

**WOMEN
IN MACROECONOMIC
CENTERS
OF DECISION-MAKING
IN THE
EUROPEAN UNION**

by

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ABSTRACT

The purpose of this report is to present the first set of findings from the analysis of the data collected during the Greek presidency of the European Council (in the first half of 2003) on women in macroeconomic centers of decision-making. The aim of the study was to collect comparable empirical data on the basis of which quantitative and qualitative indicators may be developed to effectively monitor women's participation in macroeconomic decisions in the European Union.

Selected for inclusion in the study were institutional bodies/organizations that may be either directly responsible for the formulation of macroeconomic policy, or that may exert considerable indirect influence on the outcome of the decision-making process in the member states, as well as analogous EU institutions. As a result, questionnaires were sent to the Central Bank and the hard-core economic ministries, as the bodies formally responsible for macroeconomic policies in each member state, but also to other economic ministries considered to exert an indirect impact.

In addition, Labour and Employer Confederations were included, as they influence policy through their deliberations with government authorities, whereas information was also sought from major Economic Research Centers, as they may play an important role in the formulation of policy through their scientific authority and research. Finally, Gender Studies Research Centers were addressed in order to capture further the extent to which there has been research conducted on women in economic decision-making and the implications of macroeconomic policies.

The data on these bodies/organizations were supplemented by data on measures taken by public authorities, relevant awareness-raising campaigns, the availability of statistical information, as well as legislation for the purpose of increasing women's representation in economic decision-making. Finally, member states were also asked to provide information on the gender composition of the executive boards of the 50 top firms quoted on their national stock exchange.

A wealth of information has been received and analysed. This report focuses on those data that have a higher level of completeness and comparability across member states with an emphasis on the quantitative information provided. The Italian presidency will further analyse these data and will propose a set of quantitative and qualitative empirical indicators that will enable the systematic recording and monitoring of the level of gender equality in macroeconomic centers of decision-making across member states and in the EU institutions.

I. INTRODUCTION

The 1995 Beijing Platform for Action stipulates that "without the active participation of women and the incorporation of women's perspectives in all levels of decision-making, the goals of equality, development and peace cannot be attained". The participation of women in high level economic decision-making is undoubtedly an area of vital importance, if women and men are to have an equal share of power and influence in policy making processes that affect their lives. Despite its significance, however, this area of women's representation has been relatively under-researched¹.

In this study, the purpose is to determine the extent of women's quantitative and qualitative representation in *macroeconomic centers of decision-making* in the European Union. The focus is on macroeconomic decision-making for two reasons: first, macroeconomic decision-making has far-reaching societal implications with respect to the allocation of resources, as well as fiscal and monetary policy. Women's equal participation at this level is not only a matter of democratic principles, but may ensure that the gender implications of macroeconomic policies given "men's and women's different roles in social reproduction and as formal or informal sector workers, producers, consumers, tax payers and citizens"² are more fully taken into account. Macroeconomic institutions "influence overall economic development, monetary stability and employment growth. Female representation at this level can therefore be seen as crucial to democracy and key to the development of gender equality in the labour market and society as a whole" (Wirth, 2001, p. 43). Secondly, macroeconomic policy making, given that it is confined to the public sector, is more clearly delineated in terms of the centers of decision-making, as well as the actors involved. As a result, focusing on this sector reduced the difficulties that would have been otherwise encountered in the data collection process across the EU member states.

¹For a review of the limited number of studies that have been conducted on women in economic decision-making in the EU, see for example *Women in Decision-making, Report on Existing Research in the European Union*, European Commission, Employment and Social Affairs, 1998, pp. 15-18. The urgency of regular and comparable collection of data on women in economic decision-making is stressed in *Draft, Opinion of the Advisory Committee on Gender Equality on Gender Statistics and Indicators*, European Commission, Employment and Social Affairs, 2001. More frequently encountered is research on women in management. See for example, Richard L. Zwegenhaft and G. William Domhoff (eds.), *Diversity in the Power Elite: Have Women and Minorities Reached the Top?* New Haven: Yale University Press, 1998; Linda Wirth, *Breaking through the Glass Ceiling*, Geneva: International Labour Office, 2001; Marilyn J. Davidson and Cary L. Cooper (eds.) *European Women in Business and Management*, Paul Chapman Publishing, 1993; Athena Petraki Kottis "Women in Management and the Glass Ceiling in Greece: An Empirical Investigation", *Women in Management Review*, Volume 11, Number 2, 1996, pp. 30-38.

²Meagan Bovell, "Gender and Macroeconomics", UNIFEM, Economic Security and Rights Section.

The data on which the study is based are collected from Central Banks, Economic Ministries, Labour Confederations, Employer Confederations, Economic Research Centers and Gender Studies Research Centers from all member states³. Supplementary data for each country as a whole regarding a) measures taken, b) campaigns conducted, c) relevant legislation, as well as d) the availability of statistical data, were also sought. Additional data were requested from analogous EU economic institutions (European Central Bank, European Investment Bank, European Investment Fund, European Economic and Social Committee and the DG's which correspond roughly to the ministries selected for the member states).

The study was commissioned by the General Secretariat for Equality of Greece through the Research Center for Gender Studies (KETHI) of Greece in the context of the activities assumed by the Greek presidency of the EU in the first half of 2003. Preparation for the study began in December of 2003 and the design of the questionnaire modules was completed and submitted to the General Secretariat for Equality in January 2003. The General Secretariat had the responsibility of distributing the questionnaires to the member states and to the EU institutions. Details regarding all the stages of the study are provided in the Section on Methodology (Section IV) of this report.

In the context of the strategy adopted by Council with respect to the development of indicators on the 12 critical areas specified in Beijing, which stipulates that two consecutive presidencies should collaborate on the collection and analysis of the data on a given critical area, the responsibility of the Greek presidency was: 1) to develop the instrument of data collection, i.e. the questionnaire, 2) to disseminate it to the member states and to the European Union institutions, 3) to collect the data and 4) to develop the data base.

In the second half of 2003 the Italian presidency will use these data to develop quantitative and qualitative indicators on women in macroeconomic centers of decision-making. Given this distribution of tasks between the Greek and the Italian presidencies, this report presents only a first set of findings from the study, focusing on the quantitative data collected. The Italian presidency will further analyse the data with the objective of specifying a set of comparable quantitative and qualitative indicators that may be applied to all member states and which will enable a recording and monitoring of women's representation in high level decision-making.

The report is organized as follows: In the next section a historical background to the study is provided, followed by a presentation of the aims of the study in Section III. In the same section the concepts of gender equality and gender mainstreaming are discussed and a definition of macroeconomic centers of decision-making is specified. In Section IV the methodological procedures of the study are described,

³Data on the position of women in decision-making in finance ministries, central banks, banking supervisory associations and sectoral associations for the 15 member states, as well as the European Central Bank, European Investment Bank and interest associations at the European level were collected in 1995. See Sigrid Quack and Bob Hancke, *Women in Decision-Making in Finance*, European Commission, Directorate General V, Industrial Relations, Employment and Social Affairs, 1997.

focusing on the structure of the questionnaire modules, the target population, as well as the general content of the questions. In Sections V-VII the main results are presented, with an emphasis on the level of representation of women in the relevant institutional bodies and organizations in the member states, as well as relevant European Union institutions. Finally, Section VIII summarises the major findings and Section IX analyses the problems encountered during the study in the context of comparative research in general.

II. BACKGROUND TO STUDY

The present study extends and builds on the efforts of previous EU presidencies which have attempted to assess the implementation of the Platform for Action adopted at the World Conference on Women in Beijing in 1995. More specifically, the Platform for Action stipulated 12 areas of particular urgency that demand strategic action on the part of governments, the international community and civil society. These critical areas are: women and poverty, education and training of women, women and health, violence against women, women and armed conflict, women and the economy, women in power and decision-making, institutional mechanisms for the advancement of women, human rights of women, women and the media, women and the environment, and the girl child.

As a follow-up to the Beijing Conference, the EU has been actively engaged in ensuring the implementation of the Platform and has made a series of decisions toward this purpose. Immediately after the adoption of the Platform, a decision was made at the Madrid European Council in December 1995 to conduct an annual implementation review. In the context of this reviewing process which was initiated in 1996, the Austrian presidency submitted to the Council in 1998 a proposal for the development of benchmarks and indicators at the EU level for the purpose of monitoring the implementation of the 12 critical areas of the Platform. This proposal was accepted by Council and set the stage for the collection of systematic data in relation to these areas, as well as the development and use of respective EU indicators.

In response to this Council decision, the Finnish presidency in the second half of 1999 dealt with the critical area "women in power and decision-making" focusing more specifically on "women in political decision making" and proposed nine indicators for monitoring and assessing progress in this area. In the year 2000, the French presidency undertook a study on "the reconciliation of work and family life", in 2001 the Belgian presidency collected data on the pay gap between women and men and in the first half of 2002, the Spanish presidency focused on the problem of "violence against women".

Taking into account the importance of women's participation in decision-making and the sharing of power at all levels, but also given the fact that the Framework Strategy on Gender Equality specifies "women in decision-making" as a priority theme for the years 2003-2004, the Greek presidency decided to undertake a study on women in macroeconomic decision-making, thus expanding on the results and building on the efforts of the Finnish presidency whose emphasis was on women in the political sphere. Macroeconomic decisions, along with political decisions, have broad societal implications and the equal representation of women in

the relevant structures is a necessary prerequisite for the empowerment of women and for women's interests to be taken fully into account.

The present study will hopefully broaden our understanding of the situation in the European Union regarding women's share in high level decision-making. Through the collection of comparable empirical data, reliable indicators may be developed to effectively monitor women's participation in macroeconomic decisions. The data collected and presented in this report will be further analysed by the Italian presidency in the second half of 2003 with the objective of finalizing the empirical indicators.

III. AIMS OF STUDY

The aims of the study were as follows:

- to collect quantitative data on the representation of women in macroeconomic centers of decision-making in the European Union,
- to determine the measures that have been taken to increase women's participation, thereby defining best practices in the area,
- to assess the degree to which the relevant organizations are gender sensitive in their internal proceedings,
- to assess the degree to which a gender perspective is incorporated in policies.

As a result, the questionnaires that were developed for the study were intended to capture both the concept of gender equality as well as the concept of gender mainstreaming, thereby acknowledging the importance of a dual approach to alleviate gender inequality⁴.

I. Definitions of gender equality and gender mainstreaming

For purposes of this study, we will use the definitions for gender equality and gender mainstreaming provided by the Rapporteur Group on Equality between Women and Men (1998) set up by the Council of Europe in 1995. According to these definitions, gender equality is the "equal visibility, empowerment and participation of both sexes in all spheres of public and private life". The extent of gender equality in macroeconomic decision-making will therefore be determined on the basis of the quantitative and qualitative representation of women in decision-making, as well as the existence of equality policies to increase such representation. *Gender mainstreaming*, on the other hand, is defined as "the reorganization, improvement, development and evaluation of policy measures, so that a gender equality perspective is incorporated in all policies at all levels and at all stages, by the actors normally involved in policy-making".

The thematic areas of questions that were included to represent each of these concepts are described in the next section on methodology (Section IV).

⁴This is in line with the EU's commitment since the 1995 Beijing Conference to "achieving gender equality by continuing specific action targeted at women, alongside action to integrate a gender perspective into all policies and measures." See *Beijing +5, An Overview of the European Union Follow-up and Preparations*, European Commission, Employment and Social Affairs, 2000, p. 6.

2. Definition of macroeconomic decision-making centers

The target population of this study is individuals involved in macroeconomic decision-making. In order to identify this population and the structures in which the population is located, the following standard textbook definition was used:

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

On the basis of the above definition, the relevant decision-making entities were specified. A full description of the data collection tools, as well as the entities to which they were addressed, are described in the following section on methodology.

IV. METHODOLOGY

The study aimed to collect relevant data, not only from the member states, but also from analogous institutions of the European Union. Modules of questions were developed and addressed to institutional bodies/organizations fitting the definition of macroeconomic centers of decision-making provided above. In addition, the member states received modules of questions organized around specific thematic areas. A description of the organization and content of the different types of questionnaires that were developed immediately follows.

I. Questionnaire modules sent to the member states

Applying the definition of macroeconomic centers provided above which stipulates that they are institutions responsible for conceiving and formulating ideas as well as determining strategies and implementing policies, we selected for the study institutional bodies/organizations that may be either *directly responsible* for the formulation of macroeconomic policy or that may exert considerable, albeit, *indirect influence* on the outcome of the decision-making process. As a result, we have included the Central Bank and the hard-core economic ministries (e.g., Finance, Treasury, Economy) as the bodies formally responsible for macroeconomic policies in each member state. In addition to this hard-core of economic bodies, for each member state we have specified other ministries which we consider to exert a significant indirect impact on macroeconomic policies. All economic ministries targeted in the study are listed in Table A.2 in the Appendix. The total number of economic ministries based on this broader approach varies from three to five for each member state, while the total number for all member states is 61 ministries.

Labour and employer confederations also play an important indirect role in the formulation of macroeconomic policy through their deliberations with the relevant government authorities, whereas the major economic research centers operating in each country may influence policy through their research and related proposals. For this reason, three separate questionnaire modules were included to cover these three categories of organizations. An additional module was addressed to those research centers specializing in gender studies. The latter were included primarily to determine further the extent to which women in economic decision-making, as well as the gender mainstreaming of macroeconomic policies, have been a focus of gender research and other activities.

The data on these six types of organizations/bodies for each member state were supplemented by data on: a) the measures taken by public authorities with respect to gender equality and gender mainstreaming in macroeconomic centers of deci-

sion-making (Module VI), b) the relevant awareness-raising campaigns that have been conducted (Module VIII), c) the statistical data available on women in economic decision-making (Module IX) and d) the legislation that has been passed for the purpose of increasing the representation of women in this area (Module X). The questions included in each of these last four modules do not refer to specific institutional bodies or organizations, but seek relevant data for the country as a whole.

The modules developed for the member states are therefore the following:

Modules addressed to institutional bodies/organizations:

- Module I: Central Bank
- Module II: Economic Ministries
- Module III: Labour Confederations (the member state was requested to seek data from all such confederations)
- Module IV: Employer Confederations (the member state was requested to seek data from all such confederations)
- Module V: Economic Research Centers (the member state was requested to seek data from the three largest such centers on the basis of the number of research staff)
- Module VI: Gender Studies Research Centers (the member state was requested to seek data from the three largest such centers on the basis of the number of research staff).

Modules focusing on specific thematic areas of questions:

- Module VII: Measures taken by public authorities
- Module VII: Public Awareness Campaigns
- Module IX: Statistical Data
- Module X: Legislation

2. Questionnaire modules sent to EU institutions

Questionnaire modules were also developed for the relevant institutions of the European Union. In addition to the hard-core economic institutions (European Central Bank, European Investment Bank, European Investment Fund) and the DG's directly responsible for macroeconomic policies (Economic and Financial Affairs, Budget, Taxation and Customs Union), other DG's were included which we felt exert an important influence and which correspond roughly to the ministries to which the analogous questionnaire for the member states was addressed. In addition, the European Economic and Social Committee was included for its indirect influence on the formulation of macroeconomic policy through the expression of opinions on selected issues reflecting the views of the social partners.

The modules developed for the European Union institutions are as follows:

- Module I: European Central Bank
- Module II: European Investment Bank
- Module III: European Investment Fund
- Module IV: European Social and Economic Committee
- Module V: Directorates-General
 - Economic and Financial Affairs

- Budget
- Taxation and Customs Union
- Internal Market
- Trade
- Competition
- Development
- Regional Policies and Cohesion
- Employment and Social Affairs
- Agriculture
- Fisheries

3. General areas of questions included in the questionnaire modules

The content of the questionnaire modules derives from a wide number of bibliographic sources which propose initiatives and actions that are necessary in order to increase women's participation in decision-making, as well as to promote gender mainstreaming of organizations and policies, thereby implicitly suggesting the type of data base that is necessary in order to develop our knowledge of the situation.⁵ The purpose is to develop gender statistics. This means statistics not only broken down by gender, but statistics which take into account those factors "that influence women's and men's roles, access to resources, facilities and services".⁶

Through the review of the relevant literature, the empirical content of the concepts of gender equality and gender mainstreaming was more clearly specified. As a result, the questionnaire modules include closed-ended as well as open-ended questions that attempt to incorporate as fully as possible, given the data collection tools used and the population addressed, the range of empirical referents that emerged in relation to these concepts.

a. Regarding the concept of *gender equality*, questions cover the following:

- the gender composition of decision-making bodies, highest position levels, advisory committees, selection committees,

⁵The ideas for the content of the questions emerged from the following sources: *European Database: Women in Decision-Making*, "Gender Mainstreaming Strategies in Finland" (www.db-decision.de); Office of the Ombudsman for Equality, "Toolkit of Gender Equality" (www.tasa-arvo.fi); Horelli, Lisa, "The Gendered Account of the Personnel as a Tool for Mainstreaming Equality in Finnish Ministries" (www.eurofem.net/info); *Gender Mainstreaming, Extract from the Report of the Economic and Social Council for 1997 (A/52/3, 18 September 1997)*, Division for the Advancement of Women, United Nations; Rees, Teresa, "Gender Mainstreaming: Misappropriated and Misunderstood?" Paper presented to the Department of Sociology, University of Sweden, February 21st 2002; International Labour Organisation, "Guidelines for the Integration of Gender Issues into the Design, Monitoring and Evaluation of ILO Programmes and Projects", Geneva: ILO, 1995; Resolution Adopted by the General Assembly, *Further Actions and Initiatives to Implement the Beijing Declaration and Platform for Action (S-23/3)*, United Nations, 16 Nov. 2000; *Gender Mainstreaming: Conceptual Framework, Methodology and Presentation of Good Practices*, Rapporteur Group on Equality between Men and Women, (GR-EG), Council of Europe, 26 March 1998.

⁶See "Note On Gender Indicators" Prepared by the Working Group on Gender Indicators of the Advisory Committee on Gender Equality, European Commission, DG Employment and Social Affairs, DOC-EQOP 60-2001, p.1.

- measures that have been taken by the specific institutional bodies/organisations in order to increase women's representation in the above-mentioned bodies,
- measures taken by public authorities to improve the gender balance in economic decision-making as well as to investigate the gender implications of policies,
- statistical data available on the participation of women in decision-making,
- pertinent legislation for the purpose of increasing women's representation,
- the existence of special bodies that deal with gender discrimination in hiring and promotions.

b. Regarding the concept of *gender mainstreaming*, questions cover the following:

- existence of members of personnel with specialized knowledge of gender issues as well as the specific functions of such personnel,
- rules and guidelines set down by the institutional body/organization for equal opportunities in recruitment and advancement,
- the existence of mechanisms in the institutional body/organisation for considering the gender implications of macroeconomic policies,
- sensitivity-raising, awareness campaigns regarding the importance of women's participation in economic decision-making, as well as campaigns to attract more women in business/technical occupations,
- cooperation of structures regarding mainstreaming procedures,
- studies/research regarding the representation of women in macroeconomic decision-making as well as the gender implications of macroeconomic decisions,
- indicators developed by institutional body/organization to track the gender balance in career advancement,
- participation of women in training programmes as well as the existence of training programmes specifically geared to provide management and supervisory skills to women employees.

4. Supplementary questionnaire on women in decision-making in top firms

At the meeting of the High Level Group for Gender Mainstreaming (Advisory Committee of the DG Employment and Social Affairs) held in Athens in February, 2003, and after the questionnaire modules described above had been sent out to the member states as well as to the relevant European Union institutions, it was decided that a small supplementary questionnaire on women's representation in the executive bodies of top firms across member states should also be developed and disseminated, in order to have some indication of women's representation in economic decision-making, more generally. This type of information falls outside the main objective of the study which is to collect data on women in macro-economic centers of decision-making. Nonetheless, it was decided that the data collection phase of the study offered a valuable opportunity to gather these additional related data on the member states. As a result, a very brief questionnaire was developed requesting from each member state to provide information on the top 50 firms quoted on their national stock exchange. The questions that were included dealt with 1) the number of members on the executive board, 2) the number of

women members, 3) whether the chief executive officer is a woman or a man and 4) whether the member state has information on the ratio of SME's owned by women in their member state.

As Table A.12 in the Appendix indicates, nine countries completed the questionnaire. The results are provided in Section VII.

5. The process of data collection

The institutional body responsible for overseeing the data collection process was the General Secretariat for Equality in Greece. The ten modules intended for each member state were sent to a designated contact person in that member state who was then responsible for distributing Modules I-V to the appropriate institutional bodies/organizations for completion. The same contact person was responsible for gathering from the appropriate sources the information requested in modules VI – X. An analogous procedure was followed with respect to the modules addressed to the European Union institutions. This process which has also been used in similar research conducted by previous presidencies, was highly problematic and should be reconsidered in the future. A discussion of the problems and relevant proposals are presented in the final section of this report.

