

# Italian experiences on women and men and decision-making

Experts' meeting on EIGE's gender statistics database

Vilnius 15th September 2016



# International experiences

- Italian Presidency of the European Union (2003)
- Study and data collection on female representation in economic decision-making centres
- Definition and recommendation of a set of appropriate indicators
- Institutional bodies/organizations responsible for the formulation of macroeconomic policy or with an influence on the outcome of the decision-making process in the member States and in EU institutions
- Central banks, hard-core economic ministries and other subjects responsible for macroeconomic policies

# International experiences

## Nine quantitative indicators:

- reliable in terms of data comparison
- useful to measure the representation of women and men in economic decision-making centres
- relevant to describe the situation of gender equality in this thematic area
- available

# International experiences

The proportion and the number of women and men among:

- ✓ 1. governors and deputy/vice-governors of the Central Banks
- ✓ 2. members of the decision- making bodies of the Central Banks
- ✓ 3. ministers and deputy ministers/vice- ministers of the Economic Ministries
- ✓ 4. presidents and vice-presidents of the Labour Confederations
- ✓ 5. total governing bodies of the Labour Confederations
- ✓ 6. presidents and vice-presidents of the Employer Confederations
- ✓ 7. members of total governing bodies of the Employer Confederations
- ✓ 8. chiefs of executive boards of the 50 biggest quoted companies
- ✓ 9. members of executive boards of the 50 biggest quoted companies

# International experiences

- 2010-14
- Task Force on indicators of Gender Equality
- Countries of the UNECE Region
- Established from the Conference of European Statisticians (CES) and chaired by Istat (Italy)
- 42 headline indicators and 73 supporting indicators

# International experiences

Representation of men and women in different social decision-making roles

- Female legislators, senior officials and managers (% of total)
  - ✓ Women's share of central bank board members
  - ✓ Women's share of constitutional court members
  - ✓ Women's share of core ministers
  - ✓ Women's share of heads of universities
  - ✓ Women's share of judges
  - ✓ Women's share of members of national parliament
  - ✓ Women's share of managerial positions
  - ✓ Women's share of police officers
  - ✓ Women's share of senior level civil servants

# National experiences

Epub: «How is changing women's life. 2004-2014»

- ✓ Changes during life-time in a gender perspective
- ✓ Education
- ✓ New technologies and culture
- ✓ Work
- ✓ The division of roles in the couples and the reconciliation of life
- ✓ Stereotypes and violence against women
- ✓ Economic conditions
- ✓ Elderly women



Women and  
decision-making



# Women and decision-making: increase in the highest level position

- Sources: European Parliament, Ministries, Labour Force Survey... No dedicated surveys
- Analysis to capture the characteristics of the phenomenon, not only the dimension
- Effects of new laws and rules

