

# CHALLENGES FOR ECONOMIC EMPOWERMENT OF WOMEN IN EUROPE AND AFRICA

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# 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

- Gender Economic Empowerment means:
- Higher employment rates of women- in the formal sector
- Decent jobs
- Equal Pay and social security
- Equal access to leading positions
- Decent care infrastructure
- Equal share of men and women in household and family
- Gender Mainstreaming and Gender Budgeting

# WOMEN IN LEADING POSITIONS

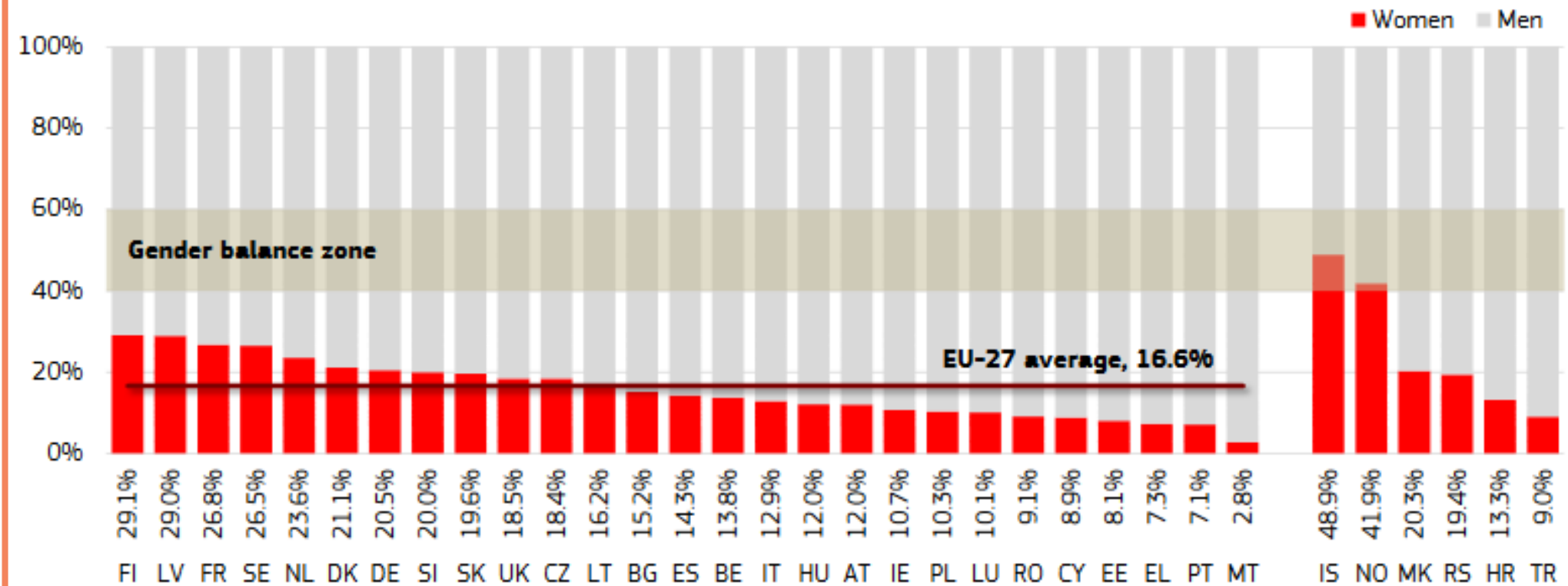
- **Women account for 46% of people in employment across the EU and on average, they have a higher level of education than their male colleagues 34% of working women have some form of tertiary level education compared to 28% of men.**
- **Yet at the top levels of business women remain under- represented. 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 EQUALITY IN EUROPE – SOME FIGURES

- **Across the EU, women are underrepresented in decision-making positions, particularly in politics and business, even if the situation varies between EU countries. In May 2016, women accounted for 29% of members of the single or lower houses of parliaments in the EU countries. In the European Parliament 37.6% of Parliamentarians are women.**
- **In business leadership the situation is particularly disappointing: in April 2016, women accounted for just 23.3% of board members of the largest publicly listed companies registered in the EU countries.**
- **The causes for the underrepresentation of women in decision-making processes and positions are multiple, complex, and call for a comprehensive approach to tackle the problem. They stem from traditional gender roles and stereotypes, the lack of support for women and men to balance care responsibilities with work and the prevalent political and corporate cultures, to name just a few.**

