

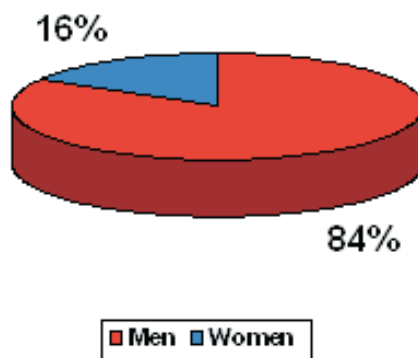
# Women in decision-making

## Women in national government

*Modest rise in political representation for women*

- According to the *Inter-Parliamentary Union (IPU)*, women make up 16.3% of the world's parliamentarians, meaning that out of 43,961 parliamentary representatives, 195 are women.

Representation in Parliament - Men and Women



- Those numbers have risen about 1% since 2003 and 3% since 1999, demonstrating a comparatively small rise in female representation within the world's Parliaments.
- Rwanda is in top position for the highest percentage of women representatives in Parliament, with a total of 39 women out of 80 possible seats (or 48%) (*IPU*)
- 40% of parliamentary representatives in the Nordic countries are female. (*IPU*)
- The number of female representatives in the Arab states has also risen, from 3.7% in 1997 to 8.3% as of February 2006. (*IPU*)
- The five permanent members of the UN Security Council are not included among the top twenty countries in which women are most highly represented in Parliament:

- China is ranked 48<sup>th</sup> - 604 out of 2,980 seats are held by women;
- The UK is ranked 50<sup>th</sup> - women hold 127 out of 646 seats;
- The United States currently ranks 69<sup>th</sup> - women make up a little over 15% of parliamentary representation, ranking below Afghanistan (23) with 27% and Iraq (26) with 25%;
- France and Russia are ranked 85<sup>th</sup> and 100<sup>th</sup> respectively, with 12% and 9% of Parliamentary seats held by women (*IPU*)

- Quotas have played an important role in increasing female representation in parliaments, especially in the Nordic countries. (*Women's Environment and Development Organization*)
- Most dramatic is the case of South Africa, which jumped from 141<sup>st</sup> in 1994 in the IPU ranking of women in parliament, to 9<sup>th</sup> in 2000, after adoption by the African National Congress of a 30% quota for women candidates. At present, 29.8% of the lower legislative seats in South Africa are held by women. (*WEDO*)

- Globally, there are currently 11 women heads of state, and 2005 was a notable year for women in politics with the election of German Chancellor Angela Merkel, Liberian President Ellen Johnson-Sirleaf, Chilean President Michelle Bachelet and the re-elections of Finnish President Tarja Halonen, and New Zealand Prime Minister Helen Clarke.
- However - that is 11 leaders out of 193 countries
- 27 women currently preside over one of the Houses of the 187 existing Parliaments, 75 of which are bi-cameral (*IPU*)
- Women represent over half of the world's population

## Women in local government

*Impressive gains in Africa, less progress in Europe*

- 20% of the councilors at the local level are women. (*United Cities and Local Governments - UCLG*)
- 30% of Africa's councilors are women, 26% in South America, 24% in Central America, 23% in Europe, 17% in Asia and the Pacific, and 2.1% in the Middle East. (*UCLG*)
- The African National Congress party in South Africa reserves 50% of local government candidacies for women. (*WEDO*)
- Only 9% of the world's mayors are women. (*UCLG*)
- In Latin America, Argentina, Dominican Republic, Venezuela, Bolivia, Ecuador, Brazil, Panama, Peru and Costa Rica all have a national law that reserves 20% to 40% of candidacies for women. (*WEDO*)
- In Costa Rica 72% of councilors are female. (*UCLG*)
- Bangladesh, India, Tanzania and Eritrea have all passed laws reserving seats for women in national and local legislative bodies. (*WEDO*)

## Women in the labour market

*Under-represented in the top-level managerial jobs*

- Countries in North America, South America and Eastern Europe have a higher share of women in managerial jobs than countries in East Asia, South Asia and the Middle East. (*International Labour Organization - ILO Yearbook of Statistics 2003*)
- According to the UNDP Human Development Report, the Philippines had the highest numbers of female administrators and managers with 58%, followed by Fiji at 50%, Tanzania at 49%, the United States at 45.9%, and Barbados at 44.9%.
- The Nordic countries, who in general have very high representation of women in politics have low numbers of women in administrative and managerial positions, ranking well below the top 30 (Sweden for example ranks 39<sup>th</sup> and Norway 40<sup>th</sup>) (*UNDP*)
- Interestingly, the ILO Yearbook of Labour Statistics (2003) showed that women held 30% to 60% of professional jobs in 45 out of 63 countries. But in general women are very under-represented in top level managerial jobs.





