

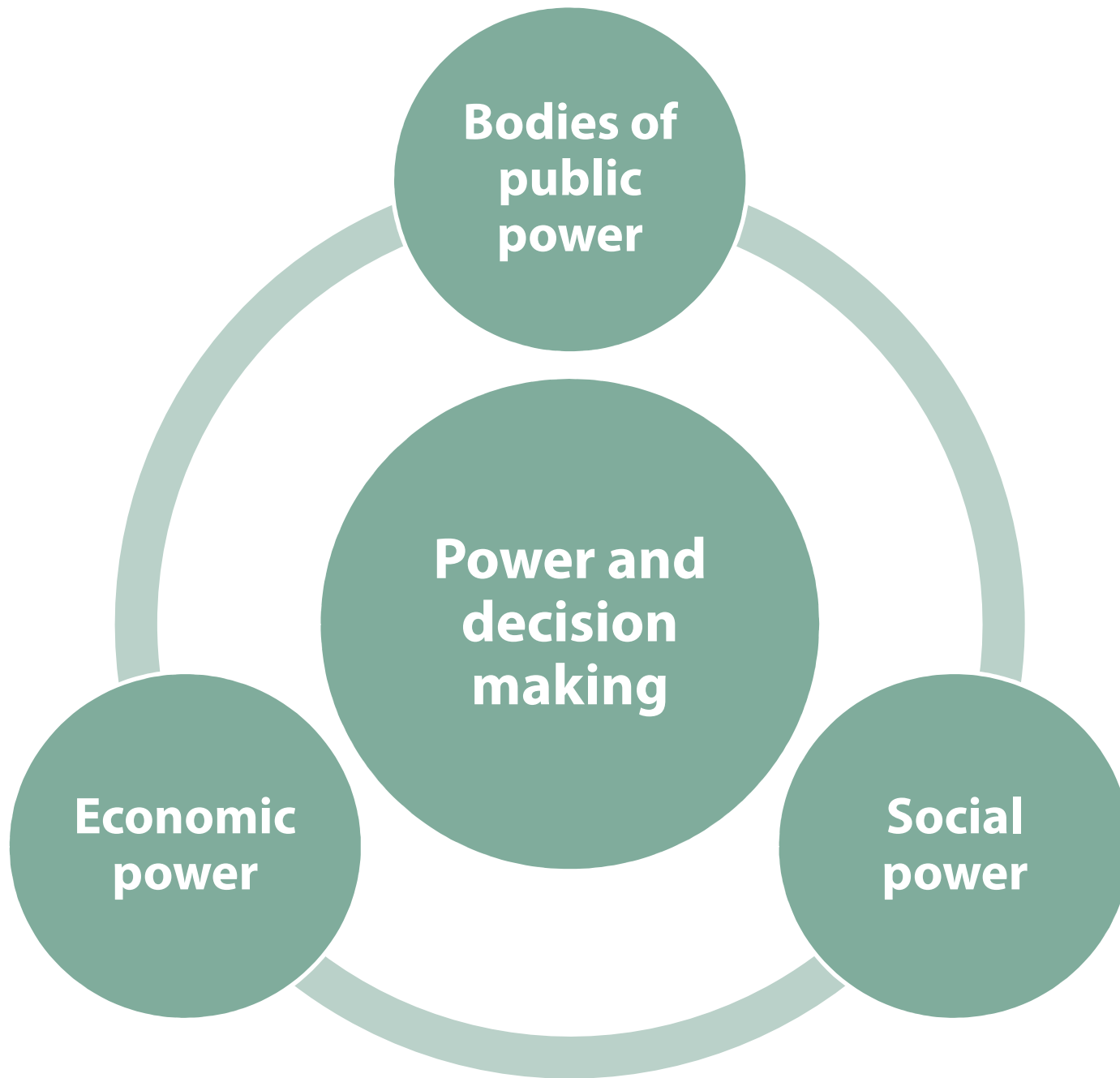


Gender equality in power and decision making

Review of the implementation of the Beijing
Platform for Action in the EU Member States