# 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.

## 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. In the U.S., which has no quotas, women held 19% of the boards' seats of S&P 500 companies as of early last year.**

## 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 mid-sized 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. 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. 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, Equality 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 AUSTRIA - DEFINITION

- **The Budget is a key document of government → it is government policy put into numbers**
- **Budget policy = redistribution policy = opportunity policy**



## **Consideration of gender equality in budget management:**

- **is required from the Federation, States and Communes by the Austrian constitution**
- **is fully integrated into the budgetary procedure on federal level**

# GENDER BUDGETING: AUSTRIA AS A LEADING EXAMPLE

- **Austria belongs to the three countries in the world having a special legal basis for Gender Budgeting. The Austrian Constitution fixes the legal basis:**
- **Article 13 Para 3: „ Federation, States and Communes are to strive for the effective equality of men and women in their budget management.“**
- **Art. 5 I Para 8: „In the Budget Management of the Federation the fundamental principles of impact orientation, especially under consideration of the objectives of the effective equality of men and women , transparency, efficiency and the most faithfully possible representation of the financial situation of the –Federation are to be observed.“**
- **Article 5 I Para 9: „The participation ... are to be fixed by Federal Laws ... In accord with the provisions of Para 8 to be regularised in these are especially:**
- **measures for an impact oriented administration, especially also under consideration of the objective of the effective equality of men and women;“**

# GENDER BUDGET PROCESS IN AUSTRIA

Outcome objective 1:

Why this objective:

What is done to achieve this objective:

What would success look like:

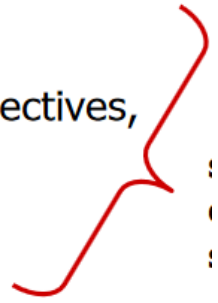
- **Max. 5 outcome objectives per chapter**
- At least 1 outcome objective directly addressing **gender equality**
- Overall objective: **Integrated view** on budget and performance information

Budget assessment dimension	Description
Household income	Increase/decrease in net take-home financial position across the salary/benefit scale; classified by household type (single, one-parent, two-parent, number of children, number of other dependants, housing status)
Well-being impacts	Effects of budget measures on a range of well-being indicators, such as access to and quality of healthcare; housing status; access to education; cultural and community life
Environmental impacts	Effects and costing of budget measures as to their impact on production of CO2 and/or other environmentally deleterious emissions
Gender impacts	Relative quantified net impacts of budget measures by gender
Ethnic impacts	Relative income and other impacts of budget measures on particular ethnic groups in society
Poverty impacts	Effects of budget measures, including income, material deprivation indicators and other well-being indicators, on the position of underprivileged and/ or marginalised sections of the population



