How can DATA make the case for gender equality?

Date: 27 March 2019
Time: 10:00 to 17:00 (CET)
Place: EuroGender

Agenda
10.00 to 10.10: Welcome

Gender inequalities persist in all aspects of life. Data can uncover the full extent of the gender divide, but if data is not disaggregated by sex, it only tells half of the story. Without sex disaggregation, data can be sexist and hide, or even perpetuate, gender inequalities.

To tackle this, EIGE’s Gender Statistics Database acts as a one-stop source for gender statistics in Europe. Data in the Database allows policy-makers, researchers, activists or journalists to add a gender dimension to their work.

Since January 2017, EIGE is the main provider of unique data on women and men in key decision-making positions, revealing persisting gender inequalities across different domains - not only in the EU Member States, but also in the Western Balkans and Turkey.

Participants will get to know more about availability of new statistics across specific dimensions of decision-making, including politics and sport. Moreover, our guest speakers will tell us more about their work to advance data equality in these areas.

Guest speakers include representatives from the European Women’s Lobby, Women Political Leaders, European Commission’s Directorate-General for Research and Innovation, and the Council of Europe.

Participants will have the possibility to ask questions and actively participate in the discussion with these guest speakers and their work on the advancement of gender equality.

10.10 to 12.00: How data can make the case for more women in parliaments

Equal participation of women and men in politics is an important condition for democratic decision-making and good governance.

It is worth noting that women started to be integrated into the EU project at the end of 1970s when the first direct elections to the EP was held. In 1979, only 16% of the MEPs were women, whereas today women make up 36%. Thus, it is not surprising that the EU communications commissioner Margot Wallström claims that we still live in the “reign of the old men,” because male decision-makers prevail over female decision-makers in the EU top jobs. Similarly, when we look at a list of presidents of the parliament only 2 out of 26 presidents were women. Women currently account for 32.1% of Commissioners (9 of 28) and men comprise 67.9% of the Juncker Commission.

Based on this, the upcoming European Parliament elections in May 2019 pose an important opportunity to pave the way for the advancement of gender equality and equal representation in the EU. In particular, the provided data in EIGE’s Gender Statistics Database can facilitate policy-makers and researchers to address the current gender inequalities aspects in decision-making positions. Data from the Gender Statistics Database provides evidence on gender equality in parliaments and assemblies at different levels of decision-making:

- European parliament;
- National parliaments;
- Regional assemblies; and
- Local/municipal councils.

During this session, we invited our guest speaker from European Women’s Lobby, Pirkko Mahlamäki to briefly present their campaign for the European Elections ‘50/50 Women for Europe’ and discuss with us the common goal to achieve gender balance in parliaments. Participants are welcome to raise questions and share their experience of how they use data for greater gender balance in parliaments.

Questions

- What interesting findings on gender equality in the national and European parliaments did you discover from the data?
- How could data on the participation of women and men in the national and European parliaments inform your work?

12.00 to 13.00: Lunch break

13.00 to 14.00: How data can make the case for more women on corporate boards

In October 2018, the share of women on boards of the largest listed companies registered in the EU Member States reached 26.7%. It remains the case that very few women reach the highest positions in large companies: less than 1 in 10 companies has a female chair or CEO. Thus, the imbalance amongst key decision-makers in large corporations remains a cause for concern and EIGE monitors the situation in each of the EU Member States on a biannual basis.

Despite political and media attention, pressure from shareholders, and an ever-increasing body of knowledge showing the performance benefits of gender-balanced decision-making, women remain substantially under-represented in boardrooms. The European Commission brought the issue to the fore of the political agenda in 2010 by hinting at possible legislative action¹, and followed this through in 2012 with a proposed Directive to improve the gender balance among non-executive directors of listed companies, targeting at least 40% of the under-represented sex². More recently, actions to tackle vertical (gender) segregation in companies, sectors and occupations form a key part of the Commission’s 2017-2019 Action Plan to tackle the gender pay gap³.

¹ Strategy for equality between women and men: 2010-2015, European Commission
Also, EIGE will present and discuss how progress in achieving gender balance in the boardroom\(^4\) is reflected in the Database and lay out the most significant improvements that have occurred in countries that have either taken or considered legislative action and/or had an intensive public debate on this topic. The same as previous session regarding the highlighting of some facts and figures, legislative action regarding women on boards which are monitored by EIGE and indicators published by EIGE where this info can be grasped.

Questions

- Have you used these data in your work to communicate relevant messages on gender equality?
- How can these data be used to support EU policy priorities to increase gender balance on corporate boards?
- Are there specific aspects on women’s’ participation in economic and financial decision making that should be included in the Gender Statistics Database?