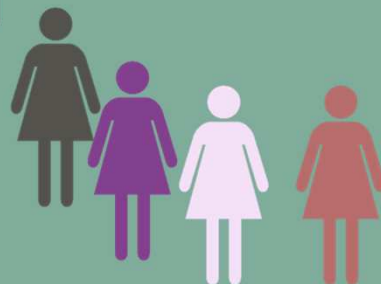
**L'Egalité entre femmes et hommes dans la prise de décision
politique et économique
2015 , Luxembourg**







Gendered distribution of tasks



Gendered perceptions of leadership



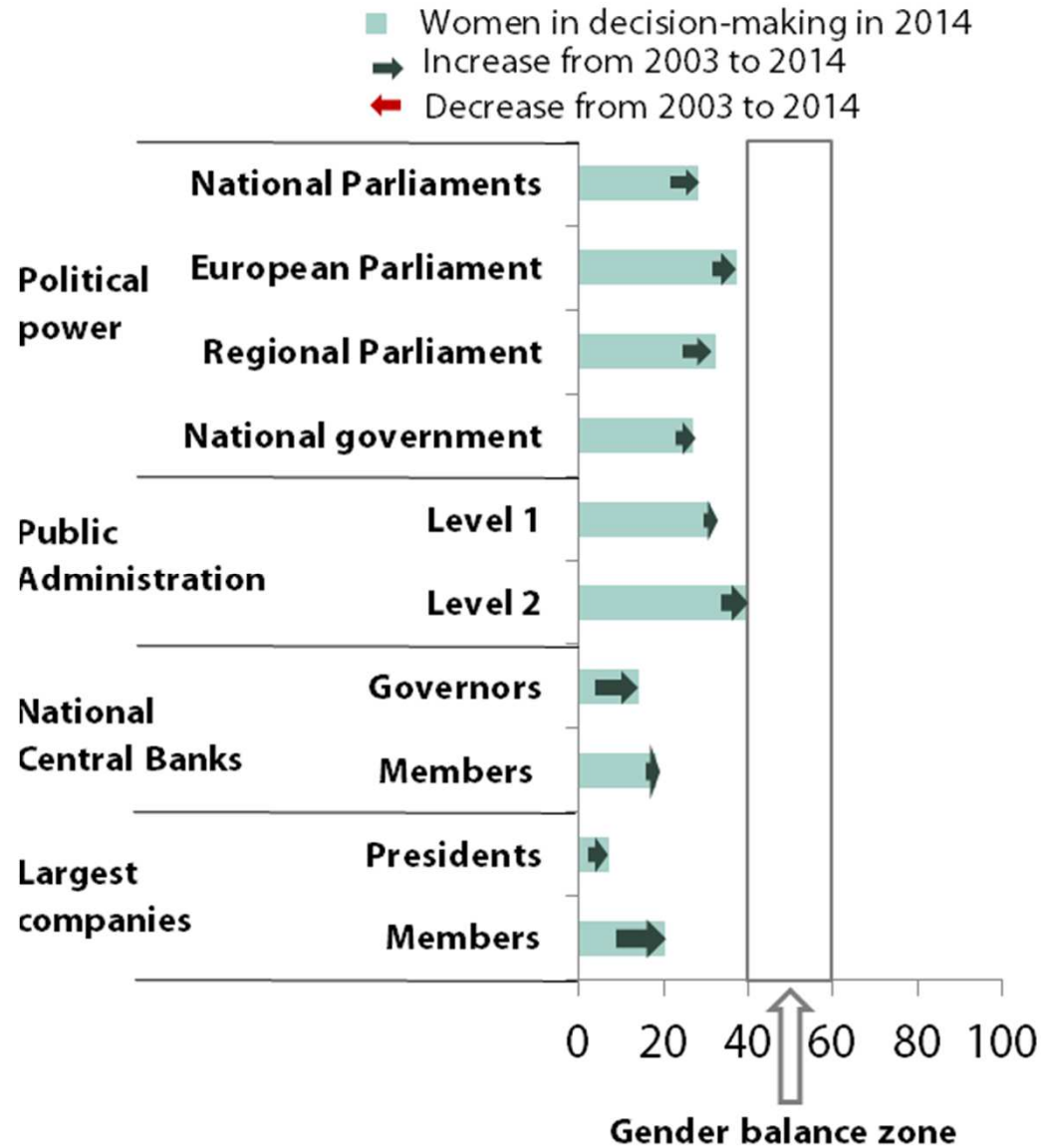
**Glass ceiling and glass cliff:
stereotypes
biased recruitment and promotion
business culture
insufficient transparency in appointment to boards**