## Europe in focus

- Statistics gathered by the European Commission on Employment Social Affairs and Equal Opportunities demonstrate poor representation of women in decision-making in both private and public institutions.
- In the European Investment Bank only 4% of women are in the highest decision-making body, 17% in the European Investment Fund and 6% in the European Central Bank.
- Out of 50 publicly quoted companies only 3% of women are presidents and a low 11% are members.
- In social-partner regional organizations women make up only 14% of members of decision-making bodies.
- In non-governmental organizations, this number is much higher at 39%.
- Of the countries surveyed, the number of women in managerial positions varies from 20% to over 30%, with some countries such as Malta and Cyprus having over 20%

(The European Commission on Employment Social Affairs and Equal Opportunities)

## What can be done?

### *Best practices from around the globe*

- In **Malawi** a national program to provide piped water to peri-urban communities set out to help meet the needs of families in the male dominated water tap committees (representatives are 80%-90% male). A training program for women was introduced and succeeded in raising the percentage of women in tap committees from 20% to over 90%. Women became effective managers of the communal water points including their operation and maintenance (Best Practices.org)
- **Cambodia** has emerged from 30 years of conflict with the highest female labour force participation of any country in the region. The 1993 Constitution enshrines equality between men and women. The Royal Government of Cambodia has supported an evolving legal framework that safeguards gender equality in marriage, family, employment and land ownership. The Government has also mainstreamed gender across all major policy initiatives, including the 2002 National Poverty Reduction Strategy, the 2003 Cambodian Millennium Development Goals, the 2003 National Population Policy, and the 2004 Rectangular Strategy for Growth, Employment, Efficiency and Equity. The latter recognizes that "women are the backbone of our economy and society", and calls for "ensuring the rights of women to actively and equally participate in nation building" (UNFPA)
- On January 26, 2006 three more women were elected to the **International Criminal Court**, bringing the total number of women judges to 8 out of 18. The Rome Statute that established the ICC requires that there be fair representation of male and female judges, as well as requiring that the court endeavor to hire personnel with legal expertise on violence against women. (Resource Net AWID.org)

- In the **Rwandan 2003 parliamentary elections**, women won 49% of seats in the lower house and 34% in the upper house. A “triple-balloting” technique was instituted by the Government in the 2001 district-level elections: Every voter chose a general candidate, a female candidate and a youth candidate. “Not only did this system set aside seats for women and youth,” one expert noted, “it also required that the entire electorate vote for women.” The Forum of Women Parliamentarians, composed of ethnic Hutu and Tutsi women, was the first cross-party caucus in the Rwandan Parliament. Women leaders have implemented national and local reconciliation programs, drafted a new Constitution and actively promoted transparency and accountability at all levels of government. (UNFPA)
- According to an article from Women’s e news Rwandan women have emerged as leaders in the private sector as well, particularly in the fields which they had been virtually invisible before such as banking and mechanics.

### Did you know?

- In 1960 Sirivamo Bandaranaike of Sri Lanka became the world's first female elected Prime Minister.
- In 1999, Sweden became the first country to have more female ministers than male - 11 women and 9 men.
- According to an article published January 31, 2006 by Swissinfo, Switzerland is worried about its slip in the ranking for the number of women in parliament (from 22<sup>nd</sup> to 27<sup>th</sup>)
- In 1999 the country ranked 14th but is now lagging behind Burundi, Afghanistan, Vietnam, and Namibia.
- Of the 81 women serving in the current US congress, 20 are women of colour, all serving in the House of Representatives. Only one woman of colour (“women of colour” refers to African American, Asian, Caribbean, Latina and Native Women) has served in the U.S. Senate, Carol Moseley Braun, an African American woman who was elected in 1992 and served from 1993 to 1999 (Center for American Women in Politics - CAWP)

### What does the UN have to say?

“At the 2005 World Summit, world leaders declared that “progress for women is progress for all”. On this International Women’s Day, let us rededicate ourselves to demonstrating the truth behind those words. Let us ensure that half the world’s population takes up its rightful place in the world’s decision-making.”

**UN Secretary-General Kofi Annan – Statement on International Women’s Day 2006**





## Want to know more?

Best Practices and Local Leadership Programme (BLP)

<http://database.bestpractices.org/>

Center for American Women and Politics

<http://www.cawp.rutgers.edu/>

European Commission on Employment, Social Affairs and Equal Opportunities

[http://europa.eu.int/comm/employment\\_social/women\\_men\\_stats/index\\_en.htm](http://europa.eu.int/comm/employment_social/women_men_stats/index_en.htm)

International Labour Organization (ILO) Yearbook of Labour Statistics 2003

<http://www.ilo.org/dyn/gender/gender.home>

Inter-parliamentary Union (IPU)

<http://www.ipu.org/english/home.htm>

United Cities and Local Governments (UCLG)

<http://www.cities-localgovernments.org/uclg/>

United Nations Development Program (UNDP)

<http://www.undp.org/governance/gender.htm>

UNDP Human Development Report 2005

<http://hdr.undp.org/reports/global/2005/>

United Nations International Research and Training Institute for the Advancement of Women (INSTRAW)

<http://www.un-instraw.org>

United Nations Population Fund (UNFPA)

<http://www.unfpa.org/gender/index.htm>

United Nations Development Fund for Women (UNIFEM)

[http://www.unifem.org/gender\\_issues/governance\\_peace\\_security/at\\_a\\_glance.php](http://www.unifem.org/gender_issues/governance_peace_security/at_a_glance.php)

Women Watch

<http://www.un.org/womenwatch/>

Worldwide Guide to Women in Leadership

<http://www.guide2womenleaders.com/>

Women's Environment & Development Organization

<http://www.wedo.org>

[www.un-instraw.org](http://www.un-instraw.org)

[www.un-instraw.org](http://www.un-instraw.org)

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