As a result of the procedure used, the data collection stage turned out to be far lengthier than originally planned. The April 1, 2003 deadline that was designated to the member states for returning the questionnaires was exceeded in some cases by almost two months. However, the long delay may also be partly explained by the large number of institutional bodies/organizations from which data were sought, as well as the analytical nature of the questionnaire modules. As a result, completed questionnaires from the member states were still arriving as late as mid-June 2003, thus setting back the completion of the data entry stage and the analysis of the data by more than two months. Given that our aim was to develop a data base as complete as possible on women in macro-economic decision-making, we included all data despite the difficulties this entailed in terms of the original research time schedule. All countries provided most of the data that were requested. The Netherlands is the only country for which we did not succeed in obtaining any information.

6. Level of data completion

From the member states a total of 198 questionnaires were returned. In the Appendix, Tables A.I-A.10 indicate the level of completion of the data base for the member states regarding questionnaire Modules I-X, respectively. Table A.II presents the data that were completed by the European Commission. Finally, as already indicated above, eight countries completed the smaller supplementary questionnaire on the top firms publicly quoted on their national stock exchange (See Table A.12). It must be noted here that a number of countries provided considerable additional information in the form of Annexes on various questions, especially those dealing with measures that have been taken to improve gender equality. Given the focus of this report, however, this information has been considerably condensed and only the main points are presented in the relevant tables.

V. RESULTS-MEMBER STATES

In this section, we present the results of the study *focusing on the quantitative data and those questions of the questionnaire to which most member states have responded*. The section is organized according to the questionnaire modules presenting the results for the institutional bodies/organizations first (Central Banks, Ministries, Labour Confederations, Employer Confederations) followed by data derived from the modules organized around thematic areas (measures taken by public authorities, campaigns, statistical data, legislation).

I. Central Banks

As indicated in Table A.I, ten member states returned the modules intended for their Central Banks, although the range of information provided varies considerably across member states. The fullest set of information, however, appears for those questions that most directly address women's participation at the level of decision-making in quantitative terms (decision-making bodies, highest position levels below decision-making bodies, advisory committees), i.e., the gender equality dimension of the study. Questions that dealt with the gender mainstreaming aspect were more frequently left unanswered.

a) Governors and vice-governors

Table V.I.1 indicates that the governors of all Central Banks are men except for the Central Bank of Denmark whose governor is a woman. For those countries that did not return questionnaires on their Central Banks, the data are derived from publicly available sources. At the level of deputy governors/vice-governors the situation does not improve. Of the 26 vice-governors for the member states listed, only 4 are women (3 women out of a total of 5 deputy governors in Sweden and 1 woman, the sole deputy governor in Belgium).

b) Decision-making Bodies

Table V.I.2 presents the data on the representation of women and men in the decision-making bodies of the Central Banks for the same ten member states. The numbers provided refer to the sum of members based on all the decision-making bodies indicated in response to the questionnaire. In the case of Germany and Portugal, women are completely absent, whereas for the remaining countries the results vary from 1% for Greece (1 woman and 68 men) to 50% for Sweden (3 women and 3 men). The country with the next best level of representation of women after Sweden is Denmark at 34%, followed by a cluster of countries with a

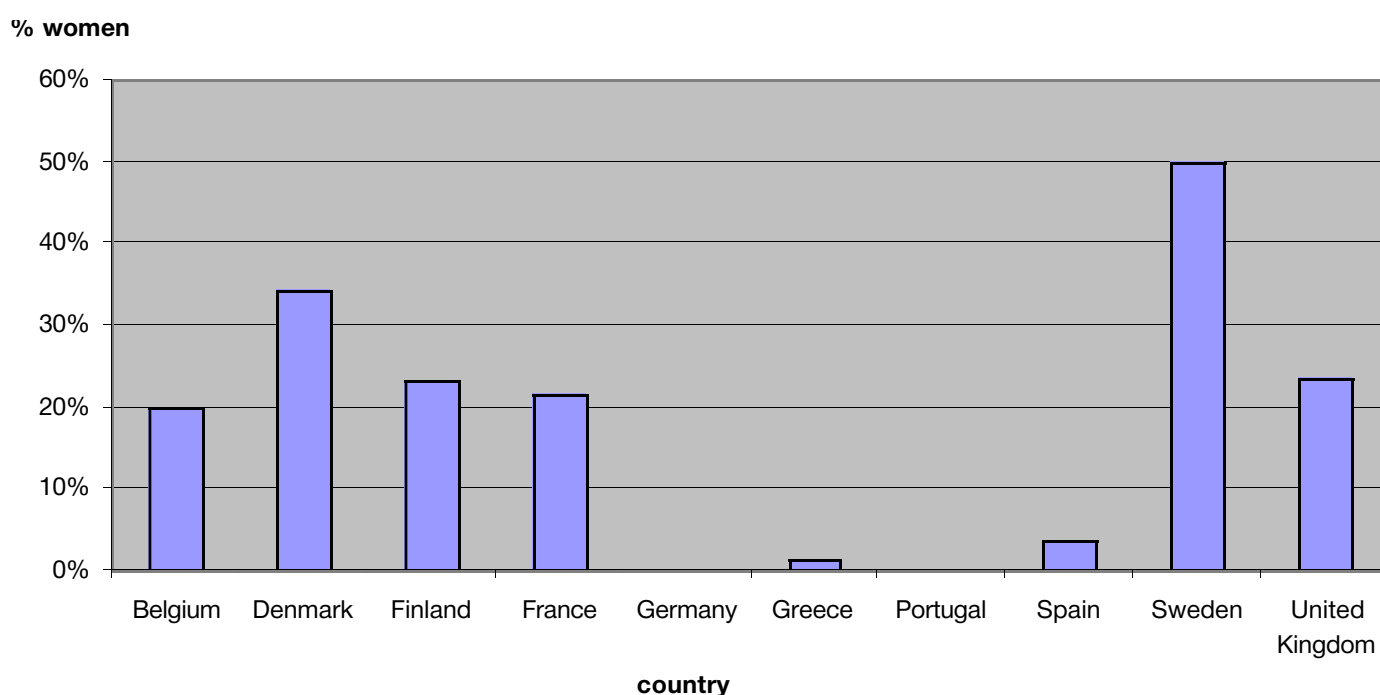
CENTRAL BANKS**Table V.11 Data on personnel, governors and vice-governors of Central Banks by gender and country**

Country	Total personnel	Women personnel	Women % of total personnel	governor/ man or woman	total deputy- /vice-governors	Women deputy- vice-governors
Belgium	2547	936	37%	m	1	1
Denmark	594	267	45%	w	3	0
Finland	706	387	55%	m	1	0
France	15837	8311	52%	m	2	0
Germany	15425	6079	39%	m	7	0
Greece	3096	1159	37%	m	2	0
Ireland*	–	–	–	m	–	–
Italy*	–	–	–	m	–	–
Luxembourg*	–	–	–	m	–	–
Netherlands	–	–	–	m	–	–
Portugal	1794	760	42%	m	2	0
Spain	2836	933	33%	m	1	0
Sweden	494	237	48%	m	5	3
United Kingdom	1780	771	43%	m	2	0
Total					26	4

*the data are derived from the internet sites of the countries' governments

CENTRAL BANKS**Table V.1.2** Members and chairs in all decision-making bodies of the Central Banks by gender and country

Country	# of women	# of men	Total # of persons	Women % of total	# of women chairs	# of men chairs
Belgium	7	28	35	20%	0	3
Denmark	12	23	35	34%	1	2
Finland	3	10	13	23%	0	2
France	3	11	14	21%	0	3
Germany	0	8	8	0%	0	1
Greece	1	68	69	1%	0	4
Portugal	0	6	6	0%	–	–
Spain	1	27	28	4%	0	3
Sweden	3	3	6	50%	0	1
United Kingdom	7	23	30	23%	0	3

Figure V.1.2 % women in all decision-making bodies of the Central Banks by country

representation of women in the 20-23% range (Belgium, France, Finland, UK).

Examining the number of women who chair the decision-making bodies of the Central Banks, the results are not at all encouraging, but on the other hand, not surprising. Taking into account all decision-making bodies listed, out of a total of 23 chairpersons, there is only one woman chairperson. As the governor of the Central Bank of Denmark, she chairs the Board of Governors of the Bank.

c) Top 3 positions below level of decision-making bodies

The data for the three highest position levels in the Central Banks are derived from the answers to the question "Name the three highest position levels immediately below the decision-making bodies (e.g., director-general, director, division head) where position level I in the table is the highest". The purpose of the question was clarified in the following accompanying note: "We are interested in the high-level positions where persons who occupy them significantly influence the formulation of policy or have a role in high level implementation. Due to the different organizational structures across member states, the number of positions may vary. If you feel there are more than three such positions in your country, please add sheets as necessary". Table V.I.3 indicating the representation of men and women in the top three positions in the Central Banks is based on the responses provided by the Central Banks to the above question. In addition, the Table indicates the total number of personnel by gender, thereby enabling a better interpretation of the distribution of men and women across the top three levels.

Examining the top position level (level I), women are completely absent in Denmark, Greece and Spain. In the United Kingdom they represent 7% of the total, in Portugal 12%, in France 13% followed by Belgium at 17% and Finland at 21%. The highest representation of women in the top position level is found in Sweden at 45%.

At the second position level, Denmark, Greece and Spain continue to have very low representation of women, along with France, which shows a drop in women's representation relative to the first position level. The UK and Belgium follow this cluster of countries with 13% and 14% representation of women, respectively. Finland and Sweden (in both women constitute 21%) along with Portugal (women are 31%) are the countries with the highest representation of women at the second position level.

Due to the structural differences across member states as a result of which there may be variation in the relative power and authority across position levels, it may be more reliable to examine the representation of women in all the top position levels combined. According to the instructions provided, persons occupying these positions levels must either influence the formulation of policy or have a role in high level implementation. Based on these instructions, the United Kingdom, France and Finland have provided data only for two levels, while the remaining countries (Belgium, Denmark, Portugal, Spain) have provided data for three levels.

Examining all countries, regardless of the number of position levels reported, Denmark has the lowest representation of women (at 3%) followed by a cluster of

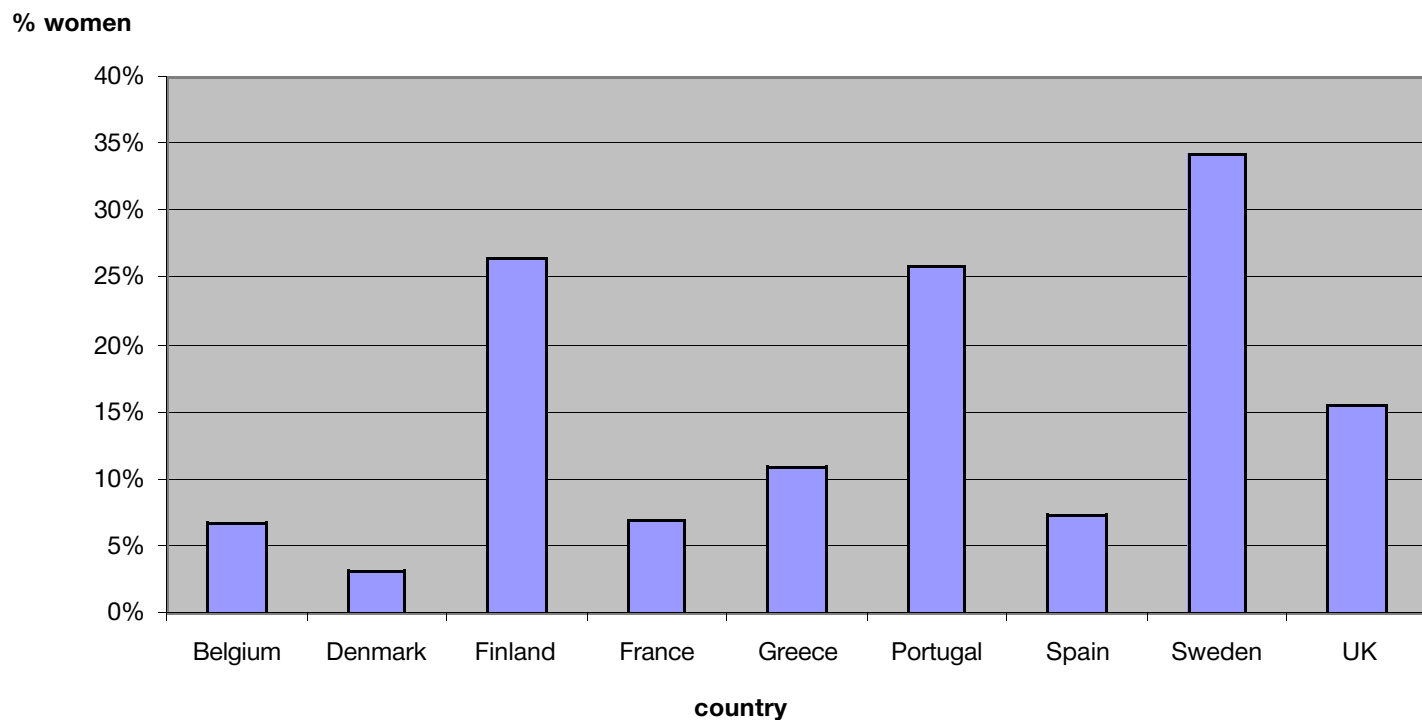
CENTRAL BANKS**Table V.1.3 Persons in the three highest position levels below the decision-making bodies of the Central Banks**

Country	Level*	# of women	# of men	Total # of persons	Women % of total
Belgium	1	1	5	6	17%
	2	1	6	7	14%
	3	3	57	60	5%
Total		5	68	73	7%
Denmark	1	0	16	16	0%
	2	1	10	11	9%
	3	0	5	5	0%
Total		1	31	32	3%
Finland	1	4	15	19	21%
	2	10	24	34	29%
	Total	14	39	53	26%
France	1	2	13	15	13%
	2	4	68	72	6%
	Total	6	81	87	7%
Greece	1	0	15	15	0%
	2	2	64	66	3%
	3	30	183	213	14%
Total		32	262	294	11%
Portugal	1	5	36	41	12%
	2	8	18	26	31%
	3	26	58	84	31%
Total		39	112	151	26%
Spain	1	0	5	5	0%
	2	2	20	22	9%
	3	1	13	14	7%
Total		3	38	41	7%
Sweden	1	5	6	11	45%
	2	2	5	7	29%
	3	5	12	17	29%
Total		12	23	35	34%
United Kingdom	1	1	13	14	7%
	2	5	34	39	13%
	Total	6	47	53	11%

*Position level 1 is the highest

CENTRAL BANKS

Figure V.1.3 % women in top three position levels of the Central Banks, by country*



* Finland, France and the UK have reported data only for the top two position levels

countries, i.e., Belgium, France and Spain at 7% and the United Kingdom and Greece at 11%. In Finland and Portugal the representation of women is 26%, whereas Sweden demonstrates the most equitable gender distribution at 34%.

d) Advisory Bodies/Committees and Individual Advisors

The influence of advisory bodies and committees is of course very significant in the final outcome of the decision-making process. It is therefore important to consider the representation of women in this functional role in the Central Banks. The question that was addressed to the institutions was "Does the Central Bank have advisory bodies/committees that play a significant role in the formulation and /or implementation of policies?" If so, they were asked to provide a range of information on these bodies/committees some of which is shown in Table V.I.4. Unfortunately, the full range of information requested was provided only by four member states. These limited data indicate again that the representation of women in the role of advisor at the Central Banks is very low. Out of a total of ten advisors at the Central Bank of Portugal, all are men. In France and Greece women have 14% and 17% representation, respectively, while Finland is considerably higher at 26%. All of the advisory bodies listed are chaired by men.

e) Training Programmes

In order to examine the degree to which organizations take an interest in providing new skills and training to their employees and in enhancing their opportunities for career advancement, and more specifically, in order to assess the degree of participation that such efforts promote on the part of women, two relevant questions were included: "Have any training programmes been offered to personnel within the last five years (starting with 1998)" followed by "Were any of these training programmes organized to provide employees with career advancement skills (career, planning, coaching, leadership, skills, etc)?"

Table V.I.5 presents the results on the participation of men and women in training programmes, in general, based on the first question referred to above. The data are limited to only 5 countries (Belgium, France, Germany, Greece, Portugal). The participation of women in relation to the total number of participants has remained rather steady in all countries. The most recent data (2001/2002) for these five countries indicate that in Belgium women have the lowest share of participation (37%) whereas the highest share is in the Central Bank of France and Greece, both at 54%. A better indicator, however, would be to compare men's and women's participation in relation to the total number of men and women employees, respectively. Assuming that the number of employees has not changed dramatically over the last two years and more importantly that the balance between men and women employees has not marked a substantial change, we can use the information provided on number of men and women employees at the time of the survey (January to May 2003) in order to assess the relative participation of men and women in training programmes in the most recent year for which data are provided (2001 or 2002). Excluding the case of Greece, the results indicate that the participation of women in training programmes relative to their total personnel in comparison to that of men is approximately at the same level with only a slight edge in favour of women's participation (this relative standing is reversed only in

CENTRAL BANKS**Table V.1.4 Members of advisory bodies/committees of the Central Banks by advisory body, gender and country**

COUNTRY	Name of Body	# of women	# of men	women % of total	chair/man or woman
Finland	ESCB Coordination	28	81	26%	m
France*	–	1	6	14%	m
Greece	Loans Committee	1	5	17%	m
Portugal	Board of Auditors	0	4	0%	m
Portugal	Advisory Board	0	6	0%	m
Portugal-Total		0	10	0%	

* no name was given for the advisory body

CENTRAL BANKS**Table V.15 Persons participating in all training programmes of the Central Banks by year, gender and country**

Country	Year	number of women	number of men	total # of persons	women % of total in training	total personnel	total women personnel	women in training % of total women personnel	men in training % of total men personnel
Belgium	1998	640	1268	1908	34%				
	1999	609	1222	1831	33%				
	2000	669	1178	1847	36%				
	2001	702	1209	1911	37%				
	2002	720	1216	1936	37%	2547	936	77%	75%
France	1999	6464	5602	12066	54%				
	2000	6035	5377	11412	53%				
	2001	6979	6014	12993	54%	15837	8311	84%	80%
Germany	1998	4741	8021	12762	37%				
	1999	4534	7913	12447	36%				
	2000	4799	8379	13178	36%				
	2001	3793	8084	11877	32%				
	2002	3696	5902	9598	39%	15425	6079	61%	63%
Greece*	1998	631	343	974	65%				
	2000	520	449	969	54%				
	2001	779	659	1438	54%	3096	1159	67%	34%
Portugal	1998	520	632	1152	45%				
	1999	473	561	1034	46%				
	2000	477	536	1013	47%				
	2001	578	744	1322	44%				
	2002	524	668	1192	44%	1794	760	69%	65%

* Greece provided data for 1999 but verification of the data is pending

the case of Germany). The results for women's participation relative to their numbers in total personnel range between 61% for Germany to 84% for France. In Greece the participation of women is at 67% but the participation of men is considerably lower (34%) showing a substantial difference, in contrast to the remaining countries for which data were available.

f) Measures taken

In order to assess the degree to which the Central Banks are sensitive to gender inequality issues and whether or not there have been attempts to rectify gender imbalances with respect to the Banks' personnel, a question was asked on whether the Bank has taken any measures to increase the number of women in top level positions. Only four countries referred to such measures (See Table A.13). Sweden's governing board has taken a formal position that the number of women at the managerial level must increase. In addition, the personnel unit is involved in all recruitments and the final selection must indicate at least one woman. The Central Bank of Sweden also has in place a mentor programme for potential women managers. In Germany there are rules with respect to the candidates invited to job interviews. Since 2002, if enough women fit the qualifications in areas where they are not equally represented, the minimum number of women invited to the interview must correspond to the number of men. Finland is also attempting to deal with the gender imbalance in high level positions through its Gender Equality Plan.

In the same section, the issue of whether or not the Banks have a mechanism in place through which the gender implications of macroeconomic policies are systematically considered, from the responses to this question it seems that only Sweden in the context of a yearly Gender Equality Plan in place since 1990 has dealt with the issue directly. Greece mentions that in the context of its general functions, the research office of the management division, monitors the implications of the Bank's policies and proposes changes where necessary.