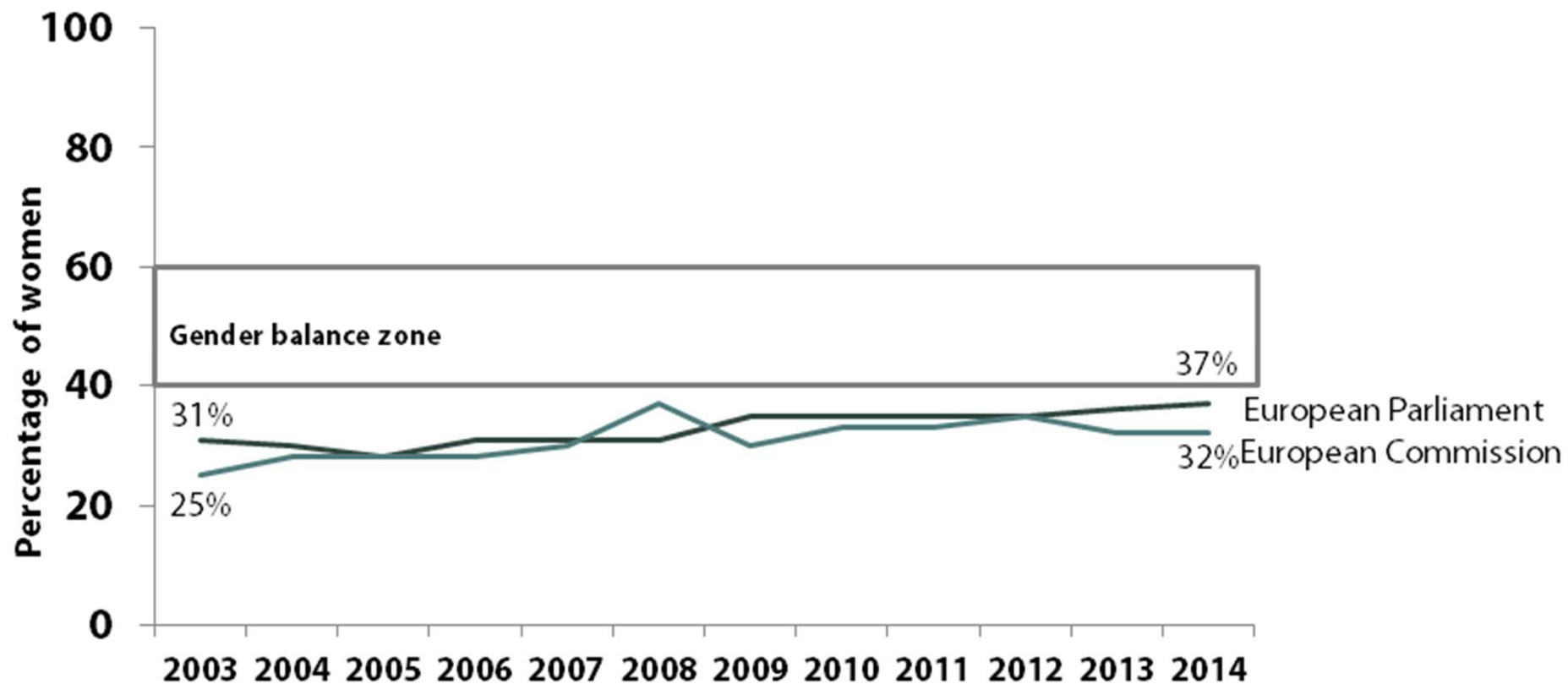
Trends and challenges



