakeholders and thereby deepens democratic processes.
- It means closer scrutiny of the outcomes of budgets.
- **It allows for better targeting and, therefore, more efficient allocation of public expenditure.**

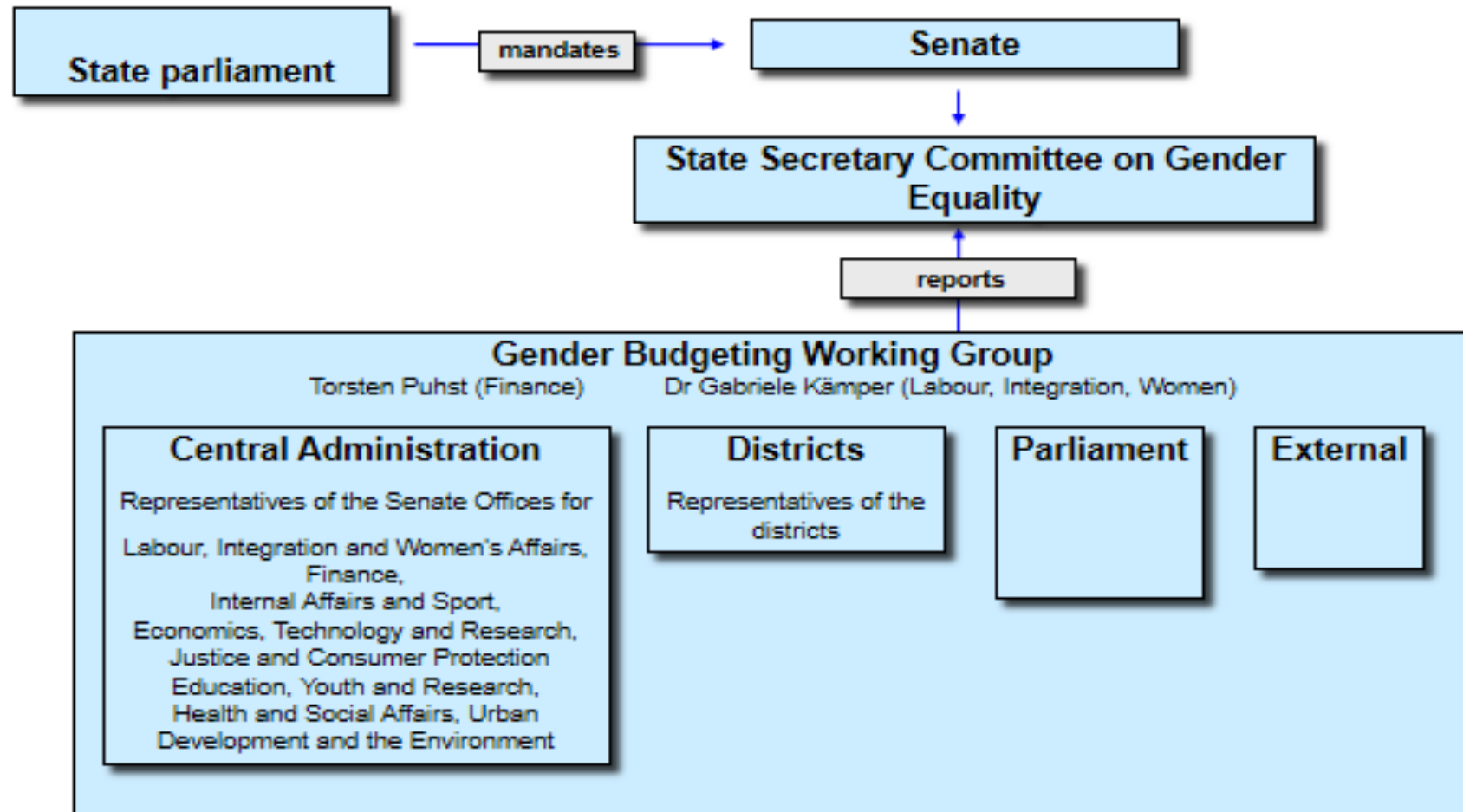


GENDER BUDGETING IN BERLIN

- **Since the beginning of this century the discussion about gender budgeting comes and goes. Despite the fact that there is no gender neutrality in the budget. Nonsense.**
- **In Germany Gender Budgeting is not very popular. The German Minister of Finance refuses any policy commitment. Nevertheless, on the regional and local level there are a lot of initiatives fuelled by Civil Society.**
- **Berlin is the champion. Other regions but also towns follow.**
- **Berlin since more than ten years demonstrates clearly that gender budgeting is in the interest of democracy, transparency and gender justice.**

BERLIN – A CHAMPION ON GENDER BUDGETING

Organisational structure



CHALLENGES FOR THE FUTURE

- **Achieve gender equality via laws and policies tackling violence and discriminatory norms, including gender mainstreaming, budgeting and empowerment programmes.**
- **Fulfil G20's commitment to reduce the gender gap in employment by 25% by 2025 by:**
 - **1) Invest in equitable, quality education for all women and girls at all levels: through secondary education, technical and vocational training, e-skills, university and skills development;**
 - **2) Adopt policies and social protection mechanisms that enable women to enter and thrive in the formal labour market including: parental leave; affordable, accessible care services (child, elder, disability); flexible hours; social security; and basic infrastructure;**
 - **3) Ensure decent work: discrimination protections, equal pay, safe working conditions, and pensions particularly in the informal economy.**
- **Set and achieve targets on political empowerment of women and girls including support to foster federations, grass root organisations and movements led by women, girls and youth.**
- **Ensure universal access to sexual and reproductive health and rights for all (including adolescents) without third party consent including comprehensive sexuality education**
- **Decent jobs are the core of the agenda. The G20 should elaborate an Action Plan to create jobs with minimum living wages, equal pay and social protection on an equal footing with others.**

CHALLENGES FOR THE FUTURE

- **G20 governments have to overcome massive inequality, eradicate poverty, achieve gender equality and leave no one behind priorities in the G20 Action Plan on the 2010 Agenda.**

“A just equitable, tolerant, open and socially inclusive world is needed.”