2. Ministries

The main body of the questionnaire module that was sent to the Central Banks was included in the module sent to the ministries, thus enabling the comparability of data and the development of indicators for all institutional bodies/organizations designated for purposes of the study as centers of macroeconomic decision-making. In this section we present the results of the analysis for the economic ministries based on the questions referred to in the previous section with some modifications where necessary due to the different organizational structures of the two types of institutional bodies.

As already indicated in the section on methodology, we specified in our instructions to the member states the specific hard-core economic ministries for which they were to provide us with data, as well as other economic ministries with a more indirect impact on the formulation of macroeconomic policies. The results will be presented separately for these two categories of ministries, as such a distinction facilitates a more reliable comparison across countries.

a) Ministers and Vice-ministers/Deputy-ministers

Thirteen countries provided data on some of their ministries, but only six countries provided information for all the ministries designated on the questionnaire (Austria, Finland, France, Germany, Portugal and Sweden; See Table A.2).

Table V.2.1 presents the ministers and deputy ministers by gender and country for all the ministries for which data were provided. In the 40 economic ministries there are 44 senior ministers and only 12 are women. Countries with at least one woman minister are Belgium, Denmark, Finland, France, Germany, Portugal, Sweden and the United Kingdom. Finland ranks first in the number of women in economic ministries based on the data gathered with a total of three women ministers and two men ministers, a man and woman sharing the title in the Ministry of Finance. Sweden and the UK come second with two women ministers while Belgium, Denmark, France, Germany and Portugal report one economic ministry headed by a woman. It is important to mention that in addition to Finland where hard-core economic ministries are headed by women (Ministry of Finance as well as the Ministry of Trade and Industry), Portugal's Ministry of Finance and the Department of Trade and Industry in the United Kingdom have women senior ministers.

With respect to deputy ministers, out of the 78 deputy ministers only 18 are women. The highest level of women's representation is found in France (45%) followed by Austria (36%) and the United Kingdom (25%). Greece, Ireland and Spain do not have any women deputy ministers. These three countries, in addition to Austria, are those where women are also absent from senior ministerial positions.

c) Top 3 positions below level of minister

Analogous to the question on the top three position levels included in the module addressed to the Central Banks, is a question addressed to the economic ministries. The information requested was the number of women and men occupying the top three position levels immediately below the level of minister (senior and deputy). According to Table V.2.2, taking into account the hard-core economic ministries for which data were provided, the representation of women in the top position level is non-existent in nine of the eighteen ministries reported. Combining all three top position levels for the total of hard-core economic ministries by country and, hence, reducing the impact of differences in the status and authority related to a given position level across countries, we see that the representation of women in the three highest position levels is lowest overall in Italy (7%). There follows a cluster of countries with a representation of women below 20 per cent (Germany, Greece, Ireland, Spain). Another cluster is in the 20-30 per cent range (Austria, Belgium, Denmark, Finland, Portugal) while in the United Kingdom and Sweden women constitute more than 30% of persons in the top three position levels of the economic ministries. France shows the highest representation of women at 56%. It must be noted, however, that this high representation is due to the very high proportion of women in the third position level in France in the Ministry of the Economy, Finance and Industry (77%).

Considering now the remaining economic ministries by country in Table V.2.3, excluding the hard-core, the picture does not change substantially regarding the

ALL ECONOMIC MINISTRIES

Table V.2.1 Ministers and deputy ministers/vice-ministers by ministry, gender and country for all economic ministries

Country	Ministries	Senior minister /man or woman	Total # deputy ministers	Total # women deputy ministers	women % of total deputy ministers
Austria	Ministry of Finance	m	1	0	0%
	Ministry of Economic Affairs and Labour	m	10	4	40%
	Ministry for Agriculture and Forestry, the Environment and Water	m	0	0	
	Total		11	4	36%
Belgium	Ministry for Economic Affairs	m	0	0	–
	Ministry for Labour and Employment	w	0	0	–
	Total		0	0	–
Denmark	Ministry of Economic and Business Affairs	m	0	0	–
	Ministry of Employment	m	0	0	–
	Ministry of Food, Agriculture and Fisheries	w	0	0	–
	Total		0	0	–
Finland	Ministry of Finance	m/w	0	0	
	Ministry of Trade and Industry	w	1	0	0%
	Ministry of Agriculture and Forestry	m	0	0	–
	Ministry of Labour	w	0	0	–
	Total		1	0	0%
France	Ministry of Economy, Finance and Industry	m	4	1	25%
	Ministry of Employment and Solidarity	m/m	6	3	50%
	Ministry of Territorial Development and the Environment	w	1	1	100%
	Total		11	5	45%
Germany	Federal Ministry of Finance	m	5	1	20%
	Federal Ministry of Economics and Labour	m	3	0	0%
	Federal Ministry of Consumer Protection, Food and Agriculture	w	3	0	0%
	Total		11	1	9%
Greece	Ministry of the Economy and Finance	m	3	0	0%
	Ministry of Employment and Social Security	m	2	0	0%
	Ministry of Agriculture	m	2	0	0%
	Ministry of Marine Commerce	m	0	0	
	Total		7	0	0%

ALL ECONOMIC MINISTRIES

Table V.2.1 Ministers and deputy ministers/vice-ministers by ministry, gender and country for all economic ministries (continued)

Country	Ministries	Senior minister /man or woman	Total # deputy ministers	Total # women deputy ministers	women % of total deputy ministers
Italy	Ministry of Treasury, Budget and Economic Planning	m	*	*	
	Ministry of Industry, Commerce and Handicraft	m	7	1	14%
	Ministry of Agricultural Policies	m	*	*	
	Total		7	1	14%
Ireland	Department of Finance	m	1	0	0%
	Department of Agriculture and Food	m	2	0	0%
	Department of Communications, Marine and Natural Resources	m	1	0	0%
	Total		4	0	0%
Portugal	Ministry of Finance	w	4	1	25%
	Ministry for the Economy	m	3	1	33%
	Ministry of Agriculture, Rural Development and Fisheries	m	2	0	0%
	Ministry for Towns, Territorial Planning and Environment	m	3	0	0%
	Ministry for Social Security and Work	m	2	1	50%
Total		14	3	21%	
Spain	Ministry of the Economy and Finance	m	2	0	0%
	Total		2	0	0%
Sweden	Ministry of Finance	m/m	0	0	–
	Ministry of Industry, Employment and Communications	m/w	0	0	–
	Ministry of Agriculture, Food and Fisheries	w	0	0	–
	Total		0	0	–
United Kingdom	Department of Trade and Industry	w	7	2	29%
	Department for Environment, Food and Rural Affairs	w	4	0	0%
	Department for Work and Pensions	m	5	2	40%
	Total		16	4	25%

* the data for Italy were provided but require verification

HARD-CORE ECONOMIC MINISTRIES**Table V.2.2** Persons in the top three position levels below the level of minister/deputy- vice-minister by ministry, position level, gender and country for the hard-core economic ministries

Country	Ministry name	Position level	number of women	number of men	Total # of persons	Women % of total
Austria	Ministry of Finance	1	0	5	5	0%
		2	1	5	6	17%
		3	9	45	54	17%
	Ministry of Economic Affairs	1	4	6	10	40%
		2	3	15	18	17%
		3	26	58	84	31%
Total			43	134	177	24%
Belgium	Ministry for Economic Affairs	1	0	1	1	0%
		2	1	7	8	13%
		3	3	7	10	30%
	Total			4	15	19
Denmark	Ministry of Economic and Business Affairs	1	0	1	1	0%
		2	3	15	18	17%
		3	5	13	18	28%
	Total			8	29	37
Finland	Ministry of Finance	1	0	3	3	0%
		2	2	10	12	17%
		3	9	22	31	29%
	Ministry of Trade and Industry	1	1	0	1	100%
		2	0	7	7	0%
		3	3	13	16	19%
Total			15	55	70	21%
France	Ministry of Economy, Finance and Industry	1	2	21	23	9%
		2	8	21	29	28%
		3*	70	21	91	77%
	Total			80	63	143
Germany	Federal Ministry of Finance	1	1	4	5	20%
		2	1	10	11	9%
		3	5	17	22	23%
	Total			7	31	38
Greece	Ministry of the Economy and Finance	1	0	5	5	0%
		2	0	3	3	0%
		3	4	11	15	27%
	Total			4	19	23

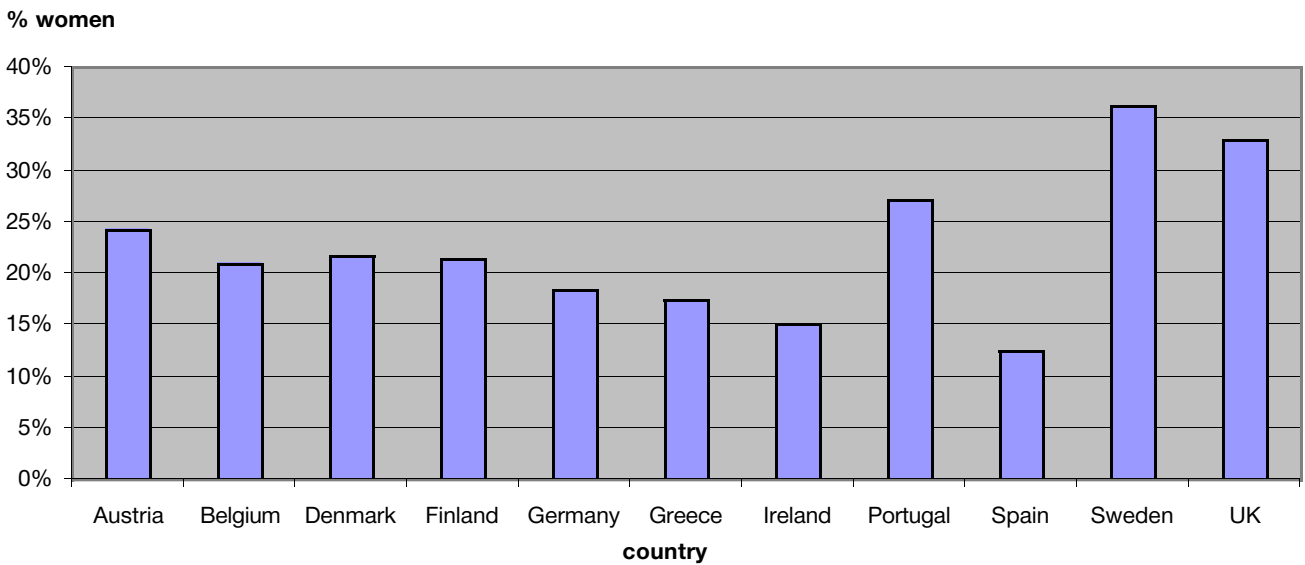
* data need to be verified

HARD-CORE ECONOMIC MINISTRIES**Table V.2.2 Persons in the top three position levels below the level of minister/deputy- vice-minister by ministry, position level, gender and country for the hard-core economic ministries (continued)**

Country	Ministry name	Position level	number of women	number of men	Total # of persons	Women % of total
Italy	Ministry of Treasury, Budget and Economic Planning	1	0	6	6	0%
		2				0%
		3				0%
	Ministry of Industry, Commerce and Handicraft	1	1	4	5	17%
		2				
		3	1	7	8	11%
Total			1	13	14	7%
Ireland	Department of Finance	1	0	1	1	0%
		2	0	14	14	0%
		3	10	41	51	20%
	Total			10	56	66
Portugal	Ministry of Finance	1	1	3	4	25%
		2	5	17	22	23%
		3	23	36	59	39%
	Ministry of Economy	1	1	2	3	33%
		2	7	32	39	18%
		3	1	12	13	8%
	Total			38	102	140
Spain	Ministry of the Economy	1	0	2	2	0%
		2	0	1	1	0%
		3	3	18	21	14%
	Total			3	21	24
Sweden	Ministry of Finance	1	2	3	5	40%
		2	3	5	8	38%
		3	16	29	45	36%
	Ministry of Industry Employment and Communications	1	2	4	6	33%
		2	2	3	5	40%
		3	9	6	15	60%
Total			34	50	84	36%
UK	Department of Trade and Industry	1	0	1	1	0%
		2	3	9	12	25%
		3	21	39	60	35%
	Total			24	49	73

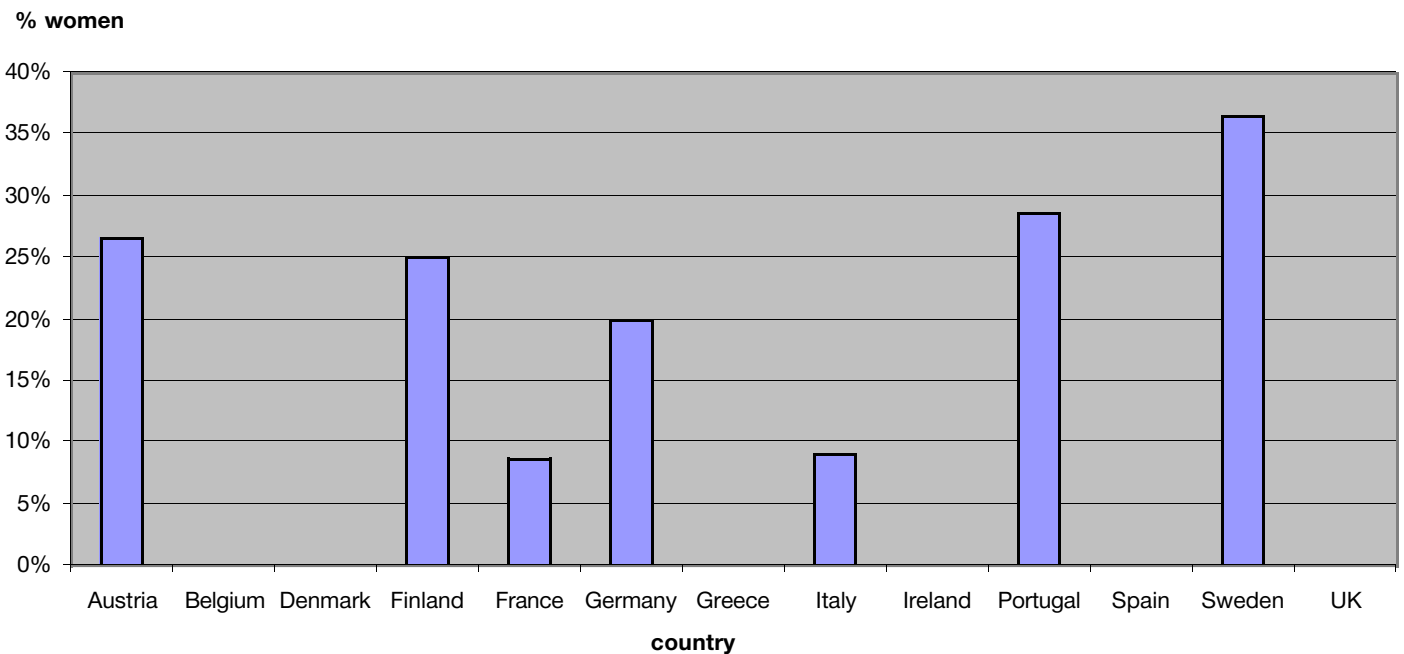
ECONOMIC MINISTRIES

Figure V.2.2a % women in the top three position levels in the hard-core economic ministries by country*



* Italy has not reported data for all three levels and is therefore excluded. Data for France need to be verified.

Figure V.2.2b % women in the first position level in the hard-core economic ministries by country



OTHER ECONOMIC MINISTRIES (excluding hard-core)**Table V.2.3 Persons in the top three position levels below the level of minister/deputy- vice-minister by ministry, position level, gender and country for economic ministries (excluding hard-core)**

Country	Name of Ministry	Position level	Number of women	Number of men	Total number of persons	women % of total
Austria	Ministry for Agriculture and Forestry, the Environment and Water	1	0	1	1	0%
		2	0	8	8	0%
		3	19	46	65	29%
	Total		19	55	74	26%
Belgium	Ministry for Labour and Employment	1	0	1	1	0%
		2	0	6	6	0%
		3	2	12	14	14%
	Total		2	19	21	10%
Denmark	Ministry of Employment	1	0	1	1	0%
		2	4	5	9	44%
		3	2	3	5	40%
	Ministry of Food, Agriculture and Fisheries	1	0	1	1	0%
		2	0	13	13	0%
		3	1	11	12	8%
Total		7	34	41	17%	
Finland	Ministry of Agriculture and Forestry	1	0	1	1	0%
		2	0	5	5	0%
		3	4	8	12	33%
	Ministry of Labour	1	0	2	2	0%
		2	1	1	2	50%
		3	14	11	25	56%
Total		19	28	47	40%	
France	Ministry of Employment and Solidarity				0	
		1	1	7	8	13%
		2	2	3	5	40%
	Ministry of Territorial Development and the Environment	3	4	5	9	44%
		1	2	3	5	40%
		2	0	5	5	0%
		3	7	11	18	39%
Total		16	34	50	32%	
Germany	Federal Ministry of Economics and Labour	1	0	4	4	0%
		2	1	12	13	8%
		3	6	26	32	19%
	Federal Ministry of Consumer Protection, Food and Agriculture	1	1	5	6	17%
		2	1	15	16	6%
		3	13	92	105	12%
Total		22	154	176	13%	

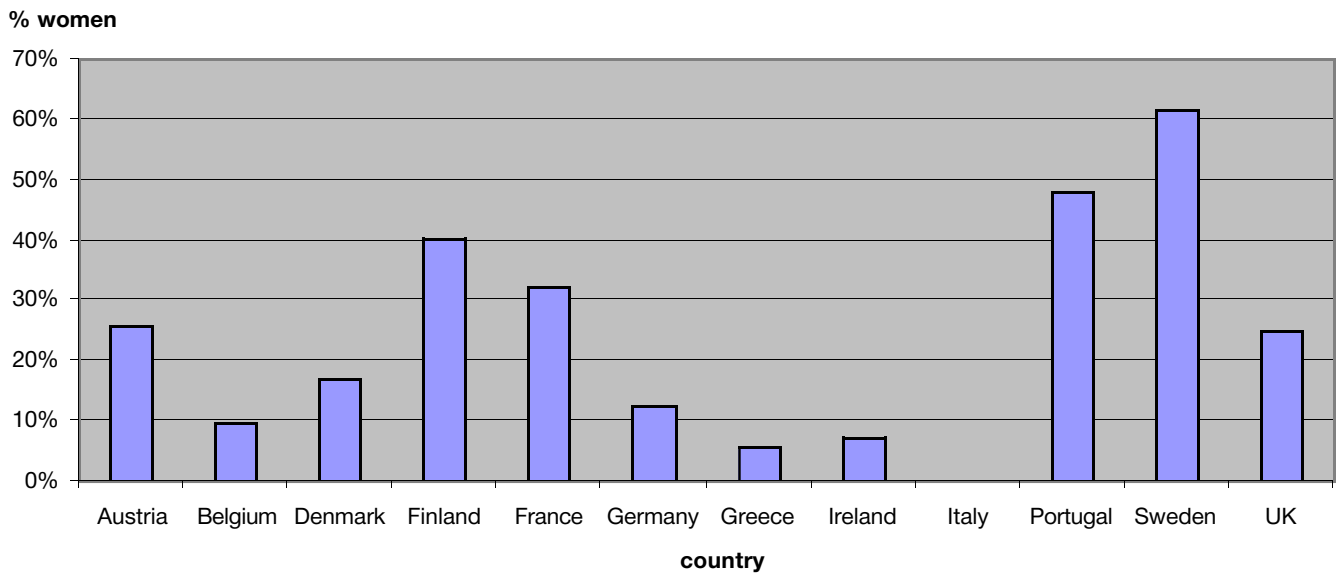
Table V.2.3 Persons in the top three position levels below the level of minister/deputy- vice-minister by ministry, position level, gender and country for economic ministries (excluding hard-core) (continued)

Country	Name of Ministry	Position level	Number of women	Number of men	Total number of persons	women % of total
Greece	Ministry of Agriculture	1	0	2	2	0%
		2	0	1	1	0%
		3	1	8	9	11%
	Ministry of Marine Commerce	1	0	2	2	0%
		2	0	1	1	0%
		3	0	3	3	0%
Total			1	17	18	6%
Ireland	Department of Agriculture and Food	1	0	1	1	0%
		2	0	11	11	0%
		3	5	59	64	8%
	Department of Communications, Marine and Natural Resources	1	0	1	1	0%
		2	1	0	1	100%
		3	0	5	5	0%
Total			6	77	83	7%
Italy	Ministry of Agricultural Policies	1	0	1	1	0%
		2	0	2	2	0%
		3	0	2	2	0%
	Total			0	5	5
Portugal	Ministry for Towns, Territorial Planning and Environment	1	10	7	17	59%
		2	8	7	15	53%
		3	7	10	17	41%
	Ministry for Social Security and Work	1	7	10	17	41%
		2	11	9	20	55%
		3	9	13	22	41%
Total*			52	56	108	48%
Sweden	Ministry of Agriculture, Food and Fisheries	1	1	0	1	100%
		2	1	1	2	50%
		3	6	4	10	60%
	Total			8	5	13
UK	Department for Environment, Food and Rural Affairs	1	0	1	1	0%
		2	2	7	9	22%
		3	5	19	24	21%
	Department for Work and Pensions	1	0	1	1	0%
		2	0	1	1	0%
		3	4	4	8	50%
Total			11	33	44	25%

*data for the Ministry of Agriculture, Rural Development and Fisheries of Portugal were not included as they required further verification

ECONOMIC MINISTRIES

Figure V.2.3 % women in the top three position level in the hard-core economic ministries (excluding hard-core)



overall representation of women in the top three position levels. Twelve countries have provided information on their softer core economic ministries. Of these countries, women are completely absent from the the highest position levels in Italy, whereas it is below 10 per cent in Greece and Ireland. The highest representation of women is found in the ministries of Finland (40%) and Sweden (62%).

