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From:	EIGE
On:	28 October 2015
To:	Delegations
No. prev. doc.:	11629/15 SOC 503 GENDER 15 SPORT 31 CULT 48
Subject:	Equality between women and men in the field of decision-making - Draft Council Conclusions

Delegations will find attached an explanatory note prepared by the European Institute for Gender Equality (EIGE) concerning Indicator 20.

In its report on *Gender Equality in Power and Decision-making: Review of the Implementation of the Beijing Platform for Action in the EU Member States*, EIGE proposes a new indicator in the area of Women in power and decision-making of the Beijing Platform for Action.

Title: **Policies to promote gender-balanced participation in economic decision-making**

The indicator considers initiatives for improved gender balance in economic decision-making (corporate sphere, central banks and social partner organisations) at Member States level. This indicator provides information on the measures implemented by the Member States and the impact of these measures on gender equality. The data and information for this indicator shall be collected from open sources. The following measures will be assessed:

1. State policies and legislation:
 - a. Gender balance in economic decision-making is included in **national/regional strategies and actions plans** (for example,¹ gender equality strategies, government resolutions, or positive action programmes launched by the Ministry (as part of the national action plan), containing recommendations for positive actions in private and public sectors to promote gender-balanced decision-making, etc.).
 - b. **Legislation:**
 - i. General statements without targets (for example: a regulation to achieve a gender balance on public boards and commissions, applicable to state-owned companies).
 - ii. Binding targets without sanctions (for example: 33 % quota for appointees to boards, applicable to state-owned companies).
 - iii. Binding targets accompanied by non-compliance sanctions (for example: 33 % quota for boards, applicable to state and publicly listed companies accompanied by sanctions: loss of benefits by board members until the board complies with the quota law).

¹ The examples provided illustrate real examples already implemented in Member States. Specific countries are not mentioned, as initiatives might be implemented in several Member States.

- c. **Monitoring and evaluation systems:** regular monitoring of progress towards targets in place (for example: the index created of the top 100 FTSE companies ranking them according to the percentage of female board directors, disseminated annually. The index is backed by government at the highest ministerial level, is sponsored by several major businesses and receives significant media coverage).

2. Other initiatives at national/regional level:

- a. **Common codes of practice or other common agreements adopted by the business community:** recommendations/agreements to increase the proportion of women in economic decision-making or voluntary/recommended goals/targets included within Corporate Governance Codes/Corporate Codes/Charters/Pacts (some examples include: a corporate governance code recommends that listed companies implement guidelines for achieving balanced gender representation on boards, or 70 companies that agreed on a pact of voluntary initiatives to increase the presence of women as directors on governing and management boards).
- b. **Initiatives to acknowledge or award companies** that reach gender-balance on boards, or which have taken actions to achieve gender balance in decision-making positions: labels, prizes and awards, rankings and compendia of good practices (for example: a public listing of companies that support the employment of women, especially in management positions; awards for companies with more than 50 employees in which women occupy at least one third of managerial and top decision-making positions).
- c. **Awareness raising campaigns/initiatives** promoting gender balance in economic-decision making: launched regularly at national/regional level and lasting at least a week (for example: a business association raised corporate and public awareness by visiting a large number of annual general meetings of the largest listed companies, inquiring into the proportion of women in top management and proposing specific measures to increase this share).