

Women and men in decision making

Background document for the experts' meeting

To monitor progress toward better balance of power between women and men, in 2003 the European Commission established a database on the participation of women and men in key decision making positions. Managed by EC's DG Justice, this database, known simply as Women and Men in Decision Making (WMIDM for short) contains up-to-date information on the numbers of women and men in positions of power and influence in politics, public administration, the judiciary, business and finance, social partners, NGOs, environment decision-making bodies, and media organisations. Data may cover international, European, national, regional and local levels. Most data series are updated annually, although some are updated quarterly, biannually (twice a year), or biennially (one every two years). The methodology defining the detailed scope of data collection, coverage and key concepts/indicators used is available online: <http://europea.eu/justice/gender-equality/gender-decision-making/database/index.en.htm>

Women and Men in Decision Making is also one of the entry points of EIGE's Gender Statistics Database. So far, this section of EIGE's database has simply mirrored the WMIDM database maintained by DG Justice, using data downloaded from DG Justice's website. However, EIGE is now taking over the original WMIDM database. This will include not only the processing, storage, and dissemination of existing data, but also the production of new content, including regular updates of existing data series, revision of current methodologies, and development of methodologies for the collection of data in additional domains to be included in the database in the future.

Current state of the project

The **transfer of the original database files** and software to EIGE is well under way and will be completed by the end of 2016. At the end of the transfer, EIGE will separately manage two databases: a working database of the WMIDM data collection (for internal use) and the user-oriented Database of Gender Statistics (for dissemination to the general public). Smooth integration of the two will be ensured by means of an export-import facility based on the SDMX standard. The full contents of the current WMIDM database are given in **Appendix 1**.

EIGE will take charge of the **collection of data** from 2017 onwards. To ensure continuity of the existing data series, EIGE will adhere to the same methodologies that are currently employed by DG Justice. The update schedule for the existing data series is provided in **Appendix 2**.

In parallel to the update of existing data series using the established methodologies we will also commence work on the evaluation of these methodologies to identify potential needs for improvement in the future. In addition, we will start working toward augmenting the database with new domains and data series. The initial focus will be on the domain of **Social Power**, defined as

access to decision-making in institutions that have a particular influence on social norms, attitudes and values in the society.

Activities going forward

Following the initial takeover of the database, EIGE will continually carry out two types of activities in the area of Women and Men in Decision Making.

Activity 1: Maintenance, development and updating of the existing database entry point on women and men in decision-making

This activity comprises regular collection, validation, storage, and dissemination of data pertaining to women and men in decision making positions, as well as the maintenance and management of the requisite software tools. To ensure continuity and coherence of data, the specific decision making positions to be considered and the methodology to be used will be determined by the positions currently considered and the methodology used in EC's DG Justice's current WMIDM database. Revisions to this methodology will be considered only if our analysis of this methodology reveals flaws that severely compromise data quality.

Activity 2: Expanding and improving data collection on women and men in decision-making positions

This activity consists of developing methodologies for data collection in already-identified required additional domains of women and men in decision making (particularly in the general area of **Social power**), the identification of still further domains to be considered for the WMIDM data collection programme, and the evaluation and possible improvement of existing methodologies for the WMIDM programme.

A detailed breakdown of tasks to be carried out under the two activities is provided in **Appendix 3**. In Appendix 3, please pay particular interest to the tasks under Activity 2, where we would most benefit from your input.

Questions for discussion

1. Do you agree with EIGE's overall WMIDM database takeover strategy and plan for future activities? How could these plans be improved?
2. What points should we consider when revising data collection methodologies?
3. How should we proceed to expand the domain of social power? Specifically:
 - a. Which subdomains should we focus on? Currently, we are considering research, education, sports, and private media organisations (the current database includes only public media).
 - b. Which specific power positions should be considered? What sources should we use?
4. Which additional domains should we consider?
5. Which additional power positions should we look at in the existing domains? What sources should we use for these?