Table A.14 in the Appendix shows the variety of measures that have been implemented across countries in order to increase the representation of women in the top position levels.

d) Advisory Bodies/Committees and Individual Advisors

Just as in the case of the Central Banks we were interested in obtaining information on the advisory bodies/committees in the ministries that play a significant role in the formulation and/or implementation of macroeconomic policy. Although information has been filled in for committees for most of the ministries for which modules have been completed, from the names of the committees it is not at all evident that these are committees that do in fact play a significant role with respect to macroeconomic policy. Given the fact that there is variation in the types of committees for which information is provided across ministries and across countries, a reliable comparative analysis on the representation of women is not possible. In order to use this information a verification of these data separately by ministry needs to be carried out.

Data were also requested regarding the number of women and men in the role of individual advisors/consultants to the ministers (senior and junior). However, their specific areas of expertise were not clarified and therefore it is not possible to determine the degree of gender equality across policy areas in terms of the representation of men and women. An additional problem that hinders a comparative analysis is that there is a wide range in the number of advisors reported, from a total of 1 advisor each in the Ministry of Employment in Denmark, the Federal Ministry of Finance of Germany and the Irish Ministry of Finance to a total of 75 advisors in the Ministry of Economy, Finance and Industry of France. We may therefore infer that the degree of direct influence that these advisors have on the outcome of the decision-making process is a function of the number of such advisors reporting directly to the ministers and as a result the data may not be comparable.

e) Gender equality personnel and mechanisms for gender mainstreaming

One of the questions addressed to the ministries was whether they had personnel specially trained on gender equality issues and their particular functions. Eleven countries have indicated that in some of their ministries, at least, there are persons dealing with issues of equal opportunities and gender equality. The numbers reported differ significantly across ministries which may reflect perhaps that the question was not interpreted in a consistent manner. What is important, however, is that from the answers provided, it appears that in some countries as in Sweden, Finland, The United Kingdom, Germany and Belgium, for example, ministries have set up special units to deal with issues of gender equality more directly. In others, although there may be sensitization to the importance of improving

ECONOMIC MINISTRIES

Table V.2.4 Personnel in ministries specially trained on gender equality issues and the functions of this personnel by ministry and country

Country/Ministry	Total personnel	Permanent personnel	Number of women
Austria			
Ministry of Finance	15	15	9
Ministry for Agriculture and Forestry, the Environment and Water	1	0	0
Function	Gender Mainstreaming strategy is not yet well-known among colleagues. 2002 Audit on family - friendly enterprise. Certificate 2002		
Belgium			
Ministry for Economic Affairs	2		2
Function	To make aware and inform the personnel. Draft annual government report on the policy to be implemented in conformity with the objectives of the Beijing Conference. Propose positive actions.		
Ministry for Labour and Employment	11	6	8
Function	Equal Opportunities Department- Responsible for putting in place mechanisms for gender equality, sensitizing staff, developing positive action measures, providing technical assistance and experience on equality issues, organizing information campaigns, etc.		
Denmark			
Ministry of Employment	32	31	25
Ministry of Food, Agriculture and Fisheries	3	3	2
Finland			
Ministry of Agriculture and Forestry	14	14	7
Function	1) In the personnel and administrative unit there are two persons responsible for promoting gender equality, one acts as the coordinator of the equality issues, besides their other duties. 2) The ministry has a work group for gender equality which controls and assesses the state and mainstreaming of equality within the ministry. Each operational unit has a representative in this work group.		
Ministry of Labour	2	2	2
Function	There are two gender specialists in the Ministry's and equality group (11 members). All the members of the equality group have some special skills in the field of equal opportunities, but equality is not their main task. The group deals with gender and ethnic equality. Gender equality has been more in focus thus far.		
Germany			
Federal Ministry of Economics and Labour	10	10	5
Function	Project-group "gender mainstreaming" composed of one member of each division of the ministry. Was specially trained on gender equality issues in May 2001.		

Country/Ministry	Total personnel	Permanent personnel	Number of women
Federal Ministry of Consumer Protection, Food and Agriculture	40	40	10
Function	As a first step directors and members of the personnel department on the basis of the top down principle will be trained on gender management issues		
Greece			
Ministry of the Economy and Finance			
Function	Since 1997 all ministries were requested from General Secretariat of Equality to establish Equality Bureaus. The ministry responded at once and appointed a representative to handle all equality issues. However, the definition of proposals, the introduction of necessary measures and the monitoring of gender equality issues are within the competence of the organisation of the Ministry of the Economy and Finance and within the competence of the directory of social policy.		
Ministry of Employment and Social Security	3	3	3
Function	Gender equality issues concern different organizations-ministries-services without any connection or cooperation between them.		
Ministry of Agriculture	1	1	1
Function	They are concerned with policies that are related with equal treatment of women farmers.		
Italy			
Ministry of Industry, Commerce and Handicraft	34	34	30
Ireland			
Department of Finance	2	2	1
Portugal			
Ministry for Towns, Territorial Planning and Environment	2	2	2
Ministry for Social Security and Work	12	12	7
Sweden			
Ministry for Industry, Employment and Communications	30	21	22
Function	One unit is responsible for coordinating gender questions within all policy fields.		
Ministry of Agriculture, Food and Fisheries	11		7
United Kingdom			
Department of Trade and Industry	100	100	80
Function	Around 10 staff are responsible for diversity and equality central guidance. Human resources staff also provide policy direction on flexible working, child care programmes, worklife balance initiatives.		
Department for Environment, Food and Rural Affairs	4	4	4
Function	Although not trained specifically on gender equality issues there are approximately 35 staff who are trained in equal opps issues, generally. These include the Diversity and Equality Unit and a network of diversity and equality officers.		

the situation for women, the approach to the problem may be less focused and less systematic.

To the question "Is there a specific mechanism set down by the ministry for considering the gender equality implications of its macroeconomic policies?" six countries have responded positively. Table V.2.5 shows the mechanisms in place for integrating a gender mainstreaming approach in policy formulation by ministry.

3. Labour Confederations

Eleven countries returned the questionnaire modules intended for their Labour Confederations. The institutional body in each country that was the point of contact for Greece was responsible for establishing the list of labour confederations in their country and sending to each a copy of the questionnaire module designed for these confederations. From Table A.3 in the Appendix, we notice that Austria has sent back seven questionnaires for seven labour confederations, respectively, while for the remaining ten countries the labour confederations for which information is provided range from one to four. Although we can establish patterns on the basis of the data obtained, for a comparative analysis across countries it is important to verify what the total number of labour confederations in each country is.

a) Decision-making bodies

Given that labour confederations, just as employer confederations, have an impact on the macroeconomic policy formulation through the process of bargaining with government authorities, it is important to establish to what extent women are involved in the decision-making process within such organisations. To this end, each labour confederation was asked to name its governing body or bodies (for example, executive committee, governing council) and to indicate the number of women and men members in each governing body listed. For a more reliable analysis it would be useful to know the total number of members of these organizations by gender in order to more adequately assess the representation of women at the highest levels. However, because these labour confederations represent multiple organizations, when developing the questionnaire it was felt that a question on total membership would be difficult to answer.

The results in Table V.3.1 indicate that the Finnish labour confederations have in general, a higher representation of women in their decision-making bodies, while the results for Belgium and Greece indicate that the lowest representation is in these countries. The percentages range from 0% women's representation for the General Confederation of Farmers' Unions in Greece to 56% for the Swedish Confederation of Professional Employees. Out of the 28 confederations for which data are shown, in ten of these, women constitute less than 20% of the total members of the decision-making bodies. Of the remaining 18 confederations, eight have women represented at a level between 20 and 30 %.

Table A.3.2 shows the presidents and vice-presidents of each labour confederation by gender. Excluding the DBB which is a German confederation of representatives

ECONOMIC MINISTRIES

Table V.2.5 Mechanisms set down by the ministries to examine the gender implications of their macroeconomic policies by ministry and country

Country/Ministry	Description of mechanism
Austria	
Ministry of Finance	Introduction of a Gender Mainstreaming Consideration Procedure / Examination Procedure 2002
Ministry for Agriculture and Forestry, the Environment and Water	Since 2002 all heads of departments are trained in Gender Mainstreaming. Concrete steps are not yet realised.
Belgium	
Ministry for Economic Affairs	The department is making efforts to obtain instruments integrating the gender dimension in studies related to the development of TIC and in the report of the council of the credit and debt observatory
Ministry for Labour and Employment	Equality for men and women institute set up by the law of 16 December 2002, under establishment
Denmark	
Ministry of Employment	The ministry has launched a project on gender mainstreaming within the competence of the ministry. The identified service is registration of unemployed persons within the jurisdiction of the National Labour Market Authority and within the competence of the National Board of the Industrial Injuries. The service is ensuring equal treatment when assigning industrial injury compensation.
Italy	
Ministry of Agricultural Policies	A committee on women's entrepreneurship in agriculture has been set up by ministerial decree dated 13-10-1997 following law no 215 dated 15-2-1992. the name of the committee is ONILFA
Ireland	
Department of Finance	The gender equality implications of policies are considered in line with provisions contained in the general thrust of irish public policy. Such provisions have been in place for a number of years.
Department of Agriculture and Food	All memoranda presented to government must specify implications for women
United Kingdom	
Department for Environment, Food and Rural Affairs	When devising policies, policy makers are encouraged to consider whether their policies may have differential impacts on different groups (women, the disabled, ethnic groups, etc.)

LABOUR CONFEDERATIONS

Table V.3.1 Members of total governing bodies in labour confederations by confederation, gender and country

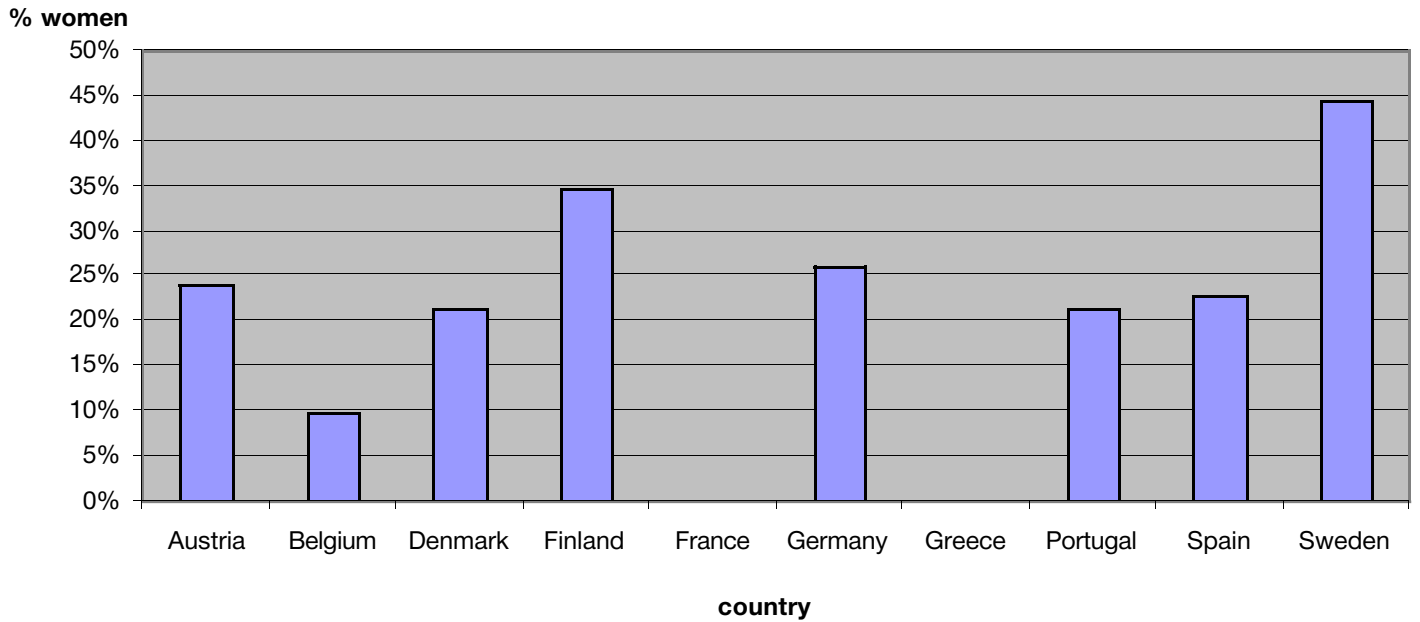
Country	Name of Confederation	# of women	# of men	women % of total
Austria	Austrian Trade Union Federation	16	71	18%
	Chamber Labour of Vorarlberg	14	67	17%
	Chamber of Labour for Vienna	64	129	33%
	Chamber of Labour of the Federal Province of Salzburg	14	67	17%
	Kammer für Arbeiter und Angestellte für Steiermark	26	99	21%
	AKNO	18	107	14%
	Arbeiter Oberösterreich	26	101	20%
	Total	178	641	22%
Belgium	ACLUB/CGSLB	3	26	10%
	ACV/CSC	4	39	9%
	Total	7	65	10%
Denmark	Danish Confederation of Trade Unions	12	44	21%
Finland	AKAVA	7	21	25%
	The Central Organisation of Finnish Trade Unions	47	108	30%
	The Finnish Confederation of Employees	39	46	46%
	Total	93	175	35%
France	Confédération Générale du Travail*	0	1	0%
Germany	DBB-Bundesfrauenvertretung**	62	5	93%
	Deutscher Gewerkschaftsbund	6	17	26%
	Total	68	22	76%
Greece	General Confederation of Farmers' Unions	0	15	0%
Italy	Italian General Confederation of Labour (CGIL)	66	104	39%
	Italian Confederation of Workers' Unions (CISL)	9	60	13%
	General Trade Union (UGL)	24	149	14%
	Italian Labour Union (UIL)	1	10	9%
	Total	100	323	24%
Portugal	General Confederation of The Portuguese Workers	37	133	22%
	General Union of Workers	46	176	21%
	Total	83	309	21%
Spain	Labour Committee	35	153	19%
	General Union of Workers (UGT)	88	261	25%
	Total	123	414	23%
Sweden	Swedish Confederation of Professional Associations (SACO)	5	4	56%
	The Swedish Confederation of Professional Employees (TCO)	62	83	43%
	Swedish Trade Union Confederation (LO)	10	10	50%
	Total	77	97	44%
TOTAL		741	2106	26%

* The data need to be verified

** This is a confederation of women public employees which explains the high level of women's representation

LABOUR CONFEDERATIONS

Figure V.3.1 % women in decision-making bodies of all labour confederations by country



LABOUR CONFEDERATIONS

Table V.3.2 Presidents and vice-presidents by labour confederation, gender and country

Country	Name of Confederation	president/ man or woman	# of vice- presidents	# of women vice- presidents
Austria	Austrian Trade Union Federation	m	6	1
	Chamber Labour of Vorarlberg	m	3	1
	Chamber of Labour for Vienna	m	4	1
	Chamber of Labour of the Federal Province of Salzburg	m	2	0
	Kammer für Arbeiter und Angestellte für Steiermark	m	4	0
	AKNO	m	3	0
	Arbeiter Oberösterreich	m	4	0
Belgium	ACLUB/CGSLB	m	0	0
	ACV/CSC	m	1	0
Denmark	Danish Confederation of Trade Unions	m	1	1
Finland	AKAVA	m	4	0
	The Central Organization of Finnish Trade Unions	m	1	0
	The Finnish Confederation of Employees	m	4	2
France	Confederation Generale du Travail	m	0	8
Germany	DBB-Bundesfrauenvertretung*	w	5	5
	Deutscher Gewerkschaftsbund	m	1	1
Greece	General Confederation of Farmers' Unions	m	2	0
Italy	Italian General Confederation of Labour (CGIL)	m	0	0
	Italian Confederation of Workers' Union (CISL)	m	0	0
	General Trade Union (UGL)	m	1	1
	Italian Labour Union (UIL)	m	1	0
Portugal	General Confederation of the Portuguese Workers	m	0	0
	General Union of Workers	w	5	0
Spain	Labour Committee	m	0	0
	General Union of Gorkers (UGT)	m	0	0
Sweden	Swedish Confederation of Professional Associations (SACO)	w	2	1
	The Swedish Confederation of Professional Employees (TCO)	m	1	1
	Swedish Trade Union Confederation (LO)	w	3	1
TOTAL			58	24

* This is a confederation of representatives of women public employees which explains the exclusive presence of women

of women public employees, in a total of 27 confederations, there are only 3 women presidents. The proportion increases considerably at the level of vice-president. Excluding again the DBB, of the 53 vice-presidents taking into account all labour confederations, 19 are women, i.e., 36%.

4. Employer Confederations

The same set of questions addressed to labour confederations was addressed to employer confederations. Again, the body responsible for disseminating and collecting the questionnaires in each member state was responsible for specifying the employer confederations in their country and ensuring that data were collected from each. Table A.4 in the Appendix shows that 27 employer confederations in 10 of the member states provided some information. The comments made in the earlier section regarding the completeness of the data and the implications for comparative analysis apply to the data on employer confederations as well.

a) *Decision-making bodies*

Based on data from 26 employer confederations from 10 member states, as expected, the representation of women in governing bodies, in general, is considerably lower than it is in the labour confederations (Table V.4.1). It is noteworthy that in eight confederations women are completely absent. Except for two confederations, the German Confederation of Skilled Crafts and the Commission for Local Authority Employers in Finland that have a majority of women in their decision-making bodies, in the remaining organizations women range from a mere 2% in the Italian Confcommercio to 15% in the Danish Commerce and Services.

All 26 employer confederations indicate that they have a man president (Table V.4.2). The situation does not improve if one takes into account the gender information on the vice-presidents of these same organizations. Out of 98 vice-presidents, only 7 are women.

5. Economic Research Centers

We sought to also obtain data from economic research centers in each member state on the assumption that through their research and proposals they affect the formulation of macroeconomic policy. We therefore developed a questionnaire module for such centers and asked that each member state determine the three largest economic research centers in terms of research staff (whether they be state affiliated, university affiliated or independent) and given that it was felt that they have an impact on the formulation of macroeconomic policy. Our aim was, of course, as with the previous economic institutions covered in this section, to establish the degree of women's representation in the decision-making levels of these economic research centers, but also to determine the kind of research carried out on either women's participation in economic decision-making or the gender implications of macroeconomic policies.