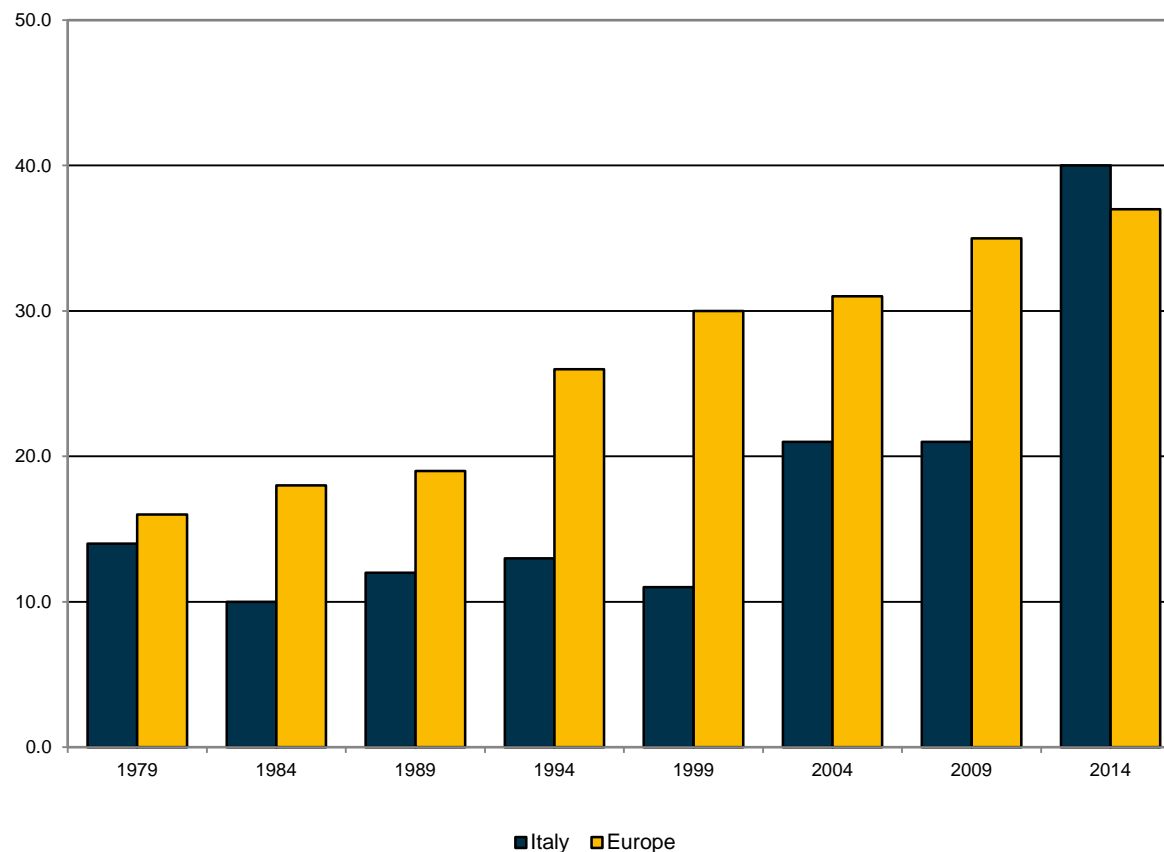




# Women and decision-making: a slow revolution



## Politics

Women elected to the European Parliament elections in Italy and Europe (% values)



# Women and decision-making: a slow revolution

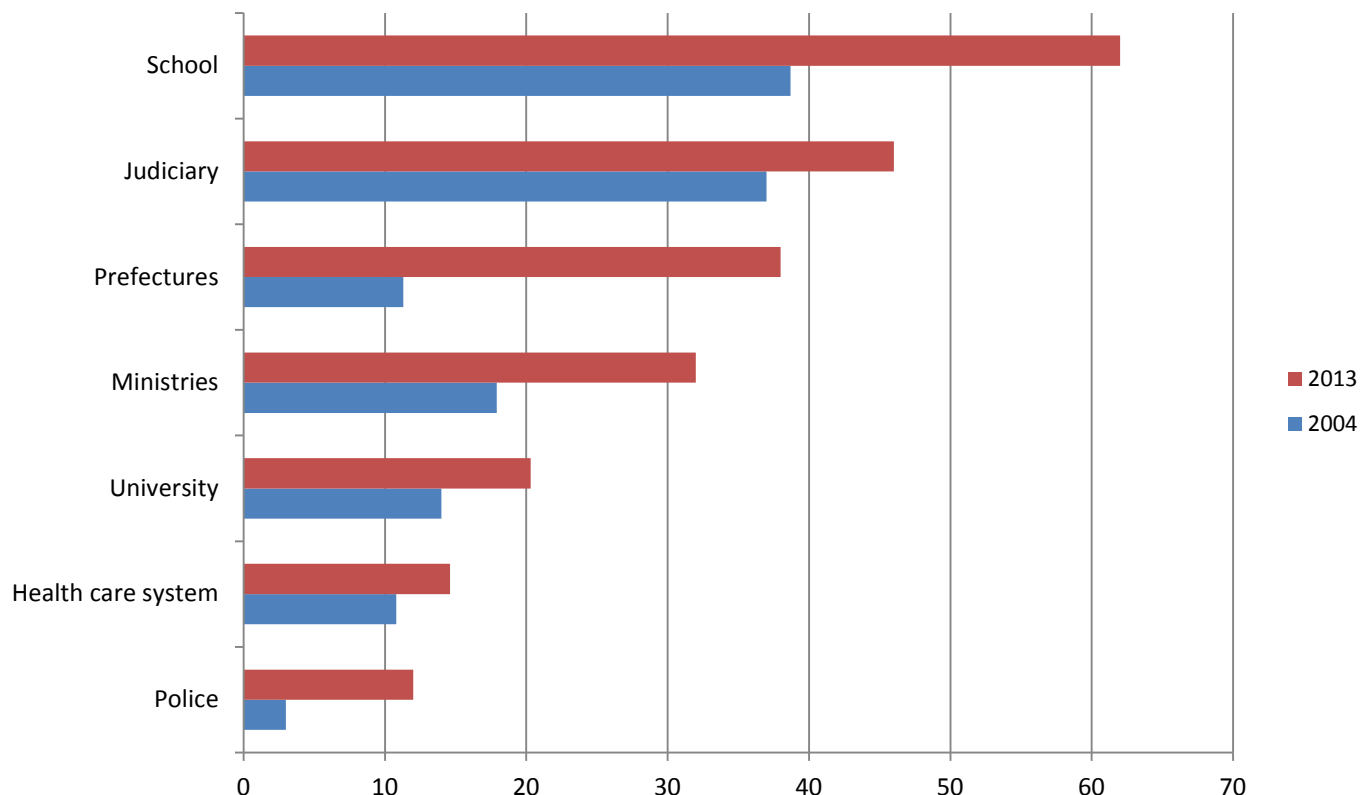
## Politics

- European level: 38% women elected in the European Parliament
- National level: 29% female ministers  1 core minister
- Regional level: 34% women members of the regional executives
- Local level: 13% female mayor   
1,068 municipalities,  
5,456,000 citizens,  
9% of the Italian population