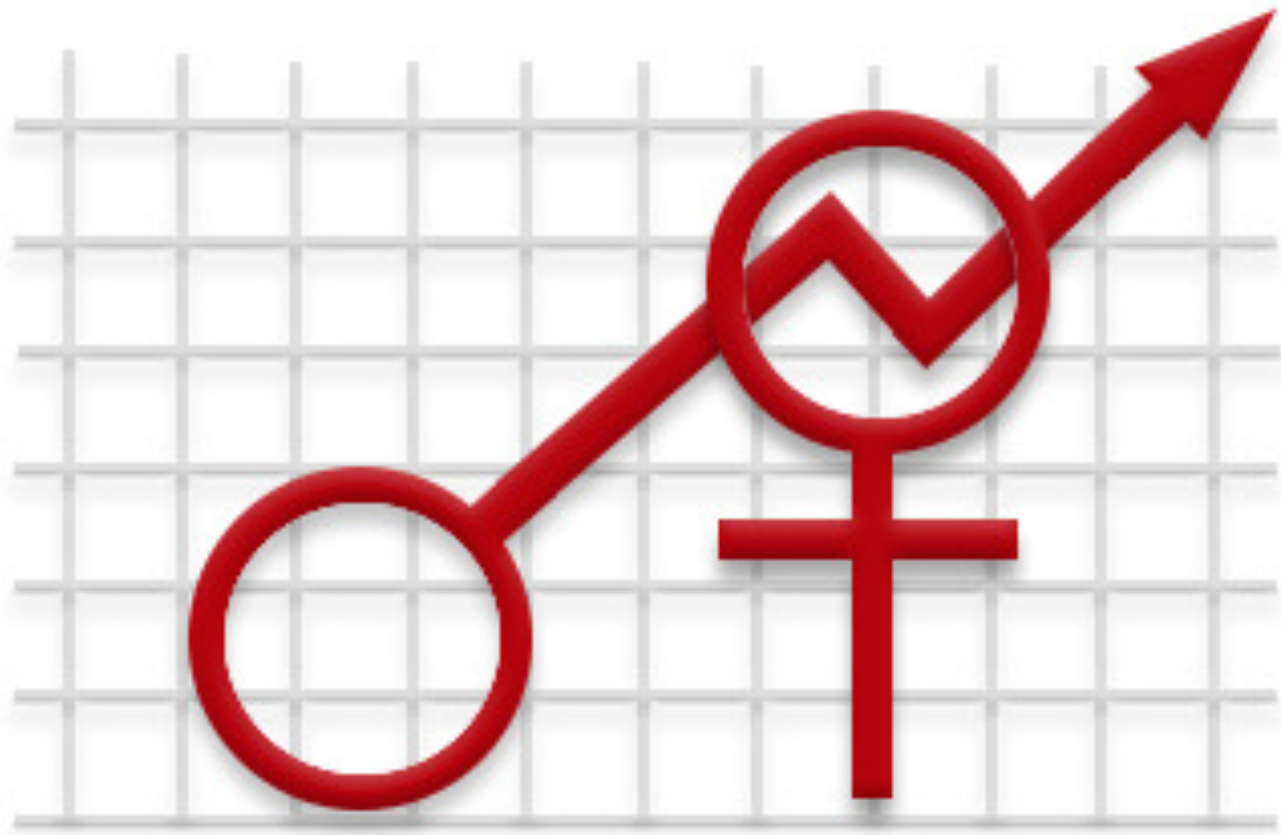
# GENDER BUDGETING IN AUSTRIA

## Integration of resources and results:

- **Budget Statements from 2013 onwards include:**
    - Budgetary allocations
    - Performance information (outcome objectives, activities/outputs)
  - **Objectives:**
    - Transparency vis-à-vis the citizens
    - Facilitation of priority setting
    - Strengthening accountability
- 

# GENDER BUDGETING ALSO MEANS CONTROL OF PUBLIC PROCUREMENT

- **Public procurement law is an instrument to guarantee effective and transparent competition in public procurement and as such part of Gender Budgeting. As public procurement has a high significance in terms of GDP (nearly 20% of Austrian and European GDP), a state's decisions on how to procure has a lasting effect on the economy and on society at large.**
- **The aim of promoting women and gender equality is in line with competition law and art 19 para 6 of the Austrian Public Procurement Law (*Bundesvergabgesetz*). Following other ministries' commitment in this regard, the Ministry of Health and Women's Affairs has published a circular on integrating measures to promote women and gender equality in public procurement below EUR 100,000 in December 2016.**
- **In accordance with this circular, companies are obliged to present or implement measures to promote women and gender equality if they are awarded a contract below EUR 100,000 whose term exceeds or is equal to 6 months. They can choose from a catalogue of four categories ("employment and career advancement", "qualification", "reconciliation of work and family life" and "structural measures"), which is an integral part of the circular. The number of measures to be chosen differs according to company size and there are exemptions for very small ones. Also, prove must be given halfway through the term.**