Appendices

Appendix 1: List of organisations and positions currently included in the WMIDM database

Full list of organisations and positions currently included in the WMIDM database

- Politics
 - Elected parliaments/assemblies
 - European Parliament
 - President (N)
 - Members by country (N, %)
 - National parliaments
 - Single/ lower house: President (N)
 - Single/ lower house: Members (N, %)
 - Upper house: President (N)
 - Upper house: Members (N, %)
 - Both houses: President (N)
 - Both houses: Members (N, %)
 - Regional assemblies
 - Number of regions
 - President (%)
 - Members (%)
 - Local/municipal councils
 - Mayor or leader (N, %)
 - Members (N, %)
 - Political executives
 - European Commission
 - President (N)
 - Members (N, %)
 - National governments
 - President (N)
 - Prime minister (N)
 - Senior ministers (N, %)
 - Junior ministers (N, %)
 - Junior + senior ministers (N, %)
 - Regional executives
 - Number of regions
 - President (%)
 - Members (%)
 - Other representative assemblies at European level
 - European Committees
 - Committee of the Regions: President (N) and members (N, %)
 - Economic and Social Committee: President (N) and members (N, %)
 - Political parties

- Leaders of major political parties
 - Leader (N, %)
 - Deputy leader (N, %)
- Public administration
 - Senior administrators at European level
 - European institutions (Parliament, Commission and Council)
 - Level 1 administrators
 - Directorates-General and services of the European Commission (N, %)
 - Services of the European Parliament (N, %)
 - General Secretariat of the Council of the European Union (N, %)
 - Level 2 administrators
 - Directorates-General and services of the European Commission (N, %)
 - Services of the European Parliament (N, %)
 - General Secretariat of the Council of the European Union (N, %)
 - European committees
 - Committee of the regions: Secretary general (1/0)
 - European Economic and Social Committee (1/0)
 - European agencies
 - 38 agencies:
 - President (N), Executive head (N), Members (N, %)
 - Senior administrators at national level
 - National administrations (ministries)
 - Number of ministries
 - Level 1 administrators (%)
 - Level 2 administrators (%)
 - Heads of monitoring/audit bodies
 - European level
 - European Court of Auditors: President (N), Members (N, %)
 - European ombudsman (N)
 - National level
 - Presidents of supreme audit organizations (N)
- Judiciary:
 - European level
 - European courts
 - Court of Justice of the European Union:
 - Civil Service Tribunal: Members (N,%)
 - European Court of Justice: Members (N,%)
 - General Court: Members (N,%)
 - All of the above courts of the CJEU: Members (N,%)
 - All of the above courts of the CJEU: Presidents (N)

- European Court of Human Rights:
 - President (N) and members (N, %)
 - National level
 - Supreme courts
 - President (N)
 - Members (N, %)
 - Administrative courts
 - President (N)
 - Constitutional courts
 - President (N)
 - Public prosecutors
 - Public prosecutor (N)
 - Business and finance:
 - Business (largest quoted companies)
 - Board members
 - Number of companies
 - Presidents (%)
 - Board members (%)
 - Employee representatives on the board (%)
 - Executives and non-executives
 - Number of companies
 - CEOs (%)
 - Executives (%)
 - Non-executives (%)
 - Finance
 - European financial institutions
 - European Central Bank: President (N), Members (N, %)
 - European Investment Bank: President (N), Members (N, %)
 - European Investment Fund: President (N), Members (N, %)
 - Total: President (N), Members (N, %)
 - Central banks
 - Governors (N)
 - Deputy/ vice governors (N, %)
 - Members of key decision-making bodies (N, %)
 - Social partners and NGOs:
 - National social partners
 - Employee organisations
 - Number of organisations
 - Deputy/ vice presidents (%)
 - Members (%)
 - Executive heads (%)
 - Employer organisations
 - Number of organisations

- Deputy/ vice presidents (%)
 - Members (%)
 - Executive heads (%)
- European social partner organisations
 - 68 different employee organisations and aggregate
 - President (N)
 - Executive head (N, %)
 - Members (N, %)
 - 19 different employer organisations and aggregate
 - President (N)
 - Executive head (N, %)
 - Members (N, %)
- European NGOs
 - 8 different NGOs
 - President (N)
 - Members (N, %)
- Environment:
 - International level
 - United Nations Framework Convention on Climate Change (UNFCCC)
 - UNFCCC: The Bureau of the COP: President (1/0) and Members (N, %)
 - UNFCCC EU delegation: Delegations to the COP: Members (N, %)
 - UNFCCC EU delegation: Delegations to the SBs: Members (N, %)
 - UNFCCC: National COP delegations (by country): Members (N, %)
 - UNFCCC: National SBs delegations (by country): Members (N, %)
 - European level
 - Environment decision-making bodies in the European Parliament and the European Commission
 - National level
 - National environment ministries
 - National environment ministers
 - Senior ministers (N, %)
 - Junior ministers (N, %)
 - National environment administrators
 - Level 1 administrators (N, %)
 - Level 2 administrators (N, %)
- Media
 - Public broadcasters:
 - Board members
 - President (N)
 - Members (N, %)
 - Employee representatives (N, %)
 - Executives and non-executives
 - CEO (N)
 - Executives (N, %)