# Women and decision-making: a slow revolution

## Public Administration

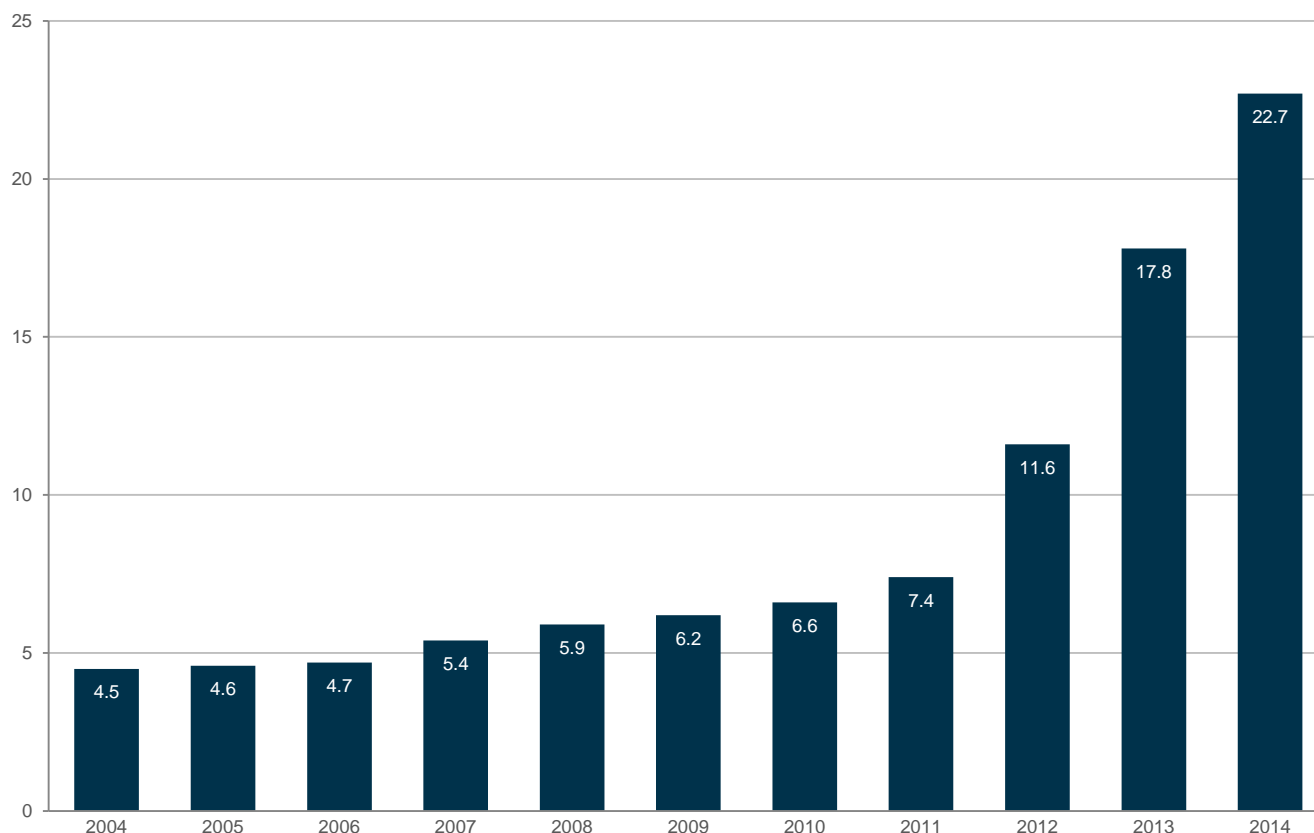
Women in the highest positions in the Public Administration – Years 2004-2013 (for 100 employees in the same qualification)



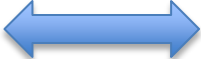
# Women and decision-making: a slow revolution

## Business and finance

Women on boards of directors of the largest quoted companies - Years 2004-2014 (for 100 directors)



# Conclusions

- Women are almost everywhere under-represented even if important changes are emerging
- Adequate laws and rules are an effective tool to promote equality of women and men in decision-making
- At national level there's a lack of dedicated surveys  
 a constant attention and interest in the topic
- Need to integrate different sources
- Need, at local and global level, to define indicators to understand and describe the phenomenon, not only to measure it

Thank you!