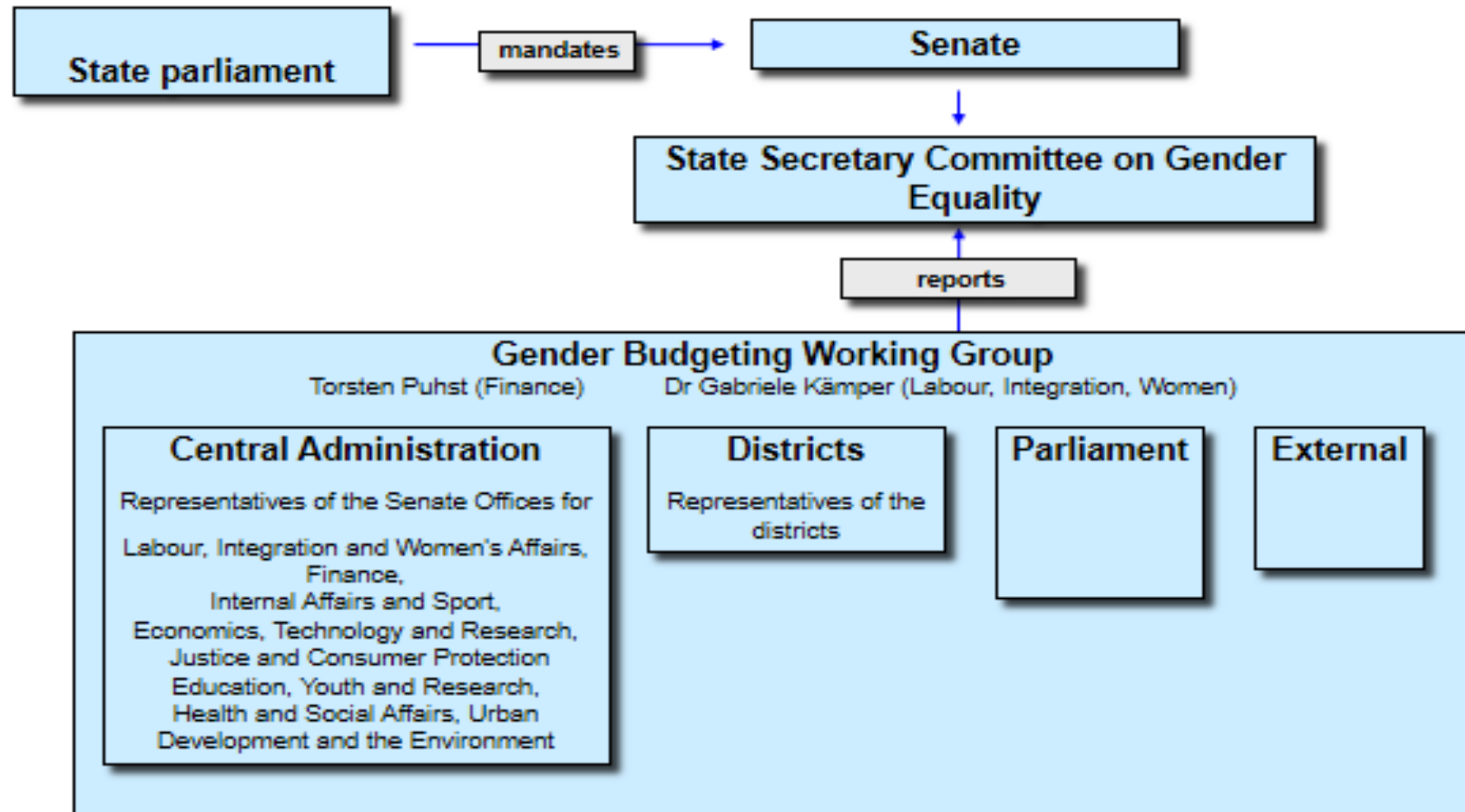


## GENDER BUDGETING IN BERLIN

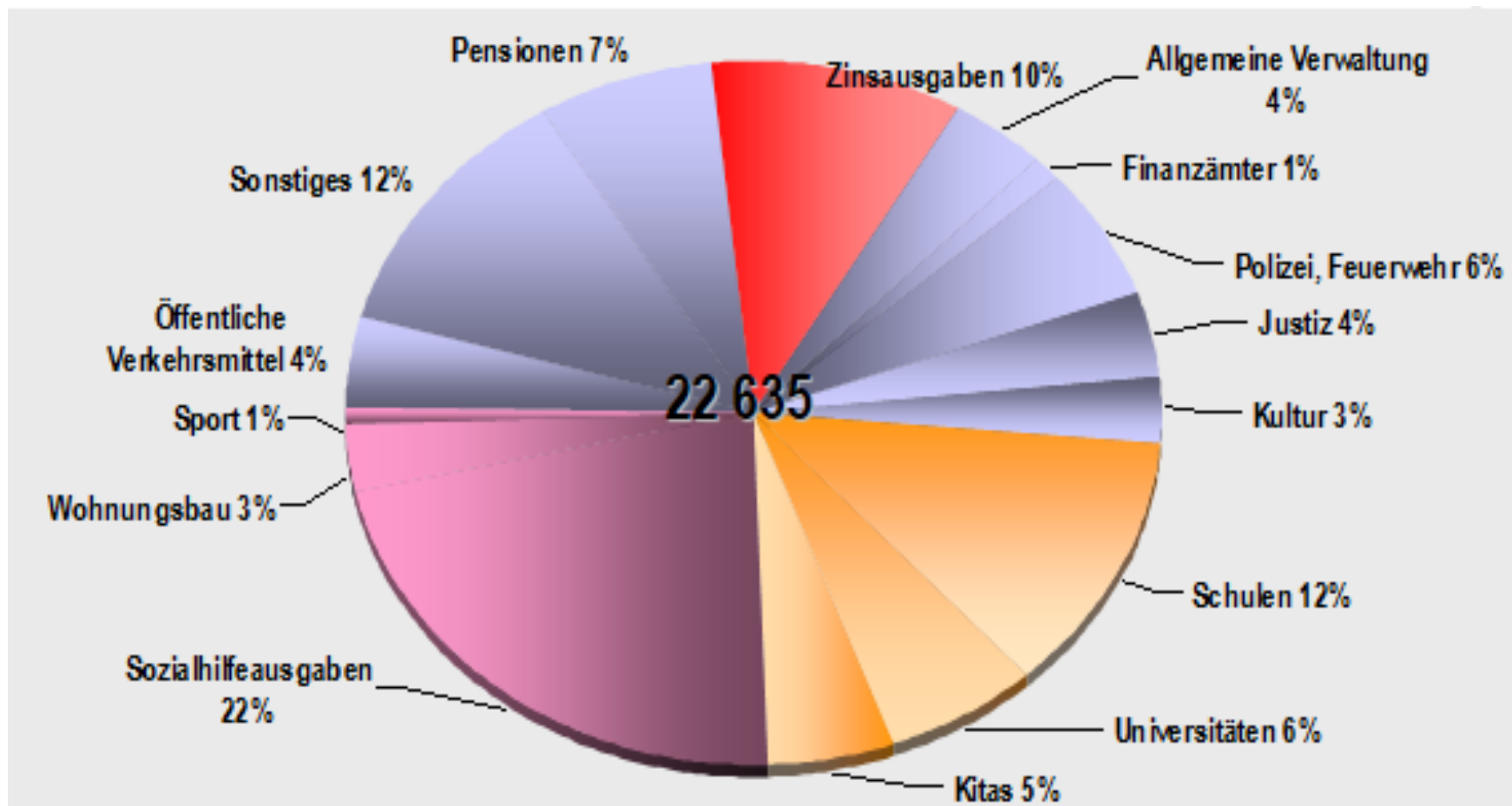
- **Since the beginning of this century the discussion about gender budgeting comes and goes. Despite the fact that there is no gender neutrality in the budget. Nonsense.**
- **In Germany Gender Budgeting is not very popular. The German Minister of Finance refuses any policy commitment. Nevertheless, on the regional and local level there are a lot of initiatives fueled 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



# EXPENSES WITH RESPECT TO POLICY AREAS 2012



Stand 01.02.2013. Millionen Euro. Ansätze Haushaltsplan 2012/2013 (Nachtrag).