- Non-executives (N, %)
- Regulatory Authorities:
 - Board/Council members
 - President (N)
 - Members (N, %)

Appendix 2: Update schedule

	Quarterly	Twice per year (APR/OCT)	Annually	Every two years
Politics				
National governments	X			
National parliaments	X			
European level	X			
Regional level			X	
Regional level - elections	Updated in the quarter following the elections			
Local level				X
Political parties			X	
Public administration			X	
Judiciary			X	
Business and finance				
Largest quoted companies		X		
Financial institutions			X	
Social partners and NGOs				
European level			X	
National level				X
Environment and climate change			X	
Media			X	

Appendix 3: Details of tasks going forward

Activity 1: Maintenance, development and updating of the existing database entry point on women and men in decision-making

Task 1-1: Collection of data ensuring quality, coherence and consistency with the previous database on women and men in decision-making positions established by the EC in 2003.

This activity consists of regular collection and validation of data pertaining to women and men in decision making positions. To ensure continuity and coherence of data, the specific decision making positions to be considered and the methodology to be used will be determined by the positions currently considered and the methodology used in EC's DG Justice's current WMIDM database. Revisions to this methodology will be considered only if our analysis of this methodology reveals flaws that severely compromise data quality.

Data are to be updated according to the schedule specified in Appendix 2.

Task 1-2: Ensuring quality of data

Quality is a complex, multidimensional concept that measures the fitness of data for their purpose. The identification of data quality with fitness of purpose is rooted in the belief that quality should not be assessed on entirely absolute grounds, but should rather be evaluated with respect to the intended users of the data and the uses to which the data are expected to be put. This is particularly relevant in the context of EIGE's database, which focuses exclusively on gender statistics, which are intended for the very specific and clearly defined purpose of measuring and advancing gender equality.

The general framework we use to evaluate data quality is borrowed from the quality assessment and assurance frameworks of the European Statistical System (henceforth ESS). Based on the European Statistics Code of Practice, the ESS quality assurance framework evaluates quality along three blocks of dimensions: institutional environment (principles 1–6 of the Code of Practice), statistical processes (principles 710), and statistical output (principles 1115).

The five dimensions of quality in the ESS framework are as follows:

- Relevance—which measures whether the outputs meet current and potential needs of users;
- Accuracy and reliability—which shows whether estimates and computations are consistently close to their exact or true values;
- Timeliness and punctuality—which assesses whether outputs are released in accordance with an agreed schedule and soon after the period to which they refer;
- Coherence and comparability—which shows whether concepts, definitions, methodologies and actual data are consistent internally and across space and time;
- Accessibility and clarity—which indicates if data are available and accompanied with adequate explanatory information (metadata).

Note that the specific purpose of gender statistics has a series of specific implications for **data quality**. In terms of relevance, only sex-disaggregated data and data that reflect gender issues should be considered. In terms of accuracy and reliability and coherence and comparability, particular attention needs to be paid to avoiding gender bias arising from inappropriate definitions, flaws in sample coverage and sampling procedures, questionnaire design, interviewer training and interview protocols, coding and classification schemes, and data processing. In terms of accessibility and clarity,

data must be presented in a way that is accessible and understandable also for those target groups without specialized knowledge in statistics, and metadata must take care to explain the gender-specific quality considerations; detailed original documentation of data collection and processing procedures should also be available to enable further gender-sensitive analysis by expert users.

The results of the quality analysis conducted will be presented in two forms: first, a **report to EIGE** on the results of the analysis and, second, a summary of the findings in the relevant sections of the **reference metadata files** for the affected data.