As Table A.5 in the Appendix indicates, ten countries provided this information list-

EMPLOYER CONFEDERATIONS**Table V.4.1 Members of governing bodies by employer confederation, gender and country**

Country	Name of Confederation	# of women	# of men	women % of total
Austria	Federation of Austrian Industry	7	103	6%
	Austrian Economic Chamber	13	183	7%
	Total	20	286	7%
Belgium	FNUCM	9	136	6%
Denmark	Danish Commerce and Services	10	57	15%
	Tekniq-technical Contractors Association	0	44	0%
	The Federation of Danish Master Painters	2	22	8%
	Danish Shipowners' Association	0	6	0%
	Danish Constructors' Association	0	262	0%
	The Fed. of Employers for Trade, Transport and Services	2	14	13%
	Danish Newspapers Employers' Association	0	7	0%
	Confederation of Danish Industries (DI)	1	24	4%
	Danish Employers' Confederation (DA)	0	16	0%
Total	15	452	3%	
Finland	The State Employer's Office	0	5	0%
	Commission for Local Authority Employers	41	20	67%
	Employers' Confederation of Service Industries	10	76	12%
Total	51	101	34%	
France	MEDEF	4	45	9%
Germany	German Confederation of Skilled Crafts	63	50	56%
	BDA	11	145	7%
	German Association of Industry and Commerce	5	146	3%
Total	79	341	19%	
Italy	Confartigianato	2	151	1%
	Confindustria	11	198	5%
	Italian Confederation of Agriculture	2	53	4%
	Confcomercio	4	174	2%
Total	19	576	3%	
Portugal	Confederation of Trade and Services of Portugal	0	24	0%
Sweden	Confederation of Swedish Enterprise	7	48	13%
UK	Confederation of British Industry	0	37	0%
TOTAL		204	2046	9%

EMPLOYER CONFEDERATIONS**Table V.4.2 Presidents and vice-presidents by employer confederation, gender and country**

Country	Name of Confederation	president/man or woman	total vice- presidents	# of women vice- presidents
Austria	Federation of Austrian Industry	m	2	0
	Austrian Economic Chamber	m	5	1
Belgium	FNUCM	m	3	0
Denmark	Danish Commerce and Services	m	1	0
	Tekniq-Technical Contractors Association	m	4	0
	The Federation of Danish Master Painters	m	2	0
	Danish Shipowners' Association	m	1	0
	Danish Constructors' Association	m	3	0
	The Fed. of Employers for Trade, Transport and Services	m	1	0
	Danish Newspapers Employers' Association	m	1	0
	Confederation of Danish Industries (DI)	m	1	0
Danish Employers' Confederation (DA)	m	1	0	
Finland	The State Employer's Office	m	0	0
	Employers' Confederation of Service Industries	m	3	1
	Commission for Local Authority Employers	m	2	1
France	MEDEF	m	12	1
Germany	German Confederation of Skilled Crafts	m	4	0
	BDA	m	8	0
	German Association of Industry and Commerce	m	4	0
Italy	Confartigianato	m	3	0
	Confindustria	m	11	2
	Italian Confederation of Agriculture	m	3	0
	Confcomercio	m	10	0
Portugal	Confederation of Trade and Services of Portugal	m	9	0
Sweden	Confederation of Swedish Enterprise	m	3	1
United Kingdom	Confederation of British Industry	m	1	0
TOTAL			98	7

ing between one and three economic centers based on the selection criteria specified. Information is given for a total of 22 economic research centers across countries.

a) Decision-making bodies

Each economic research center may have more than one decision-making body. Table V.5.1 lists the total members of all these decision-making bodies as well as the presidents/chairs by research center, gender and country. In three of these centers, women are completely absent from the decision-making level. In the remaining centers, the representation of women ranges from 3% (Foundation of Studies in Applied Economics in Spain) to 40% at the Italian Institute for Studies and Economic Analysis. At the country level, Belgium and Portugal have a higher level of representation of women along with France (which, however, reports information for only one research center).

A cluster of countries follows with a representation of women in the decision-making bodies between 10% and 20% (Austria, Finland, Italy, Ireland, and Spain). Germany shows an overall 4% representation of women in the decision-making bodies based on information from three economic research centers and Greece does not report any women for the one decision-making body listed.

Considering the presidents of the decision-making bodies of the economic research centers, the balance in favour of men is of course even more overwhelming. There are 37 men presidents and only three women presidents.

b) Three highest position levels

Included in this questionnaire module was a question regarding the gender composition of research staff occupying the three highest position levels. The results appear in Table V.5.2.

If we consider the highest position level (position level I) we notice that in 10 of the 21 centers for which data were received on this aspect, only men occupy this level. In general, the representation of women progressively increases from the first to the third position level but their overall representation even when all three levels are combined is low, under 30% for nearly all centers. The exceptions are the Institute for Advanced Studies in Austria in which women constitute 40% of persons occupying the top level positions, and the Institut der Deutschen Wirtschaft Koln in Germany where women are 41% of the total persons occupying the first three research position levels (these combined levels are not shown in Table V.5.2).

A question was also included on whether or not any studies had been conducted with a focus on the participation of women in economic decision-making as well as on the gender implications of macroeconomic policies. Although studies were reported to have been carried out, the titles suggest that their content may be only peripherally related. It appears that at least in those economic research centers for which data was available, these topics have not been of main interest.

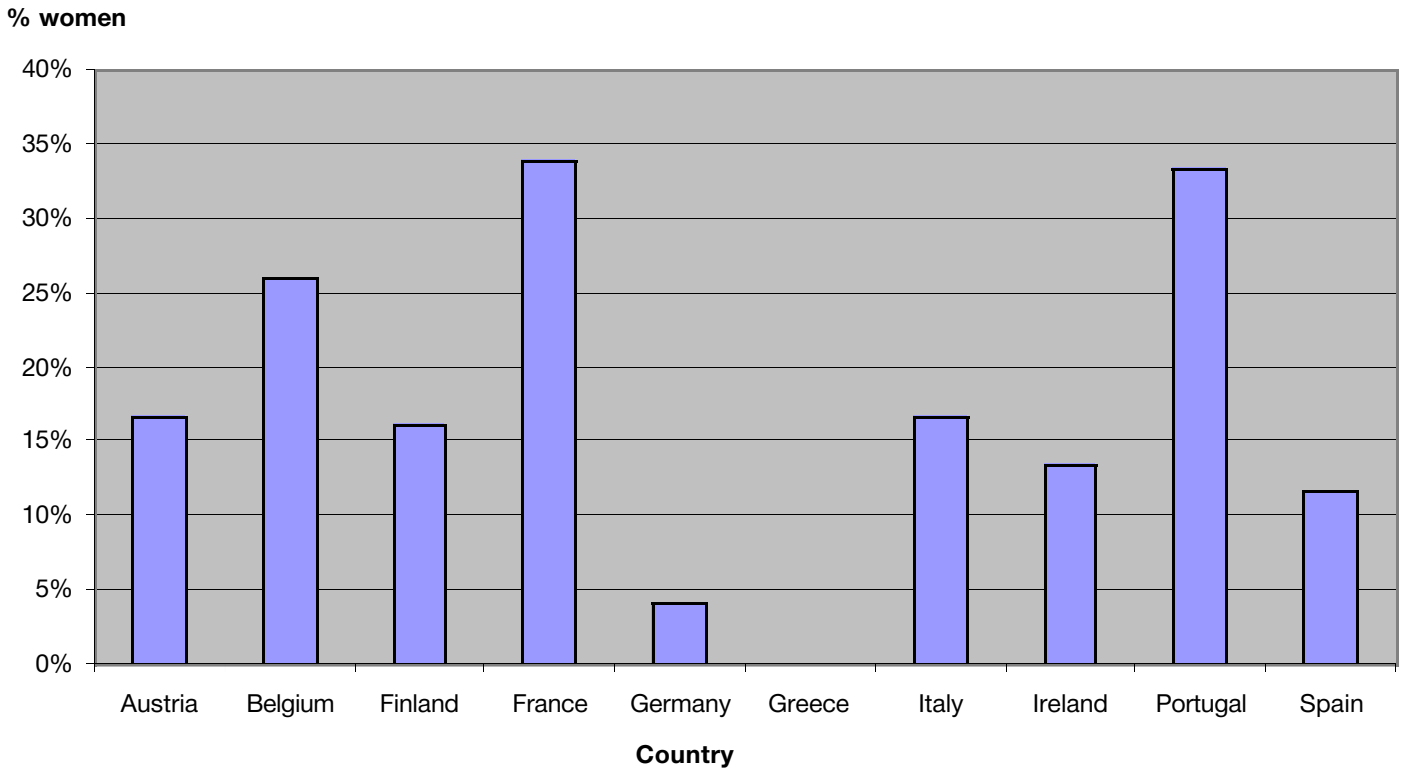
ECONOMIC RESEARCH CENTERS

Table V.5.1 Gender composition of decision-making bodies and gender of respective chairs of economic research centers by center and country

Country	Name of Economic Research Center	# of women	# of men	% women	total # of chairs	# of women chairs
Austria	Austrian Institute of Economic Research (WIFO)	1	3	25%	1	0
	Institute for Advanced Studies (IHS)	2	12	14%	1	0
	Total	3	15	17%		
Belgium	Bureau Federal du Plan	2	8	20%	2	0
	Ires-Catholic U. of Louvain	27	64	30%	3	0
	Center for Economic Studies (K.V.Leuven)	4	22	15%	2	0
Total	33	94	26%			
Finland	The Government Institute for Economic Research (VATT)	1	8	11%	1	0
	Labour Institute for Economic Research	3	11	21%	2	0
	Research Institute of The Finnish Economy (ETLA)	1	7	13%	2	0
Total	5	26	16%			
France	Centre d' Etudes et de Recherches sur les Qualifications	22	43	34%	3	0
Germany	Institut der Deutschen Wirtschaft Koln	2	47	4%	3	0
	Deutsches Institut fur Wirtschaftsforschung	0	14	0%	2	0
	Institute for Employment Research of the Federal Employment Services	1	10	9%	0	1
Total	3	71	4%			
Greece	Center of Planning and Economic Research (KEPE)	0	5	0%	1	0
Italy	Institute for Studies and Economic Analysis (ISAE)	2	3	40%	1	0
	National Institute of Statistics (ISTAT)	0	7	0%	1	0
Total	2	10	17%			
Ireland	Economic and Social Research Institute	5	32	14%	2	0
Portugal	CEMPRE	6	10	38%	2	2
	Research Center on Portuguese Economics (CISEP)	1	4	20%	1	0
Total	7	14	33%			
Spain	Institute of Economic Research of Valencia (IVIE)	1	9	10%	1	0
	Institute of Economic Analysis (CSIC)	5	12	29%	3	0
	Foundation of Studies in Applied Economics - FEDEA	1	32	3%	3	0
Total	7	53	12%			

ECONOMIC RESEARCH CENTERS

Figure V.5.1 % women in all decision-making bodies of all economic research centers by country



ECONOMIC RESEARCH CENTERS

Table V.5.2 Persons in the three highest position levels in economic research centers and accompanying selection committees by center, position level, gender and country

Country	Name of Center	position level*	# of women	# of men	total persons	total women % of total persons	# of women in committee	# of men in committee	women % of total of committee members
Austria	Austrian Institute of Economic Research (WIFO) Institute for Advanced Studies (HIS)	1	1	3	4	25%	-	-	-
		1	0	1	1	0%	2	12	14%
		2	2	2	4	50%	2	13	13%
	Total		3	6	9	33%	4	25	14%
Belgium	Bureau Federal du Plan IRES-Catholic U. of Louvain	1	0	1	1	0%	-	-	-
		2	0	1	1	0%	-	-	-
		3	0	2	2	0%	-	-	-
		1	2	15	17	12%	0	10	0%
		2	16	33	49	33%	0	10	0%
		3	3	10	13	23%	-	-	-
Finland	Center for Economic Studies (K. V. Leuven) The Government Institute for Economic Research (VATT)	1	0	12	12	0%	-	-	-
		2	0	4	4	0%	0	6	0%
		3	0	3	3	0%	0	6	0%
		Total	21	81	102	21%	0	32	0%
		1	0	1	1	0%	-	-	-
		2	0	4	4	0%	-	-	-
France	Labour Institute for Economic Research Research Institute of the Finnish Economy (ETLA)	3	0	1	1	0%	-	-	-
		1	1	0	1	100%	-	-	-
		2	0	3	3	0%	-	-	-
		3	1	1	2	50%	-	-	-
		1	3	10	13	23%	-	-	-
		Total	5	20	25	20%	-	-	-
Germany	Centre d' Etudes et de Recherches sur les Qualifications Institut der Deutschen Wirtschaft Kolin	1	0	1	1	0%	-	-	-
		2	1	3	4	25%	-	-	-
		Total	1	4	5	20%	-	-	-
Germany	Institut der Deutschen Wirtschaft Kolin	1	0	5	5	0%	0	4	0%
		2	4	22	26	15%	-	-	-
		3	26	17	43	60%	-	-	-

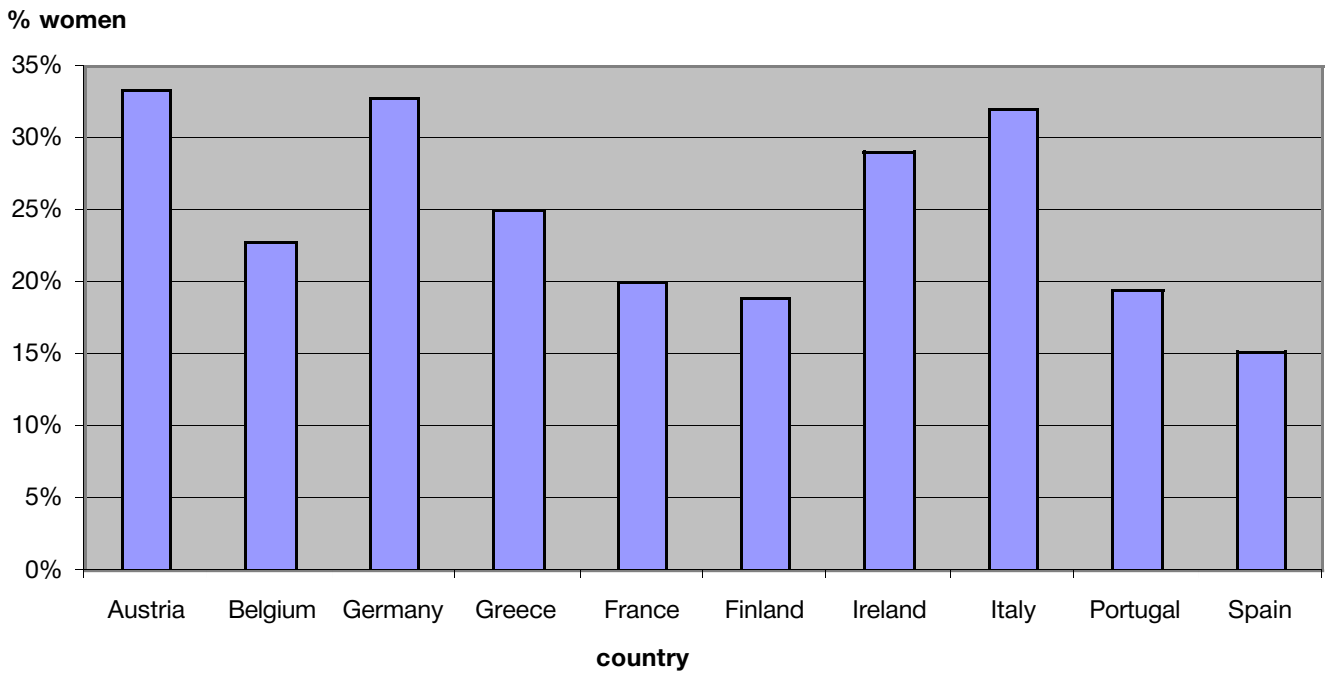
Table V.5.2 Persons in the three highest position levels in economic research centers and accompanying selection committees by center, position level, gender and country (continued)

	Deutsches Institut für Wirtschaftsforschung	1	0	11	11	0%	–	–	–
		2	8	30	38	21%	–	–	–
		3	25	40	65	38%	–	–	–
	Institute for Employment Research of the Federal Employment Services	1	1	10	11	9%	–	–	–
	Total		64	135	199	32%	0	4	0%
Greece	Center for Planning and Economic Research (KEPE)	1	1	13	14	7%	1	4	20%
		2	3	6	9	33%	10	4	71%
		3	5	8	13	38%	1	4	20%
	Total		9	27	36	25%	12	12	50%
Ireland	Economic and Social Research Institute	1	1	11	12	8%	0	6	0%
		2	3	4	7	43%	0	7	0%
		3	3	2	5	60%	0	0	–
	Total		7	17	24	29%	0	13	0%
Italy	Institute for Studies and Economic Analysis (ISAE)	1	1	1	2	50%	–	–	–
		2	3	4	7	43%	–	–	–
		3	8	7	15	53%	–	–	–
	National Institute of Statistics (ISTAT)	1	1	5	6	17%	–	–	–
		2	3	10	13	23%	–	–	–
		3	8	23	31	26%	–	–	–
	Workers' Training and Guidance Institute (ISFOL)	1	0	1	1	0%	–	–	–
		2	0	1	1	0%	–	–	–
	Total		12	40	52	23%	–	–	–
Portugal	CISEP	1	2	5	7	29%	–	–	–
		2	4	20	24	17%	–	–	–
	Total		6	25	31	19%	–	–	–
Spain	Institute of Economic Research of Valencia (IVE)	1	0	1	1	0%	–	–	–
		2	0	1	1	0%	–	–	–
		3	2	12	14	14%	–	–	–
	Institute of Economic Analysis (CSIC)	1	0	3	3	0%	1	4	20%
		2	0	1	1	0%	2	3	40%
		3	2	2	4	50%	3	2	60%
	Foundation of Studies in Applied Economics - FEDEA	1	0	5	5	0%	0	5	0%
		2	2	2	4	50%	0	5	0%
	Total		6	27	33	18%	6	19	24%

*Position level 1 is the highest

ECONOMIC RESEARCH CENTERS

Figure V.5.2 % women in top three position levels in economic research centers by country



6. Gender Studies Research Centers

In addition to the economic research centers referred to above, centers specializing in gender studies were also included in the study. The objective was to capture further studies with a focus on the participation of women in economic decision-making and on the topic of the gender equality implications of macroeconomic policies (budgeting, taxes), as well as more general activity such as conferences and seminars that may have been organized on the topic of women in economic decision-making.

Just as in the case of economic research centers, the contact person responsible for disseminating and collecting the questionnaires in each member state was asked to determine whether there were gender studies research centers operating in their country and if so, to list the three largest ones in terms of research staff (if there were more than three).

Table A.6 indicates that twelve countries have provided information for a total of 26 such research centers. Austria and Sweden filled out information for four such centers but only three were entered in the data base using the criterion of the size of the research staff that was specified on the questionnaire.

With respect to studies conducted on women in economic decision-making and the gender implications of macroeconomic policies, from the gender studies research centers listed, research focusing directly on women in economic decision-making is sparse⁷ whereas studies on the effects of macroeconomic policies seems to be non-existent, judging from the titles provided. Other activities such as conferences and seminars on women in the economy have been organized, but again a very limited number seem to have been conducted specifically on women in economic decision-making. More research needs to be carried out in this area and more activities must be organized in order to increase awareness of the problem.

7. Data from thematic modules

In addition to the questionnaire modules addressed to institutional bodies/organizations, other modules, as already indicated in the methodology section, were developed on the basis of specific themes of questions addressed to each member state. Table A.15 in the Appendix records the responses by country to the question, "Are there special institutions or bodies that deal with gender discrimination in hiring or promotion?". Eight countries have specified such bodies and have elaborated on their functions. In Table A.16 the qualitative data shown are derived from the responses to the question: "Indicate whether legislation has passed in your country aimed at improving the gender balance in economic decision-making". Six countries report that they have in place such legislation. Finally, to the question "Does your country retain continuous data archives on women in economic deci-

⁷The Women's Institute in Spain has produced studies on women in entrepreneurship and management.

sion-making with information similar to that collected in the survey?" positive responses were given by seven countries shown in Table A.17. The institutional bodies responsible for collecting the data are also indicated in the same table. Other questions were also included but we have focused here on those that were of greater interest and elicited more direct information on the topic under research.

VI. RESULTS-EU INSTITUTIONS

I. European Central Bank

Considering the European Central Bank, Table VI.I.1 shows that the representation of women at the highest decision-making levels is very low. While the proportion of women in the total personnel of 1132 persons is 36%, they constitute only 6% of the members of the Governing Council, 17% of the Executive Board and women are completely absent from the third decision-making body, i.e. the General Council. All three decision-making bodies are chaired by men.

The results for the three position levels immediately below the decision-making bodies is not more encouraging. There are 17 directors-general and deputy-DG's, all men. At the next level, that of director, 11% are women, while at the third level (head of division) women's representation is slightly higher at 15%. Persons occupying the first two position levels are appointed by the Executive Board. Vacancies at the third position level are staffed on the basis of an open competition and candidacies are evaluated by a selection committee. On the basis of the information given, the 5-member committee is comprised solely of men.

The data for the gender composition of the advisory committees that influence macroeconomic policy, i.e., the Monetary Policy Committee and the Market Operations Committee, indicate that the representation of women is 16% and 18%, respectively. In order to assess whether or not policies are evaluated regarding their differential impact on men and women, a question was also asked on whether the advisory committees included members with special knowledge of gender equality issues. Neither committee included members with such expertise. However, the ECB has recently appointed an independent Equal Opportunities Advisor whose main tasks are a) to review the present status of equal opportunities within the ECB, b) to advise on developments with regard to equal opportunities and to present proposals aiming at developing equal opportunities and equal standards in the ECB, c) to provide upon request advice to the ECB on all equality and diversity related questions and d) to promote awareness of equality/diversity through information activities.