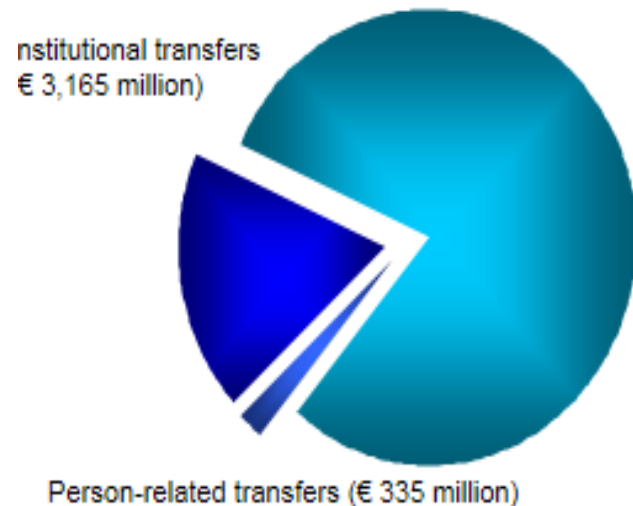
# GENDER BUDGET EXERCICE

## Financial-policy steering parameters used by the Central Administration ...

... in the Central Administration  
= constitutional organs, senate offices,  
downstream authorities

### Budget items (expenditure)

(Total volume: € 17,003 million)



... in the 12 districts

### Products

Of a total of 437 products  
with a product budget of € 5,105 million ...



# AREAS FOR GENDER BUDGETING ANALYSIS

## **Areas for gender budgeting analysis and steering in the administration of the government**

- Professional promotion
- Premium for private companies
- Support for sports
- Support for children with disabilities
- State aid to:
  - Social development
  - European Academy
  - Higher education and universities



# EXAMPLES FOR GENDER-RELATED ANALYSIS

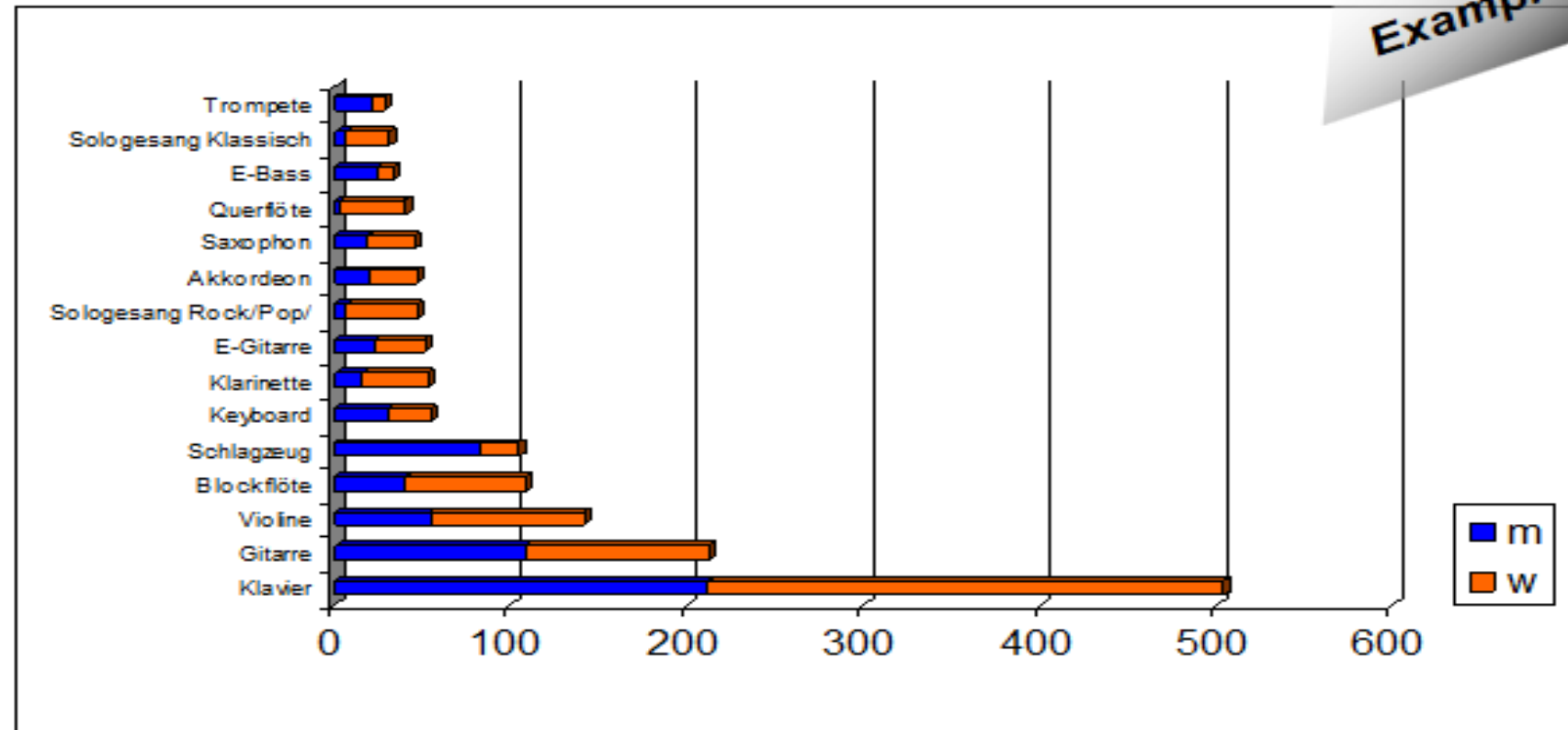
## **Examples for gender-related analysis and steering in the districts**