14.00 to 15.00: How data can make the case for more women as political leaders

This session will look at the data available on women and men in decision-making in political parties and governments. Political parties play an essential role in determining the degree and the quality of women’s opportunities to participate in party politics and to enter leadership positions. Political parties also determine the order of electoral lists, short lists for constituencies and party structures. In 2018, women accounted for less than one in five (18.4%) leaders of major political parties across the EU and one in three deputy leaders (33.8%). As the most political parties in the EU are led by men, data plays an important role in highlighting these gender inequalities in decision-making among political parties and governments in the EU.

EIGE’s data on parliamentary bureaus and committees cover the positions of presidents (speaker) and members of the national parliaments. At EU level women accounted for 26.2% of presidents and 31.5% of members of committees in 2017. Similarly, less than one third of women were members of parliamentary bureaus (29.4%) and the numbers of women presidents of bureaus were 24.4% in 2017 across the EU.

The key indicators currently available in EIGE’s Gender Statistics Database are:

- Major political parties: leader and deputy leaders;
- Parliamentary bureaus: president and members;
- Parliamentary committees: president and members.

\(^4\) EIGE took over responsibility for this task from the European Commission in January 2017.
During this session, we invited Gioconda Carrera Herrera, the Programme Director at Women Political Leaders to tell us more about their projects to increase women’s participation in politics and discuss with us the state of play across the EU in this area.

Questions

- How have you used these data in your work to communicate relevant messages on gender equality in politics?
- What type of messages can you draw from the data on leaders and deputy leaders of major political parties?
- How could these messages be used to highlight gender equality in decision-making among political parties and governments in the EU?
- Are there specific aspects on women’s’ participation in politics that should be included in the Gender Statistics Database?

15.00 to 16.00: EIGE’s data collection on women and men in decision-making in Education, science and research

Data on gender equality in research indicate that even though there are similar proportions of both genders amongst graduates and post-graduates, there is an uneven representation amongst researchers and board members of research organisations (skewed towards men). According to the last data, women accounted for 21.6% in national academics of science and 39% of women are members of research funding organisations at the EU level.

In this respect, one of the objectives of the European Commission’s Strategic Engagement for Gender Equality 2016-2019 is to tackle the underrepresentation of women in decision-making positions in research organisations and improve the collection of data on this topic. Amongst other actions, the Horizon 2020 Framework Programme for Research and Innovation aims to promote gender equality by setting gender balance targets for advisory groups (50%) and evaluation panels (40%) and to publish results in monitoring reports.

EIGE started collecting data on women and men in decision making in research funding organisations (collected every year) and national academies of science (collected every two years) in 2017. These comparable data are important for monitoring gender equality in the institutions that produce the knowledge which, in turn, shape our norms, attitudes and values. Data on the share of women and men board members in research funding organisations help inform the core domain on Power in the Gender Equality Index, which is published every other year and shows where gender equality in Europe stands at the moment. EIGE’s data together with publications such as SHE Figures – published every 3

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years and the main source of pan-European, comparable statistics on the state of gender equality in research and innovation - can help provide evidence to inform action towards the advancement of gender equality in education, science and research.

In this session, our guest speaker from European Commission Directorate-General for Research and Innovation working with “She Figures’’ initiative, Roberta Pattono, will provide an overview of the key indicators on the progress made towards gender equality in research and innovation in Europe.

**Questions:**

- How do you use data on decision-making in research & innovation to boost women’s participation?
- What type of messages can you draw from the data on women and men in top positions in academia and research?
- Are there specific aspects of decision-making in research & innovation that should be reflected in the Gender Statistics Database?

**16.00 to 17.00: Data in focus - Decision-making in Sports**

This session will explore a new set of data on women and men in decision-making in the area of sport, a domain that is largely male-dominated. This is the first time that such data is available on the Gender Statistics Database. This topic is particularly relevant to current policy-making discourse in the EU, with the Strategic Engagement for Gender Equality (2016-2019) recognizing the general need for measures to promote gender balance in decision-making in public life, including sports.

The newly added data sets available on the Gender Statistics Database focus on women and men in decision making in sports federations of the top 10 most funded and top 10 most popular sports in each EU Member State. More than 80% of all members of the highest decision making bodies of these federations (both most popular and most funded) are male, highlighting the need for attention for sports as an area to advance gender equality. In addition, very little progress has been made in the last 3 years: from 2015 to 2018, the proportion of women members in the highest decision making bodies in federations of the top 10 most popular sports across EU Member States increased by only 2.5 percentage points to 16.1% in 2018. In the future, more data will be added on national sports confederations, national Olympic committees and national government units dealing with sports.

**Clotilde Talleu from the Council of Europe** is a guest speaker during this session.
Questions

- How do you use data on decision-making in sports to boost women's participation in top positions?
- What type of messages can you draw from the data on decision-making in sports?
- How could these messages be used to highlight gender equality in decision-making in sports?
- Are there specific aspects of decision-making in sports that should be reflected in the Gender Statistics Database?