To the question whether or not there are guidelines set down by the ECB regarding equal opportunities in hiring and promotions, it was indicated that this issue is handled through circulars on recruitment as well as on promotion and additional salary advancement. However, there are no specific mechanisms set down which would allow a systematic assessment of the gender implications of policies adopted by the ECB.

EU INSTITUTIONS

Table VI.1.1 Gender composition of the decision-making bodies, the three highest position levels and the advisory committees of the European Central Bank

	number of women	number of men	% women	Chair/ woman or man
A. Decision-making bodies				
The Governing Council	1	17	6%	m
The Executive Board	1	5	17%	m
The General Council	0	17	0%	m
B. The three highest position levels				
Level 1: Director General Deputy-DG	0	17	0%	
Level 2: Director	1	8	11%	
Level 3: Head of Division	7	41	15%	
C. Advisory bodies/committees				
Monetary Policy Committee	5	26	16%	m
Market Operations Committee	6	28	18%	m

EU INSTITUTIONS

Table VI.2.1 Gender composition of the top position levels of three DG's of the European Commission

	number of women	number of men
D.G.-Budget		
Director General	0	1
Deputy Director General	0	1
Assistant to the Director General	0	1
Director	0	4
D.G.-Trade		
Director General	0	1
Deputy Director General	0	1
Assistant to the Director General	0	1
Director	1	5
D.G.-Regional Policies and Cohesion		
Director General	0	1
Assistant to the Director General	0	2
Director	1	6
General Total	2	24

2. Directorates-General

a) Top position levels

Within each DG, the position levels below the level of Commissioner are progressively from the top: director general, deputy director, assistant to director, director. Table VI.2.1 presents the results regarding the persons that occupy these positions in three DG's, i.e. Budget, Trade, Regional Policies and Cohesion. Out of a total of 26 persons, only 2 are women. They are directors in the DG's of Trade and Regional Policies and Cohesion. In the two cases where data are reported for the gender composition of selection committees in recruitment (Trade DG), two out of five men are women in one committee while the other committee is comprised only of men.

b) Advisory Committees

Table VI.2.2 also provides information on the gender composition of the advisory committees existing in the three DG's. Considering the total of advisory committees operating within each, women represent 54% of total members in the Budget DG, 37% in the Trade DG and 36% in the one committee listed for the Regional Policies and Cohesion DG. Examining the composition separately by committee, it appears that the highest proportion of women is concentrated in the committees dealing with the textile trade where women are exactly 50% of total members. All nine committees listed are chaired by men. Finally, to the question regarding whether or not there were any committee members with special knowledge of gender equality issues, the response was negative in relation to all nine committees for which data were provided.

EU INSTITUTIONS

Table VI.2.2 Gender composition of advisory bodies/committees and chairpersons of three DG's of the European Commission

DG	Name of Committee	number of women	number of men	% women	Chair/ woman or man
Budget					
	Forecasts	16	24	40%	m
	T.O.R (Traditional Own Resources)	22	32	41%	m
	V.A.T	12	30	29%	m
	Total	50	86	54%	
Trade					
	Comité Consultatif au regimen commun applicable aux importation originaires de certains pays tiers	12	27	31%	m
	Comité de gestion des contingents quantitatifs a l'importation ou a l'exportation	15	31	33%	m
	Joint ad hoc group of experts on trade and development	5	10	33%	m
	Comité "Textiles" regime conventionnel	10	10	50%	m
	Comité "Textiles" regime autonome	10	10	50%	m
	Total	52	88	37%	
Regional Policies and Cohesion					
	Committee for the Development and Convention of the Regions	31	55	36%	

VII. RESULTS-WOMEN IN TOP FIRMS

As indicated in the Methodology Section IV.4, a very brief supplementary questionnaire was sent to each member state requesting information on the gender composition of the executive boards of the 50 top firms publicly quoted on its national stock exchange. Eight countries provided this information. Ireland, however, completed information for only 10 firms. The full data on all the firms listed by each country are shown in the Appendix in Table A.12.

Table VII.1 presents the summary figures based on the total number of firms for which data were provided. The highest representation of women in the executive boards of top companies is in Finland at 11% followed by Sweden at 10%. A cluster of countries (United Kingdom, Luxembourg, Ireland and Greece) follows with a representation of women between 6% and 9%. The lowest level of representation is found in Germany and Italy where only 1% of the members of the executive boards are women.

The exceptionally low representation of women at the decision-making levels of top firms is also reflected in the near absence of women as chief executive officers. For the 50 firms reported for each country (excluding Ireland that provided information for 10) the total number of women executive officers ranges between 0 women in Germany and Ireland to 3 women in Luxembourg.

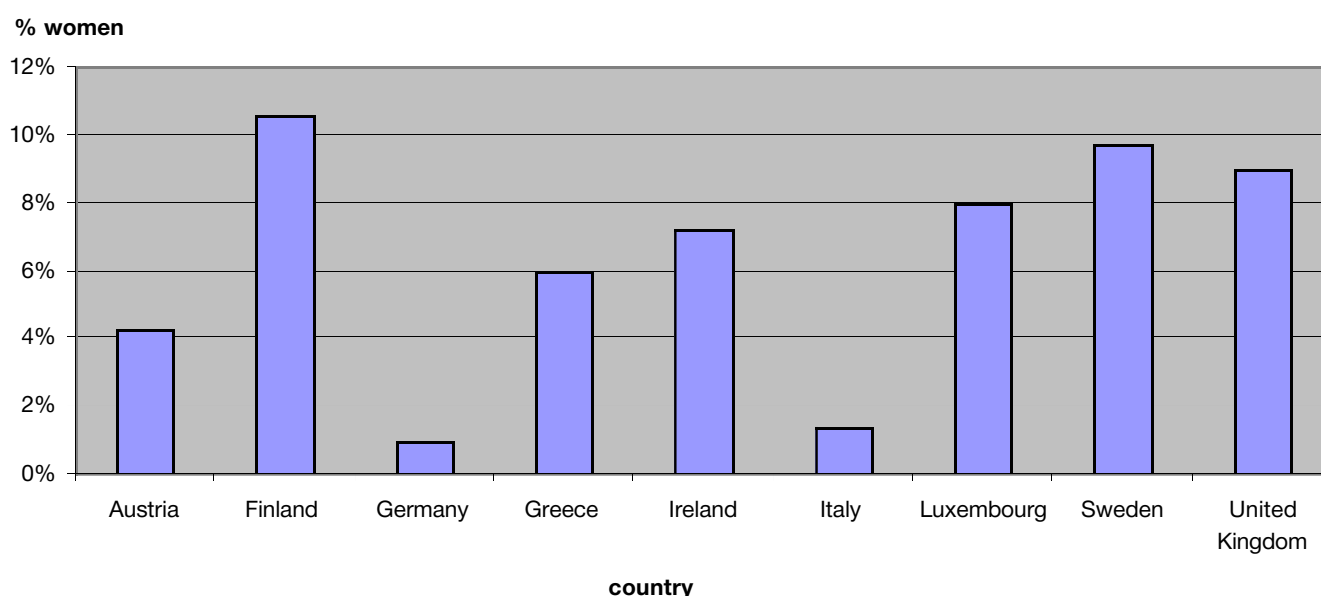
TOP FIRMS OF MEMBER STATES

Table VII.1 Gender composition of the total executive boards of the 50 top firms publicly quoted on the national stock exchange by country

Country	Total chief executive officers by gender		Total # of members on Executive Board	Total # of women members on Executive Board	% women on executive board
	woman	man			
Austria	1	49	166	7	4%
Finland	1	49	408	43	11%
Germany	0	50	323	3	1%
Greece	1	49	516	32	6%
Ireland*	0	10	111	8	7%
Italy**	1	49	449	6	1%
Luxembourg	3	47	440	37	8%
Sweden	2	48	434	42	10%
United Kingdom	1	49	636	57	9%

*10 companies listed. ** Italy provides data for 50 companies but does not list them by name

Figure VII.1 % women on executive boards of top firms by country



VIII. MAIN FINDINGS ON WOMEN'S REPRESENTATION

1. Taking into account the macroeconomic centers of decision-making considered in this study, the greatest level of variation in women's representation in decision-making bodies across countries is found in the Central Banks. Women's representation ranges from 0% in Germany and Portugal to 50% in Sweden.
2. Dividing the economic ministries into hard-core and soft-core, there is less variation in women's representation in the top three positions across countries in the hard-core ministries, with Sweden showing the highest representation of women in both categories, although considerably higher in her soft-core ministries. It must be emphasized again that due to the structural differences in the ministries across countries, the first three positions below the level of minister for which data were requested on the questionnaire may not be absolutely compatible in terms of the functions and roles of the persons occupying the same position levels. Hence, some care should be exercised in comparing percentage levels across countries.
3. In labour confederations, women's representation in the decision-making bodies hovers on the average in most countries just over 20% with Sweden showing the highest representation. In employer confederations women's representation in decision-making bodies is, as expected, considerably lower with most countries registering a level of representation under 10%.
4. Regarding the economic research centers for which data were reported, in most such centers women's representation in decision-making bodies is under 20%. Their representation in the top research positions improves, however. Comparing countries, it is on the average above 20% with a much smaller range of variation than that found in the decision-making bodies.

IX. CONCLUDING COMMENTS

This was a very ambitious project in terms of the breadth of macroeconomic decision-making centers that were included, but also in terms of the range of information that was sought. As a result, valuable data have been selected on gender equality in terms of the quantitative representation of women in those bodies that are directly or indirectly responsible for macroeconomic decisions, as well as the gender mainstreaming of decision-making. However, the six-month time frame during which the study was carried out was not sufficient. As mentioned in an earlier section of this report, this time frame did not permit us to carry out a pre-test of the questionnaire, an absolutely essential stage of any scientific survey. As a result, some questions that were included turned out to be problematic, either because they were not specific enough in terms of the information sought or because they were far too detailed requiring too much time and effort from those individuals who had been burdened with collecting the data on the part of the organization or the public authorities to whom the questionnaires were addressed, to be answered fully. As a result, it is inevitable that problems that could have been resolved during the pilot stage remained. Despite these problems, however, there is a wealth of comparable information yielded by the study which provided the basis of the results presented in this report. The questions that were selected for analysis were those to which most countries responded and which provide a relatively high level of comparability across countries. In cases where the validity of information provided by a particular country is in doubt, this is duly noted in order that the Italian presidency may request verification.

It is imperative that future presidencies that share the responsibility of collecting data and developing indicators on the Beijing critical areas, develop a research plan that incorporates a pilot stage, if a survey is used as a data collection instrument. Given this, a more efficient distribution of tasks between successive presidencies collaborating on the same topic of research, would be for one country to take on the task of developing and pre-testing the data collection instrument and incorporating any necessary revisions based on the results of the pretest, and for the next country to follow up with the collection of the data, their validation and analysis.

In the context of this distribution of tasks between successive presidencies, it is important to realize that if the data collected on a particular critical area of the Beijing PfA are intended to constitute the basis for the estimation of common EU indicators, then the specification of these indicators must precede the development of the data collection instrument. In other words, the theoretical formulation of indicators must precede the data collection process and not vice versa. Given this, it may be worth considering expanding the time frame allocated to research on a particular critical area so that it involves three successive presiden-

cies and not two: i.e., the first presidency would be responsible for the theoretical specification of the indicators, the second presidency would take on the task of developing, pretesting and revising, as necessary, the research instrument, and the third presidency would verify the data and carry out the analysis based on the pre-specified indicators. This type of collaboration would be more efficient and would produce more reliable scientific results.

In cases where raw data are to be collected, as was done in the present study, it is also important to incorporate in the research time frame the training of research personnel responsible for collecting the information across member states. Regardless of whether the data are gathered through a survey addressed to a sample of the population, or whether the information is sought from collective units/organizations, it is important that this information is recorded by a trained person, cognizant of the purpose of the study, the specific meaning of the questions included and ready to provide any clarifications or to elaborate on any questions to those from whom the information is sought. Questions in the context of this study that were not answered properly or were misinterpreted would not have been problematic if this had been the procedure followed in each country. In other words, it is important that those responsible for collecting the data, are also responsible for designing and supervising the data collection process across member states. This type of coordination is absolutely essential in cross-national type research where the problems of question interpretation are seriously compounded by linguistic, cultural and structural differences. The quality and comparability of the data are dependent in part on the standardization of the data collection process. The practical problems involved in such an effort have to be considered and weighed and some compromises may have to be made. It is wiser, however, to limit the type and amount of data collected in order to increase its quality. In the future, when undertaking research on a Beijing critical area, it is important to, first, specify the full content of the area in terms of issues and target population and then, if necessary, to select only that subset for research which would facilitate comparable cross-national measurement.

This study has produced an important data base on women in macroeconomic decision-making in the European Union. A first set of results has been presented in this report focusing on the data with the highest level of comparability and completeness across countries. The Italian presidency will further analyse the data and will make final recommendations regarding appropriate quantitative and qualitative indicators in this very important area for gender equality. We are hopeful that the final outcome of our collaborative effort will be a significant contribution to our knowledge of women in decision-making in the European Union.

⁸See the following collection of articles on the problems of cross-national research with a focus on EU collaborations: Linda Hantrais and Steen Mangen (eds.) *Cross-National Research Methods in the Social Sciences*, London: Pinter, 1996.

APPENDIX

Module I: THE CENTRAL BANK**Table A.1 Questionnaires returned by country**

COUNTRY	Returned
Austria	–
Belgium	1
Denmark	1
Finland	1
France	1
Germany	1
Greece	1
Ireland	–
Italy	–
Luxembourg	–
Netherlands	–
Portugal	1
Spain	1
Sweden	1
United Kingdom	1
TOTAL	10

Module II: ECONOMIC MINISTRIES**Table A.2 Questionnaires returned by ministry and country**

COUNTRY	Name of Ministry	Returned
Austria	Ministry of Finance	1
	Ministry of Economic Affairs and Labour	1
	Ministry for Agriculture and Forestry, the Environment and Water	1
Belgium	Ministry of Finance	–
	Ministry for Economic Affairs	1
	Ministry for Labour and Employment	1
Denmark	Ministry of Finance	–
	Ministry of Economic and Business Affairs	1
	Ministry of Taxation	–
	Ministry of Employment	1
	Ministry of Food, Agriculture and Fisheries	1
Finland	Ministry of Finance	1
	Ministry of Trade and Industry	1
	Ministry of Agriculture and Forestry	1
	Ministry of Labour	1
France	Ministry of Economy, Finance and Industry	1
	Ministry of Employment and Solidarity	1
	Ministry of Territorial Development and the Environment	1
Germany	Federal Ministry of Finance	1
	Federal Ministry of Economics and Labour	1
	Federal Ministry of Consumer Protection, Food and Agriculture	1
Greece	Ministry of the Economy and Finance	1
	Ministry of Development	–
	Ministry of Employment and Social Security	1
	Ministry of Agriculture	1
	Ministry of Marine Commerce	1
Ireland	Department of Finance	1
	Office of the Revenue Commissioners	–
	Department of the Tanaiste, Enterprise, Trade and Employment	–
	Department of Agriculture and Food	1
	Department of Communications, Marine and Natural Resources	1
Italy	Ministry of Treasury, Budget and Economic Planning	1
	Ministry of Industry, Commerce and Handicraft	1
	Ministry of Agricultural Policies	1
	Ministry of Labour and Social Provision	–

Module II: ECONOMIC MINISTRIES (continued)**Table A.2 Questionnaires returned by ministry and country**

COUNTRY	Name of Ministry	Returned
Luxembourg	Ministry of Finance	–
	Ministry of the Economy	–
	Ministry of Agriculture, Viticulture and Rural Development	–
	Ministry of Labour and Employment	–
Netherlands	Ministry of Finance	–
	Ministry of Economic Affairs	–
	Ministry of Agriculture, Nature Management and Fisheries	–
	Ministry of Social Affairs and Employment	–
Portugal	Ministry of Finance	1
	Ministry for the Economy	1
	Ministry of Agriculture, Rural Development and Fisheries	1
	Ministry for Towns, Territorial Planning and Environment	1
	Ministry for Social Security and Work	1
Spain	Ministry of the Treasury	–
	Ministry of the Economy and Finance	1
	Ministry of Labour and Social Affairs	–
	Ministry of Agriculture, Fisheries and Food	–
Sweden	Ministry of Finance	1
	Ministry for Industry, Employment and Communications	1
	Ministry of Agriculture, Food and Fisheries	1
United Kingdom	HM Treasury	–
	Department of Trade and Industry	1
	Department for Environment, Food and Rural Affairs	1
	Department for Work and Pensions	1
TOTAL		40

Module III: LABOUR CONFEDERATIONS**Table A.3 Questionnaires returned by labour confederation and country**

COUNTRY	Name of Labour Confederation	Returned
Austria	Austrian Trade Union Federation	1
	Chamber of Labour of Vorarlberg	1
	Chamber of Labour for Vienna	1
	Chamber of Labour of the Federal Province of Salzburg	1
	Kammer für Arbeiter und Angestellte für Steiermark	1
	AKNO	1
	Arbeiter Oberösterreich	1
Belgium	ACLUB/CGSLB	1
	ACV/CSC	1
Denmark	Danish Confederation of Trade Unions	1
Finland	AKAVA	1
	The Central Organisation of Finnish Trade Unions	1
	The Finnish Confederation of Employees	1
France	Confédération Générale du Travail	1
Germany	DBB-Bundesfrauenvertretung	1
	Deutscher Gewerkschaftsbund	1
Greece	General Confederation of Farmers' Unions	1
Ireland	–	–
Italy	Italian General Confederation of Labour (CGCL)	1
	Italian Confederation of Workers' Union (CISL)	1
	General Trade Union (UGL)	1
	Italian Labour Union (UIL)	1
Luxembourg	–	–
Netherlands	–	–
Portugal	General Confederation of the Portuguese Workers	1
	General Union of Workers	1
Spain	Labour Committee	1
	General Union of Workers (UGT)	1
Sweden	Swedish Confederation of Professional Associations (SACO)	1
	The Swedish Confederation of Professional Employees (TCO)	1
	Swedish Trade Union Confederation (LO)	1
United Kingdom	-	-
TOTAL		28

Module IV: EMPLOYER CONFEDERATIONS**Table A.4 Questionnaires returned by country**

COUNTRY	Name of Employer Confederation	Returned
Austria	Federation of Austrian Industry	1
	Austrian Economic Chamber	1
Belgium	FNUCM	1
Denmark	Danish Commerce and Services	1
	Tekniq-Technical Contractors' Association	1
	The Federation of Danish Master Painters	1
	Danish Shipowners' Association	1
	Danish Constructors' Association	1
	The Fed. of Employers for Trade, Transport and Services	1
	Danish Newspapers Employers' Association	1
	Confederation of Danish Industries (DI)	1
	Danish Employers' Confederation (DA)	1
Finland	Confederation of Finnish Industry and Employers	1
	Employers Confederation of Service Industries	1
	Commission For Local Authority Employers	1
	The State Employer's Office	1
France	MEDEF	1
Germany	German Confederation of Skilled Crafts	1
	BDA	1
	German Association of Industry and Commerce	1
Greece	-	-
Ireland	-	-
Italy	Confartigianato	1
	Confindustria	1
	Italian Confederation of Agriculture	1
	Confcomercio	1
Luxembourg	-	-
Netherlands	-	-
Portugal	Confederation of Trade and Services of Portugal	1
Spain	-	-
Sweden	Confederation of Swedish Enterprise	1
United Kingdom	Confederation of British Industry	1
TOTAL		27

Module V: ECONOMIC RESEARCH CENTERS**Table A.5 Questionnaires returned by country**

COUNTRY	Name of Economic Research Center	Returned
Austria	Austrian Institute of Economic Research (WIFO)	1
	Institute for Advanced Studies (IHS)	1
Belgium	Bureau Federal Du Plan	1
	Ires-Catholic U. of Louvain	1
	Center for Economic Studies (K.V.Leuven)	1
Denmark	–	–
Finland	The Government Institute for Economic Research (VATT)	1
	Labour Institute for Economic Research	1
	Research Institute of the Finnish Economy (ETLA)	1
France	Centre d' Etudes et de Recherches sur les Qualifications	1
Germany	Institut der Deutschen Wirtschaft Koln	1
	Deutsches Institut fur Wirtschaftsforschung	1
	Institute for Employment Research of the Federal Employment Services	1
Greece	Center for Planning and Economic Research (KEPE)	1
Italy	Workers' Training and Guidance Institute (ISFOL)	1
	Institute for Studies and Economic Analysis (ISAE)	1
	National Institute of Statistics (ISTAT)	1
Ireland	Economic and Social Research Institute	1
Luxembourg	–	–
Netherlands	–	–
Portugal	CEMPRE	1
	Research Center on Portuguese Economics (CISEP)	1
Spain	Institute of Economic Research of Valencia (IVIE)	1
	Institute of Economic Analysis (CSIC)	1
	Foundation of Studies in Applied Economics - FEDEA	1
Sweden	–	–
United Kingdom	–	–
TOTAL		22

Module VI: GENDER STUDIES RESEARCH CENTERS**Table A.6 Questionnaires returned by country**

COUNTRY	Name of Research Center	Returned
Austria	University of Vienna, Project Centre for Gender Studies	*
	University of Graz, Coordination Office for Gender Studies	**
	University of Linz Institute for Gender Studies	1
	Genderlink - Network of Social Research	1
	Peripherie	1
Belgium	DULBEA	1
	SEIN	1
	UIA	–
Denmark	Co-ordination for Gender Studies in Denmark, University of Copenhagen	1
	Center for Equality Studies, University of Roskilde	1
	Center for Gender Research, University of Alborg	1
Finland	Cristina Institute of Women's Studies, University of Helsinki	1
	Department of Women's Studies, University of Tampere	1
	Institute of Women's Studies, Abo Akademi University (AAV)	1
France	Simone-Sagesse Team	1
	MAGE	**
	INED-Institut National d'Etudes Demographiques	1
Germany	Sozialforschungstelle Dortmund	1
	Hu Berlin	1
	Gender Institute Saxony-Anhalt GBR	1
Greece	KETHI	1
Ireland	Women's Studies Center, National University of Ireland, Galway	1
	Center for Gender and Women's Studies, Trinity College Dublin	**
	Women's Education, Research and Resource Center, University College Dublin	**
Italy	–	–
Luxembourg	–	–
Netherlands	–	–
Portugal	Ces-Center for Social Studies	1
	Center for The Study of Migration and Intercultural Relations	1
	Eve's Faces	1
Spain	Women's Institute	1
Sweden	Department of Gender Studies, University of Linkoping	1
	Department of Gender Studies, Goteborg University	1
	Center for Women's Studies, University of Stockholm	1
	Center for Women's Studies, University of Umea	*
United Kingdom	Women and Equality Unit	1
TOTAL		26

* questionnaire was completed but data were not entered. Information was requested for the three largest centers on the basis of size of research staff. The particular center did not meet this criterion.