- ❑ Music schools
- ❑ Public libraries
- ❑ Sports facilities
- ❑ Youth work
  - Youth centres
  - Outpatient care
  - Recreation activities and travel
  - Day groups
  - Raising children in foster families

# EXAMPLES FOR ACTIVITIES

## Music school

Number of students learning instruments and taking singing lessons



# EXAMPLE NURSING SCHOOLS

## Product 'nursing care': evaluation of case costs

Exam

	30 to 39 years	40 to 49 years	50 to 59 years	60 to 64 years	65 years and over		Male	Female
<b>Product group</b>	<b>Costs per case per annum</b>							
Outpatient nursing care - Level 1 -	6.903 €	5.299 €	6.227 €	6.179 €	7.510 €		7.173 €	7.355 €
Inpatient nursing care - Level 1 -	9.191 €	9.798 €	9.739 €	8.144 €	6.368 €		8.594 €	6.478 €
Outpatient nursing care - Level 2 -	14.314 €	10.760 €	10.778 €	9.077 €	11.397 €		11.187 €	11.603 €
Inpatient nursing care - Level 2 -	15.273 €	10.816 €	12.005 €	10.589 €	7.122 €		9.479 €	7.123 €
Outpatient nursing care - Level 3 -	48.213 €	55.497 €	37.805 €	19.789 €	15.526 €		30.950 €	23.318 €
Inpatient nursing care - Level 3 -	27.599 €	22.210 €	16.650 €	12.798 €	8.759 €		13.868 €	9.501 €

## EXAMPLES FOR ACTIVITIES

### **Gender budgeting COMPETITION for Berlin's districts and Senate Administrations**

- ❑ Objective: incentive mechanism to make applications more transparent for the entire administration
- ❑ Concrete practical examples of gender budgeting as entries to competition
- ❑ Two phases: 1. Awarding of suitable concepts,  
2. Implementation of the winning concepts in other areas
- ❑ € 100,000 in prize money, Support for adaption: € 140,000
- ❑ Examples of winning concepts and prizes:
  - Designing children's playgrounds (€ 35,000)
  - Women's sports hall (€ 20,000)
  - Prophylactic health services in youth work (€ 15,000)
- ❑ Support for every adaption: € 12,500 – 20,000

# BERLIN MODEL

## The Berlin's three-step model: An example of good practice

- ❑ Step 1. 2004/2005

  - Achieve transparency: Analysis of the primary beneficiaries

- ❑ Step 2. 2006/2007

  - Broadening of the analysis. Involving secondary beneficiaries

- ❑ Step 3. 2008/2009

  - Steering by objectives, workshops with (almost) all districts and the administration of the Senate (government)

- ❑ From 2010: Deepening the analysis through workshops on specific themes

# BERLIN EXAMPLE FOR GOOD PRACTICE

## **The Berlin Example: How do you achieve good practice?**

- Clear demands and requests by parliament and government
- Clear formal structures, leading role for Ministry of Finance
- Integration into the annual budget process
- Working together, learning together, learning by doing
- Be practical, do not annoy people with too much theory
- Bring together government officials, parliament, NGOs and other experts
- Not yet achieved: To persuade more members of parliament to become active