Task 1-3: Maintenance and management of the working database for WMIDM data

EIGE's Gender Statistics Database is optimized for the dissemination of data, not for the storage of data during an ongoing data collection process. It is not meant to store intermediate results not intended for the end user, does not have convenient facilities for continual editing of datasets, and has a logical structure more appropriate for finished statistical products. For the purpose of storing data during their production process, a dedicated relational database, along with user interface tools enabling easy entering, viewing, and editing of data would be much more appropriate. The final data would then be exported from this working database to EIGE's Gender statistics database at the end of each data collection, processing, and validation round.

Task 1-4: Uploading the collected data to the working database, computing macro-level aggregates from microdata where necessary

The collected and validated raw data (microdata or macrodata produced by individual researchers, research assistants, or interviewers in simple tabular formats, such as Microsoft Excel) will be analysed to compute the standardised, macro-level aggregates required by the WMIDM database. The computed aggregates will be uploaded to the working WMIDM database.

Task 1-5: Transferring data from the working database to EIGE's Gender statistics database

The structure and technological implementation of EIGE's Gender statistics database is fully prepared to accept updates of WMIDM data and metadata in SDMX and ESMS formats, respectively. As part of the working database's software, the original developers have now developed a tool that allows the export of all data and metadata in these standardised formats. Once we take charge of the working WMIDM database, we will be able to carry out automatic updates of the WMIDM section of EIGE's Gender statistics database from the data (SDMX) and metadata (ESMS) files produced by this export facility.

Activity 2: Expanding and improving data collection on women and men in decision-making positions

This activity consists of conceptual and analytical work on the improvement of existing measurement frameworks and methodologies and on the development of new measurement frameworks and methodologies for additional domains to be included in the Database. **This is the activity where we would most benefit from input from the participants of the Experts' Working Group.**

Task 2-1: Developing the methodology for the collection of data under new domains of interest on women and men in decision-making positions

Under this task, we will explore the possibility to incorporate new domains, subdomains, and specific decision-making positions into the WMIDM data collection programme. Both EIGE's online discussions and in-person expert consultations have shown that the main domain in which data collection should

be expanded fall under the broadly-defined aegis of **Social power**, defined as access to decision-making in institutions that have a particular influence on social norms, attitudes and values in the society. More specifically, we should aim to develop indicators and measurement methodologies pertaining to decision-making positions in areas such as:

- Sports
- Education
- Research
- Media (the current data collection concerns only public media organisations, overlooking the equally-important private sphere)

When deciding on the new domains to be added, we have to take into account both the **relevance** and **potential impact** of the data and the **availability of high quality data**.

When identifying potential new data sources, we will follow a two-step process:

STEP 1: Identifying new potential sources of statistical information

This will be done by means of desk and web research, consultations with researchers in our experts' networks, consultations with statistical data providers, and analysis of input from online discussions.

The table below shows some positions that we are currently considering under the domain of Social Power.

Area	Indicator	Current source
Sport	Persons on decision-making positions in national Olympic Sport organisations by sex	Collected by EIGE
Research institutions	Researchers by sectors of performance, occupation and sex	Eurostat, R&D statistics
	Academic staff at grade A by sex	She figures
	Head of universities or assimilated institutions based on capacity to deliver PhDs by sex	She figures
	Proportion of women on boards, members and leaders	She figures

STEP 2: Assessment and feasibility analysis of the identified new sources

Data sources and particular data products considered for inclusion in EIGE's gender statistics database are evaluated based on the **quality-assessment** discussed under **Task 1-2** above.

Task 2-2: Desk and web research in order to follow the new policy developments on women and men in decision-making positions in order to identify new domains and expand the data collection under this area

In addition to developing methodologies for already-identified additional domains, we will continue to monitor the relevant literature and online resources to identify further domains that could and should be integrated into the WMIDM data collection programme in the future.

Task 2-3: Improving the methodology for the collection of data under the currently populated domains of the WMIDM section of the Database

Once we obtain the detailed methodologies (including sampling and interview protocols where appropriate) from EIGE, we will thoroughly examine them for possible problems in the area of data quality, using the framework discussed under **Task 1-2** above.

Should serious problems be identified, we will work closely with EIGE and, if necessary, additional experts, to decide how to proceed, taking into account that any change in methodology could result in a **break in data series** (prohibiting intertemporal comparison), while continuation with faulty methodologies might result in **established biases** in the data, distorting the cross-sectional evaluation of the situation. Should experts agree that a change is warranted, we would then proceed with revising methodologies appropriately.