** the name of the center was provided on the list but data were not given.

Module VII: MEASURES TAKEN BY PUBLIC AUTHORITIES**Table A.7 Questionnaires returned by country**

COUNTRY	Returned
Austria	1
Belgium	1
Denmark	–
Finland	1
France	1
Germany	1
Greece	1
Ireland	–
Italy	1
Luxembourg	1
Netherlands	–
Portugal	1
Spain	1
Sweden	1
United Kingdom	–
TOTAL	11

Module IIX: PUBLIC AWARENESS CAMPAIGNS**Table A.8 Questionnaires returned by country**

COUNTRY	Returned
Austria	1
Belgium	1
Denmark	–
Finland	1
France	–
Germany	1
Greece	1
Ireland	–
Italy*	1
Luxembourg	1
Netherlands	–
Portugal	1
Spain	1
Sweden	1
United Kingdom	1
TOTAL	11

*multiple forms were returned/chose one for data entry based on preset criteria

Module IX: STATISTICAL DATA**Table A.9 Questionnaires returned by country**

COUNTRY	Returned
Austria	1
Belgium	–
Denmark	1
Finland	1
France	1
Germany	1
Greece	1
Ireland	1
Italy	1
Luxembourg	1
Netherlands	–
Portugal	1
Spain	1
Sweden	1
United Kingdom	–
TOTAL	12

Module X: LEGISLATION**Table A.10 Questionnaires returned by country**

COUNTRY	Returned
Austria	1
Belgium	1
Denmark	1
Finland	1
France	1
Germany	1
Greece	1
Ireland	1
Italy*	–
Luxembourg	–
Netherlands	–
Portugal	1
Spain	1
Sweden	–
United Kingdom	1
TOTAL	11

*multiple forms were returned/verification of data pending

EUROPEAN UNION INSTITUTIONS**Table A.11 Questionnaire returned by EU institution**

EU Institution	Returned
European Central Bank	1
European Investment Bank	–
European Investment Fund	–
European Economic and Social Committee	–
D-G Economic and Financial Affairs	–
D-G Budget	1
D-G Taxation and Customs Union	–
D-G Internal Market	–
D-G Trade	1
D-G Competition	–
D-G Development	–
D-G Regional Policies and Cohesion	1
D-G Employment and Social Affairs	–
D-G Agriculture	–
D-G Fisheries	–

Table A.12 Gender composition of Executive Boards and gender of chief executive officer in the top firms by country for 8 countries*

Top 50 companies of Austria	Chief executive officer/woman or man	Total # of members on Executive Board	Total # of women members on Executive Board	% of women on Executive Board
1: AGRAVA	m	3	0	0.0%
2: ANDRITZ AG	m	4	0	0.0%
3: AUA	m	4	0	0.0%
4: AV INVEST AG	m	3	4	133.3%
5: OSTERREICHISCHE BRAU-BETEILIGUNGS AG	m	4	0	0.0%
6: BET AND WIN AG	m	2	0	0.0%
7: BRAU UNION	m	4	0	0.0%
8: BWT AG	m	4	0	0.0%
9: BOHLER UDDEHOLM AG	m	4	0	0.0%
10: CONSTANTIA ISO	m	2	0	0.0%
11:CONSTANTIA VERPACKUNGEN	m	3	0	0.0%
12:DO & DO RESTAURANTS	m	3	0	0.0%
13: I. BANK d. OSPK	m	5	1	20.0%
14: EVN AG	m	3	0	0.0%
15: FERATEL MEDIA TECHN. AG	m	2	1	50.0%
16: FLUGHAFEN WIEN AG	m	3	0	0.0%
17: GENERALI HOLDING VIENNA AG	m	5	0	0.0%
18:HIRSCH SERVO AG	w	3	1	33.3%
19: IMMOFINANZ IMMOBILIEN AG	m	2	0	0.0%
20: INVESTKREDIT BANK AG	m	2	0	0.0%
21: JENBACHER AG	m	2	0	0.0%
22: JOWOOD PROD. SOFTWARE AG	m	4	0	0.0%
23: MAYR-MELNHOF KARTON AG	m	2	0	0.0%
24: OSTERREICHISCHE ELEKTRIZITATSWERKE AG	m	4	0	0.0%
25: OMV	m	4	0	0.0%
26: PALFINGER AG	m	2	0	0.0%
27:RHI	m	4	0	0.0%
28: ROSSENBAUER INTARNATIONAL AG	m	4	0	0.0%
29:SEMPERIT AG	m	2	0	0.0%
30: TELEKOM AUSTRIA	m	3	0	0.0%
31: TOPCAL INTERNATIONAL AG	m	2	0	0.0%
32: UNIOA AG	m	5	0	0.0%
33:UNTERNEHMMENTS INVEST AG	m	2	0	0.0%
34: VA TECHNOLOGY AG	m	3	0	0.0%
35:VOESTALPINE AG	m	4	0	0.0%
36:WIENERBERGER AG	m	4	0	0.0%
37: WOLFORD AG	m	4	0	0.0%
38: PORR AG	m	2	0	0.0%
39: STRABAG BAUHLING AG	m	8	0	0.0%
40: BAU MAX AG	m	5	0	0.0%
41:EUROMARKETONG	m	3	0	0.0%
42:LENZING AG	m	4	0	0.0%
43: UMWELTTECHNIK STOISER	m	2	0	0.0%
44:WIENER STADTISCHE	m	7	0	0.0%
45: AUSTRIA HAUSTECHNIK	m	3	0	0.0%
46: CA IMMOBILIEN INVEST AG	m	2	0	0.0%
47:CONWERT IMMOBILIEN INVEST AG	m	2	0	0.0%
48: CYBER TRON TELEKOM AG	m	3	0	0.0%
49: ERSTE BANK & HYPOBANK BURGENLAND AG	m	3	0	0.0%
50: FRAUENTHAL HOLDING	m	2	0	0.0%

*Italy provided the data but without reference to the names of the companies and is therefore not shown in the table.

Table A.12 Gender composition of Executive Boards and gender of chief executive officer by country for 8 countries (continued)

Top 49 companies of Finland	Chief executive officer/woman or man	Total # of members on Executive Board	Total # of women members on Executive Board	% of women on Executive Board
1: NOKIA	m	10	1	10.0%
2: TELIASOHERN FINLAND AB	w	11	4	36.4%
3: NORDEA AB	m	8	0	0.0%
4: STOVA ENSO	m	10	0	0.0%
5: UPM KIPMMENE OYI	m	14	0	0.0%
6: FORTUM UORPONAKON	m	8	1	12.5%
7: SAMPO PLL	m	9	2	22.2%
8: AVESTNPOLARIT OYI ABP	m	7	1	14.3%
9: INSTUMENTAMMUP	m	6	0	0.0%
10: KONE CORPORATION	m	7	0	0.0%
11: SAMONA WSOY CORPORATION	m	10	2	20.0%
12: OUTOHUMPU PYI	m	10	2	20.0%
13: METSO CORPORATION	m	7	0	0.0%
14: M-REAL CORPORATION	m	10	0	0.0%
15: KENSKO CORPORATION	m	7	1	14.3%
16: TIETO ENATOR	m	12	1	8.3%
17: ARION YETPMA	m	8	1	12.5%
18: HUHTAMAKI OYI	w	6	0	0.0%
19: AMER-GROU PLC	m	11	0	0.0%
20: ELISA COMMUNICATION CORP.	m	11	1	9.1%
21: PROLYOLA GROUP PLC	m	7	0	0.0%
22: WAUKSLA CORPORATION	m	8	0	0.0%
23: UPONOR OYI	m	5	1	20.0%
24: KEMNA OYI	m	10	1	10.0%
25: STOCKMANN OYI ABP	m	7	1	14.3%
26: ESPOON SAHKO OYI	m	8	1	12.5%
27: YIT CORPORATION	m	6	0	0.0%
28: RAUTARUUKKI OYI	m	7	3	42.9%
29: FISKARS OYI ABP	m	6	0	0.0%
30: OKO BANKE	m	7	1	14.3%
31: TAMRO OYI	m	6	0	0.0%
32: SPONDA PLC	m	4	2	50.0%
33: FINNLINES OYI	m	8	1	12.5%
34: NOHIAN TYRES PLC	m	13	2	15.4%
35: METSO FISSUE OYI	m	6	0	0.0%
36: RAUTAHINJA OYI	m	6	0	0.0%
37: FINNAIR OYI	m	15	3	20.0%
38: KCI KONECRANES PLC	m	12	1	8.3%
39: ALMA MEDIA CORPORATION	m	6	1	16.7%
40: VAISALA OYI	m	6	0	0.0%
41: LOMMINKINEN GROUP	m	5	0	0.0%
42: LASSILA & TIKANOJA OYI	m	5	1	20.0%
43: CHIPS ABP	m	8	0	0.0%
44: KYRO CORPORATION	m	8	1	12.5%
45: ELKOTEQ NETWORK OYI	m	17	2	11.8%
46: TAMPETT OYI	m	8	1	12.5%
47: VRKINJ LINE ABP	m	5	1	20.0%
48: JARFEO PONRY GROUP OYI	m	9	1	11.1%
49: SCANFIL OYI	m	8	1	12.5%

Table A.12 Gender composition of Executive Boards and gender of chief executive officer by country for 8 countries (continued)

Top 50 companies of Germany*	Chief executive officer/woman or man	Total # of members on Executive Board	Total # of women members on Executive Board	% of women on Executive Board
1: SIEMENS AG	m	12	0	0.0%
2: DALMIER-CHRYSLER AG	m	13	0	0.0%
3: DEUTCHE POST AG	m	8	0	0.0%
4: VOLKSWAGEN AG	m	8	0	0.0%
5: DEUTCHE TELEKOM AG	m	7	0	0.0%
6: METRO AG	m	4	0	0.0%
7: THYSSEN-KRUPP AG	m	8	0	0.0%
8: ALLIANZ AG	m	12	0	0.0%
9: RWE AG	m	6	0	0.0%
10: E.ON AG	m	5	0	0.0%
11: KARSTADT-QUELLE AG	m	5	0	0.0%
12: BAYER AG	m	7	0	0.0%
13: BAYERISCHE MOTORENWERKE AG	m	6	0	0.0%
14: DEUTCHE BANK AG	m	4	0	0.0%
15: BASF AG	m	8	0	0.0%
16: LUFTHANSA AG	m	4	0	0.0%
17: MAN AG	m	8	0	0.0%
18: PREUSSAG AG	m	7	0	0.0%
19: BAYERISCHE HYPOVEREINSBANK AG	m	11	0	0.0%
20: CONTINENTAL AG	m	5	0	0.0%
21: FRESENIUS AG	m	5	0	0.0%
22: DEGUSSA AG	m	4	0	0.0%
23: AUDI AG	m	9	0	0.0%
24: DRESDNER BANK AG	m	7	0	0.0%
25: LINDE AG	m	5	0	0.0%
26: HENKEL KGAA	m	7	0	0.0%
27: BILFINGER+BERGER AG	m	6	0	0.0%
28: STINNES AG	m	3	0	0.0%
29: COMMERZBANK AG	m	8	0	0.0%
30: FORD -WERKE AG	m	8	0	0.0%
31: MUNCHENER RUCK AG	m	11	0	0.0%
32: FRESENIUS MEDICAL CARE AG	m	5	0	0.0%
33: HOCHTIEF AG	m	4	0	0.0%
34: SPAR AG	m	4	0	0.0%
35: HEIDELBERGER ZEMENT AG	m	7	3	42.9%
36: MG TECHNOLOGIES AG	m	5	0	0.0%
37: MERCK AG	m	10	0	0.0%
38: ENERGIE BADEN-WURTTENBERG AG	m	6	0	0.0%
39: INFINEON TECHNOLOGIES AG	m	5	0	0.0%
40: ERGO VERSICHERUNG AG	m	10	0	0.0%
41: AVA AG	m	2	0	0.0%
42: SAP AG	m	8	0	0.0%
43: SUDZUCKER AG	m	7	0	0.0%
44: RHEINMETALL AG	m	4	0	0.0%
45: BABCOCK BORSIG AG	m	3	0	0.0%
46: HEIDELBERGER DRUCKMASCHINEN AG	m	5	0	0.0%
47: SCHERING AG	m	6	0	0.0%
48: GEHE AG	m	4	0	0.0%
49: PHILIP HOLZMAN AG	m	4	0	0.0%
50: AMB GENERALI HOLDING AG	m	3	0	0.0%

*For further information on women in German firms: <http://www.db-decision.de/wid%2002/Unternehmen/intro.html>

Table A.12 Gender composition of Executive Boards and gender of chief executive officer by country for 8 countries (continued)

Top 50 companies of Greece	Chief executive officer/woman or man	Total # of members on Executive Board	Total # of women members on Executive Board	% of women on Executive Board
1: OTE AE	m	15	1	6.7%
2: TRAPEZA EFG EUROBANK-ERGASIAS	m	20	1	5.0%
3: ETHNIKI TRAPEZA AE	m	16	0	0.0%
4: DEH AE	m	11	2	18.2%
5: TRIA EPSILON (COCA COLA HELLAS)	m	11	0	0.0%
6: VODAFONE-PANAFON A-EET	m	9	0	0.0%
7: COSMOTE AE	m	9	0	0.0%
8: ALPHA BANK AE	m	13	0	0.0%
9: OPAP AE	m	11	0	0.0%
10: AGROTIKI TRAPEZA ELLADOS	m	11	1	9.1%
11: ELLINIKA PETRELAIA AE	m	11	1	9.1%
12: EBORIKI TRAPEZA ELLADOS	m	14	2	14.3%
13: TITAN AE TSIMENTON	m	13	2	15.4%
14: TRAPEZA PEIRAIOS	m	15	0	0.0%
15: TRAPEZA KYPROU	m	20	1	5.0%
16: TRAPEZA THS ELLADOS	m	12	1	8.3%
17: VIOXALCO AE	m	9	0	0.0%
18: MOTOR OIL AE	m	12	0	0.0%
19: INTRAKOM AE	m	9	1	11.1%
20: HYATT REGENCY	m	5	1	20.0%
21: KATASTIMATA AFOROLOGITON EIDON	m	13	1	7.7%
22: BABIS VOVOS AE	m	7	4	57.1%
23: GERMANOS AEBEE	m	7	0	0.0%
24: AKTOR ATE	m	9	1	11.1%
25: ELLINIKI TEXNODOMIKI TEB. AE	m	11	1	9.1%
26: ETHNIKI AXIOPOIISI AKINITON AE	w	8	1	12.5%
27: INTRALOT AE	m	7	0	0.0%
28: PAPASTRATOS ABES	m	7	0	0.0%
29: ETBA BANK	m	7	1	14.3%
30: EYDAP AE	m	11	2	18.2%
31: AGET HRAKLIS	m	9	0	0.0%
32: TEXNIKI OLYMPIAKI	m	10	0	0.0%
33: DIMOSIOGRAFIKOS ORGANISMOS LAMPRAKI	m	10	0	0.0%
34: FOLLI-FOLLIE AE	m	6	1	16.7%
35: J&P-ABAX AE	m	9	0	0.0%
36: ALOYMINIO ELLADOS	m	16	1	6.3%
37: TRAPEZA ATTIKIS	m	11	1	9.1%
38: ALPHA EPENDISEON	m	8	1	12.5%
39: IASO AE	m	13	0	0.0%
40: SIDENOR AE	m	9	0	0.0%
41: ELLINIKA XRIMATISTIRIA AE	m	8	0	0.0%
42: PETROLA ELLAS	m	8	0	0.0%
43: "H ETHNIKI" AETA	m	11	1	9.1%
44: DELTA SINGULAR	m	10	0	0.0%
45: DELTA SYMMETOXON	m	6	0	0.0%
46: EGNATIA TRAPEZA	m	11	1	9.1%
47: GOODY'S AE	m	9	0	0.0%
48: ASTHR PALLAS AXE	m	3	0	0.0%
49: ELLINIKI ETAIREIA EPENDISEON XARTOFILAKIOU	m	7	1	14.3%
50: EPIXEIRHSEIS ATTIKIS SYMMETOXON	m	9	0	0.0%

Table A.12 Gender composition of Executive Boards and gender of chief executive officer by country for 8 countries (continued)

Top 10 companies of Ireland	Chief executive officer/woman or man	Total # of members on Executive Board	Total # of women members on Executive Board	% of women on Executive Board
1: AIB	m	12	1	8.3%
2: BANK OF IRELAND	m	14	2	14.3%
3: CRM	m	15	1	6.7%
4: RYANAIR MADINGS	m	12	0	0.0%
5: IRISH PERMANENT	m	14	2	14.3%
6:KERRY GROUP	m	6	0	0.0%
7: ANGLO IRISH BANK CORP	m	12	1	8.3%
8: GLAN	m	14	1	7.1%
9: IAWS GROUP	m	3	0	0.0%
10:DCC	m	9	0	0.0%

Table A.12 Gender composition of Executive Boards and gender of chief executive officer by country for 8 countries (continued)

Top 50 companies of Luxembourg*	Chief executive officer/woman or man	Total # of members on Executive Board	Total # of women members on Executive Board	% of women on Executive Board
1:ARBED	m	18	0	0.0%
2:CENTRE COMMERCIAL BELLE ETOILE/CACTUS	m	10	0	0.0%
3:GOODYEAR/TIRE PLANT GOODYEAR	m	25	1	4.0%
4: Ste NATIONAL DES CHEMINS DE FER LUXEMBOURG	m	15	2	13.3%
5:DEXIA/BIL	m	15	2	13.3%
6:ENTREPRISE DES POSTES ET TELECOMMUNICATIONS	m	12	0	0.0%
7:BANQUE GENERALE DU LUXEMBOURG	m	25	1	4.0%
8: LUXAIR	m	12	0	0.0%
9: PEDUS	m	5	0	0.0%
10:CAISSE D' EPARGNE DE L'ETAT	m	11	0	0.0%
11:CENTRE HOSPITALIER DE LUXEMBOURG	m	26	8	30.8%
12: KREDIETBANK LUXEMBOURG	m	25	4	16.0%
13: CLEARSTREAM	m	4	0	0.0%
14: DUPONT DE NEMOURS LUXEMBOURG	m	4	0	0.0%
15: GUARDIAN LUXGUARD	m	7	0	0.0%
16: CARGOLUX AIRLINES INTERNATIONAL	m	10	0	0.0%
17: HOSPITAL DE LA VILLE D'ESCA	w	17	2	11.8%
18:COURTHEOUX/MATCH/PROFI	m	7	0	0.0%
19:SERVIOR	m	9	3	33.3%
20: St PAUL	m	7	0	0.0%
21: SECURICOR	m	4	0	0.0%
22: PRICE WATERHOUSE COOPERS	w	6	1	16.7%
23:BNP PARIBAS LUXEMBOURG	m	13	0	0.0%
24: COMPASS GROUP LUXEMBOURG	m	7	0	0.0%
25:CREDIT EUROPEEN	m	7	0	0.0%
26:SECURITAS/SECURITAS TECHNOLOGIES	m	4	0	0.0%
27:TDK RECORDING MEDIA EUROPE	m	4	0	0.0%
28:SOMMER ALIBERT	m	10	1	10.0%
29:SODEHO LUXEMBOURG	m	3	0	0.0%
30:DELLOITTE & TOUCHE	m	5	0	0.0%
31:VILLEROY & BOCH	w	6	0	0.0%
32:NETTOSERVICE	m	4	2	50.0%
33: ELTH	m	3	0	0.0%
34: CERAMETAL	m	3	0	0.0%
35:AVCHAN LUXEMBOURG	m	8	2	25.0%
36:FONDATION STEFTUNG HELLEF DOHEEM	m	12	5	41.7%
37:ISS SERVISYSTEM LUXEMBOURG				
38: IEE INTERNATIONAL ELECTRONICS & ENGINEERING	m	7	0	0.0%
39:DELPHI AUTOMOTIVE SYSTEMS LUXEMBOURG				
40: RTL	m	11	0	0.0%
41:HUSKY INJECTION MOLDING SYSTEMS	m	1	0	0.0%
42:CLINIQUE Ste THERESE	m	3	0	0.0%
43:PANELUX	m	7	0	0.0%
44: CLINIQUE St LOUIS	m	6	0	0.0%
45: BANQUE DE LUXEMBOURG	m	11	0	0.0%
46: CENTRE HOSPITALIER NEUROPSYCHIATRIQUE	m	8	2	25.0%
47: SOLUDEC	m	4	0	0.0%
48: ROTAREX	m	10	1	10.0%
49: DRESDNER BANK LUXEMBOURG	m	4	0	0.0%
50: CENTRALE PAYSANNE	m	5	0	0.0%

*Women in economic decision making (2002) published by the ministry for the advancement of women. Luxembourg provides additional information on women in firms in Luxembourg

Table A.12 Gender composition of Executive Boards and gender of chief executive officer by country for 8 countries (continued)

Top 50 companies of Sweden	Chief executive officer/woman or man	Total # of members on Executive Board	Total # of women members on Executive Board	% of women on Executive Board
1:ERICSSON	m	3	0	0.0%
2: NOKIA ABP	m	10	1	10.0%
3: ASTRA ZENECA PLC	m	9	0	0.0%
4: HENNES & MAURITZ AB	m	3	0	0.0%
5: NORDEA AB	m	8	0	0.0%
6: SKANDIA	m	10	1	10.0%
7: SVENSKA HANDELSBANKEN AB	m	23	1	4.3%
8: SKANDINAVISKA ENSKILDA BANKEN AB	m	9	2	22.2%
9: ELEKTROLUX AB	m	12	3	25.0%
10: ATLA COPCO AB	m	9	2	22.2%
11: SECURITAS AB	m	6	0	0.0%
12: SANDVIC AB	m	7	0	0.0%
13: VOLVO AB	m	16	1	6.3%
14: TELIA SONERA AB	m	11	2	18.2%
15: ABB Ltd	m	6	0	0.0%
16: SVENSKA CELLULOSA AB	m	7	1	14.3%
17: AKF AB	m	13	1	7.7%
18: FORENINGS SPARBANKEN AB	w	13	3	23.1%
19: PHARMACIA CORP/PFIZER	m	4	1	25.0%
20: STORA ENSO OYJ	m	10	0	0.0%
21: ASSA ABLOY AB	m	16	1	6.3%
22: INVESTOR AB	m	6	1	16.7%
23: TELE 2 AB	m	16	1	6.3%
24: AUTOLIR INC.	m	11	0	0.0%
25: ENIRO AB	m	5	0	0.0%
26: SWEDISH MATCH AB	m	11	0	0.0%
27: SKANSKA AB	m	7	0	0.0%
28: GAMBRO AB	m	9	1	11.1%
29: HOLMEN AB	m	12	0	0.0%
30:SSAB SVENSHUT STAL AB	m	5	0	0.0%
31: MODERN TIMES GROUP AB	m	3	1	33.3%
32: ALFA LAVAL AB	m			
33: EUROPOLITAN VODAFONE AB	m	10	2	20.0%
34: BILLERUD AB	m	9	2	22.2%
35: TRELLEBORG AB	m	13	1	7.7%
36: INDUSTRIRIRARDEN AB	m	4	0	0.0%
37: DROTT AB	m	8	1	12.5%
38: WM-DATA AB	m	7	3	42.9%
39: NOBEL BIOCARE AB	w	2	2	100.0%
40: GETINGE AB	m	8	0	0.0%
41: SCANIA AB	m	6	0	0.0%
42: KINNEVIK, INDUSTRIFORRALTNINGS AB	m	6	0	0.0%
43: OM AB	m	5	1	20.0%
44: PERBIO SCIENCE AB	m	6	0	0.0%
45: TRETO ENATOR ABP	m	12	1	8.3%
46: JM AB	m	10	1	10.0%
47: CASTELLUM AB	m	9	1	11.1%
48:SAAB AB	m	14	1	7.1%
49:CAPIO AB	m	8	2	25.0%
50: ELEKTA AB	m	7	0	0.0%

Table A.12 Gender composition of Executive Boards and gender of chief executive officer by country for 8 countries (continued)

Top 50 companies of United Kingdom	Chief executive officer/woman or man	Total # of members on Executive Board	Total # of women members on Executive Board	% of women on Executive Board
1: BP	m	16	1	6.3%
2: GLAXOSMITHKLINE	m	12	2	16.7%
3: HSBC HLDGS	m	21	3	14.3%
4: VODAFONE GROUP	m	14	1	7.1%
5: ROYAL BANK OF SCOTLAND GROUP	m	19	1	5.3%
6: SHELL TRANSPORT & TRADING CO	m	11	2	18.2%
7: ASTRAZENECA	m	13	3	23.1%
8: LLOYDS TSB GROUP	m	18	2	11.1%
9: BARCLAYS	m	13	1	7.7%
10: BAE SYSTEMS	m	13	1	7.7%
11: DIAGEO	m	10	1	10.0%
12: HBOS	m	17	1	5.9%
13: BT GROUP	m	13	1	7.7%
14: UNILEVER	m	19	1	5.3%
15: BRITISH AMERICAN TOBACCO	m	12	0	0.0%
16: TESCO	m	14	1	7.1%
17: ANGLO AMERICAN	m	14	1	7.1%
18: RIO TINTO	m	14	0	0.0%
19: BRITISH SKY BROADCASTING GROUP	m	12	0	0.0%
20: ABBEY NATIONAL	m	12	1	8.3%
21: CADBURY SCHWEPES	m	11	1	9.1%
22: BG GROUP	m	12	1	8.3%
23: AVIVA	m	14	1	7.1%
24: MARKS & SPENCER GROUP	m	11	3	27.3%
25: NATIONAL GRID GROUP	m	12	1	8.3%
26: PRUDENTIAL	m	14	1	7.1%
27: STANDARD CHARTERED	m	16	0	0.0%
28: RECKITT BENCKISER	m	10	1	10.0%
29: BHP BILLITON	m	13	0	0.0%
30: CENTRICA	m	9	1	11.1%
31: SCOTISH POWER	m	10	1	10.0%
32: COMPASS GROUP	m	7	1	14.3%
33: REED ELSEVIER	m	11	0	0.0%
34: SAINSBURY (J)	m	12	3	25.0%
35:LATTICE GROUP	m	11	1	9.1%
36:BAA	m	13	3	23.1%
37: IMPERIAL TOBACCO GROUP	m	11	0	0.0%
38: SCOTTISH & SOUTHERN ENERGY	m	11	0	0.0%
39: GUS	m	11	1	9.1%
40: LEGAL & GENERAL GROUP	m	14	3	21.4%
41: WPP GROUP	m	15	2	13.3%
42: SCOTTISH & GENERAL GROUP	m	14	0	0.0%
43: SIX CONTINENTS	m	9	0	0.0%
44: PEARSON	m	11	2	18.2%
45:ASSOCIATED BRITISH FOODS	w	9	0	0.0%
46: SAB MILLER	m	13	1	7.7%
47:BOC GROUP	m	11	2	18.2%
48:BOOTS CO	m	13	2	15.4%
49: ALLIED DOMECQ	m	9	0	0.0%
50: GALLAGHER	m	12	1	8.3%

Table A.13 Measures implemented by the Central Banks to increase the number of women in the top level positions, year measures were implemented and effectiveness of measure by country

Country	Description	YEAR measure was implemented	Effectiveness of measure
Finland	Equal Opportunity Plan.	1997	Not effective
	Equality Act: The law secures equal treatment in recruitment.	1986	Highly effective
Germany	A schedule for promotion of women in working life came into force	1995, 1998, 2002	Slightly effective
	The Commissioner for Women's Affairs is involved in personal and organisational matters dealing with gender equality issues or compatibility of family and job.	1995	Moderately effective
	In areas where women are not equally represented, preference basically has to be given to women in recruitment and promotion, if women are equally as well qualified as men.	2001	Slightly effective
Sweden	Process for recruitment. The personnel unit is involved in every recruitment at the Bank. The final selection must indicate at least one woman. Active discussion about the gains of "mixed" groups.	–	Moderately effective
	Mentor-programme for women - potential managers.	–	–
UK	The Bank has conducted some analysis around the subject of the progression of women.	–	–

Table A.14 Measures taken by ministries to increase representation of women in top position levels by ministry and country

Country	Description of measure taken by Ministry	Year implemented	Effectiveness
Austria	Ministry of Finance		
	Equal Treatment Act	1993	Highly effective
	Promotion Plan for Women	1994	Moderately effective
	Promotion Plan for Women	1998	Moderately effective
	Promotion Plan for Women	2000	Moderately effective
	Ministry for Agriculture and Forestry, the Environment and Water		
	Courses only for women since 2002	2002	
	In case of equal qualifications, women are favoured	2000	Moderately effective
	The advancement of women constitutes a legal act	2003	
	Ministry of Economic Affairs and Labour		
	Female candidates are recruited, when equally qualified as the best male candidate		Highly effective
Denmark	Ministry of Employment		
	When a position is open, everybody is encouraged to apply. This is indicated in the advertisement according to the Danish Government's official general policy		Moderately effective
Finland	Ministry of Finance		
	An Equality Plan written, which describes the guidelines about equal opportunities for men and women in recruitment, career advancement etc.	1999	Slightly effective
	A Work Community Agenda written, which sets the general guidelines and rules concerning the general well-being of employees. Everyone is treated equally and with respect	2001	Moderately effective
	Ministry of Trade and Industry		
	Year 2000, the organization of the ministry has been readjusted and the number of women increased. The level of education of women is so high in Finland that women are getting appointments at the highest position levels, even if slowly.		Moderately effective
Ministry of Labour			
	Equality Plan for the ministry. One target of the equality plan is to increase the number of women in the highest positions in the ministry.	1997	Moderately effective
	Equality Account. In order to monitor and evaluate the effects of the equality plan, an analysis on the position of women and men in the organization is made yearly. On the basis of the analysis, a special Equality Account is made by the Equality Working Group.	1998	Slightly effective
	Equality Working Group. Two main objectives of the group are: 1) to promote equal opportunities in the personnel policy, 2) to promote gender mainstreaming in the field of working life, employment policy, and immigration policy.	1980	Moderately effective

Table A.14 Measures taken by ministries to increase representation of women in top position levels by ministry and country (continued)

Country	Description of measure taken by Ministry	Year implemented	Effectiveness
France	Ministry of Economy, Finance and Industry The improvement of knowledge on the "fish tank" (source of people) form which top executives originate, in particular through the adaptation of the ministry's information management systems for a better understanding of the situation of men and women. The improvement of the rate of feminization of the "fish tank" that occurs through various actions to be implemented at the origin, whether this is original recruitment in category AOR, during the career, of promotion conditions for integrating this source of people, such as: the search for discontinuities in the rates of feminization for each group of civil servants concerned and solutions for remedies, such as statutory measures, the will to ensure a mixture in the composition of competition juries as far as possible, a significant training action aimed at women The practice of annual evaluation, the generalisation of the diffusion of position announcements and systematic examination of potential candidates, which should improve equal access for men and women to managerial positions		
	Ministry of Territorial Development and the Environment Formulation of a multi-annual plan of access for women to top executive public service jobs and positions	2000	
Germany	Federal Ministry of Economics and Labour Plan to schedule promotion of women on the job Gender Equality Plan. To promote women and to improve combination of labour and family obligations Election of a commissioner for gender equality	1999 2002 2002	Not effective Slightly effective Slightly effective
	Federal Ministry of Consumer Protection, Food and Agriculture Measures according to legislation for the advancement of women (1994-2001) and federal legislation for gender equality (since 2001) eg. women have an advantage in case of the same qualifications Equal distribution of administrative tasks even for persons who work part-time	1994	Moderately effective Moderately effective
	Federal Ministry of Finance Increased hiring of women to support career development of the younger generation Development of a programme for the advancement of women and gender equality in order to sensitize employees and especially supervisors to the necessity of measures for the improvement of women's position Specification of a quota for staffing vacant positions by women, especially at the level of director	1995 1997 2002	Highly effective Highly effective Moderately effective
Ireland	Department of Finance Family-friendly work life balance. Measures such as flexitime, work sharing, parental leave and career balance Equality and diversity policy addressing issues such as flexible attendance, women's representation in management levels, women's participation in competitions, women's management network Gender Equality Policy/sexual harassment and bullying policy	1980 2001 1999	Moderately effective Moderately effective Moderately effective

Table A.14 Measures taken by ministries to increase representation of women in top position levels by ministry and country (continued)

Country	Description of measure taken by Ministry	Year implemented	Effectiveness
Ireland	Department of Agriculture and Food		
	Establishment of Equality Unit to ensure equality practices in the civil service		Slightly effective
	Inclusion of equality promotions and efforts on women in all memoranda to government		Slightly effective
	Raised awareness of gender balance and equality issues in human resource strategies and practices. Overall, over the past four years there has been a greater awareness of gender balancing in recruitment and placement of staff. The ministry is unusual in that it does not have women at position level 2 (q4)		Slightly effective
Sweden	Ministry of Agriculture, Food and Fisheries		
	Through Gender Equality Plans	2001	Not effective
UK	Department for Environment, Food and Rural Affairs		
	Equal opportunities monitoring of who has been appointed to vacant posts - and publication of the results. Defra has a policy of equality and opportunities for all staff which is based on and implements civil service policy of promoting equal opportunities in recruitment campaigns	2001	Highly effective
	Cabinet office targets: target of achieving by 2004-05. -35% of senior civil servants to be women -25% of top 600 posts in civil service to be filled by women	2002	
	Department is currently reviewing whether to pursue "elavator partnerships" which is a cabinet office initiative	2003	
	Department for Work and Pensions		
	Senior womens network		
	Aspirational recruitment targets for higher level posts		
	Senior level role models - previous permanent secretary - present group directors		
	Department of Trade and Industry		
	Effective mainstreaming of equality of opportunity into UOR policies; procedures and practices; regular audit of staff performance and promotion panels; equality proofing annually; enhanced training and development of managers	1997	Highly effective
	Benchmarks established in 1999 across the senior court service as part of modernizing government policy; these set aspirations for targets to improve women' representation and are fully supported by ministries and permanent Secretaries and their Boards	1999	Moderately effective
	Establishment of a programme of action for department by the staff women's advisory group (WOW) and agreed by the Permanent Secretary. The programme is regularly monitored and reviews progress annually.	1999	Highly effective

Table A.15 Special Bodies/Institutions that deal with gender discrimination in hiring or promotions, their functions and effectiveness by country

Country	Name of Body/Institution	Function	Effectiveness
Austria	Equal Treatment Commission	Sofflaw Institution that examines whether the Equal Treatment Act has been violated or not.	
	Ombudsman for Equal Employment	Opportunities with central office and four regional offices. Counselling and support for persons feeling discriminated against in the work place in the private sector; representation of the Equal Treatment Commission.	Highly effective
Belgium	Equality of Men and Women institute set up by the law of 16 december 2002 (in the process of establishment)		
Denmark	The Gender Equality Board	The Board deals with complaints about gender discrimination. The Board decisions are final within the administrative system. The Board can award compensation in the case of violation of the gender equality legislation.	Moderately effective
Finland	Equality ombudsman (based on law)	Gives statements in individual cases of discrimination.	Moderately effective
	Legal Courts	Gives sentences that the employers have to pay compensation to the affected person (employee).	Moderately effective
Germany	Gender equality representatives in the federal administration and federal courts	Monitoring of gender legislation and practice in the place of work.	Moderately effective
	Gender representatives in private firms and federal firms and research centers	Monitoring of gender equality in manufacturing.	Moderately effective
Ireland	Women's representatives in services and administration at state and community level	Monitoring of the full application of laws on gender equality at the state level.	Moderately effective
	Equality Authority	The Equality Authority works to eliminate discrimination and to promote equality of opportunity. It provided information and advice to the public in relation to 1998 Act and other equality - related legislation.	Highly effective
Portugal	ODEI-the Equality Tribunal (Office of Director of Equality Investigations)	The ODEI provides the main locus of redress of first instance for equality cases. Cases involving discrimination on grounds of gender may also be referred to the circuit court (dismissal cases under the 1998 act are referred to the Labour Court).	Highly effective
	Commission for Equality and Women's Rights	To promote equal opportunities, rights and dignity for women and men; to promote effective co-responsibility of women and men in all aspects of family, professional, social, cultural, economic and political life; and to encourage society to regard maternity and paternity as having equal responsibilities.	Highly effective
United Kingdom	Commission for Equality in Work and Employment	To fight discrimination and promote equal opportunities and equal treatment for women and men in labour, in employment and in vocational training, both in the public and the private sectors.	Highly effective
	Equal Opportunities Commission (EOC)	The EOC campaigns on equal pay and discrimination was established in order to enforce the Equal Pay Act (1970) and Sex Discrimination Act (1975). It has a statutory duty to promote equality between men and women. The EOC has the power to formally investigate employers/sectors where it is though discrimination in taking place. The EOC also provides legal representation and support to individuals who have a discrimination/equal pay case under the 1970/1975 Act.	Moderately effective

Table A.16 Legislation that has passed to improve the gender balance in economic decision-making by country

Country	Legislation
Austria	1992; Equal Treatment Act. Women must not be discriminated against with regard to promotion - so far no proactive legislation.
Finland	Act on Equality between Women and Men (609/86): to promote gender equality, to prevent direct and indirect discrimination, to improve the status of women particularly in working life.
Greece	Participation of at least 1/3 of each sex of those people that are appointed from management as members in the administrative councils of public services, as well as other bodies. There is no body responsible that deals with the process of promotion.
Ireland	The Employment Equality Act, 1998, prohibits discrimination in relation to employment on 9 grounds, namely gender, marital status, family status, sexual orientation, religious belief, age, disability, race and membership of the traveller community. The Act is comprehensive and deals with all areas relevant to employment, including access to employment, conditions of employment, enumeration, promotion and vocational training. It came into operation on 19 October 1999.
Portugal	Decree-law 392/79 (1979) - private sector and decree law 236/88 (1988) - public sector. Established the right to equality in the development of a professional career allowing for the attainment of the highest level in the profession.
UK	Sex Discrimination Act 1975. Prohibits sex discrimination in employment, education, the provision of goods, facilities, services.

Table A.17 Institutional Body/Organisation responsible for the collection of data on women in economic decision-making by country

Country	Institutional body/organisation	Data update
Austria	Statistics Austria*	Quarterly
Finland	Statistics Finland	
France	Ministry for Public Service, State Reform and Planning/INSEE	Yearly
Germany	Computing center for women/Statistical Services (data on the representation of women in politics, the economy and high positions of large associations. Women in high level positions from surveys)	Every 4 years
Greece	Ministry of Agriculture, General Secretary of Equality	Yearly
Italy	Ministry of Economics, Trade Chambers (Department for Equal Opportunities wants to promote a yearly survey to collect data about the Bank of Italy, employers and trade unions).	Yearly
Sweden	Statistics Sweden	

*Source: Microcensus (quarterly sample survey): question "occupational status and qualification" - classifications "high qualified" and "leading position"

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