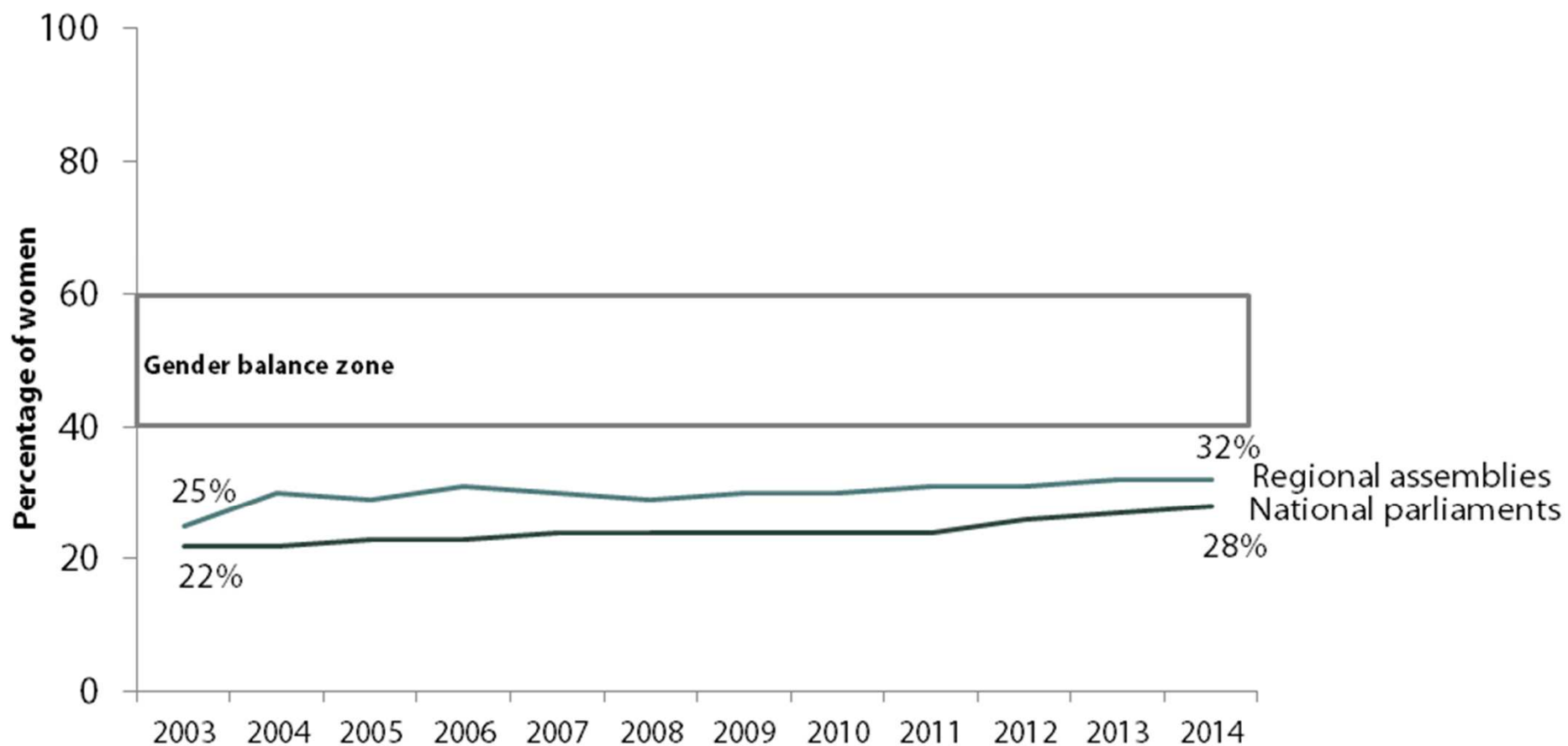
Most pronounced progress in corporate boards



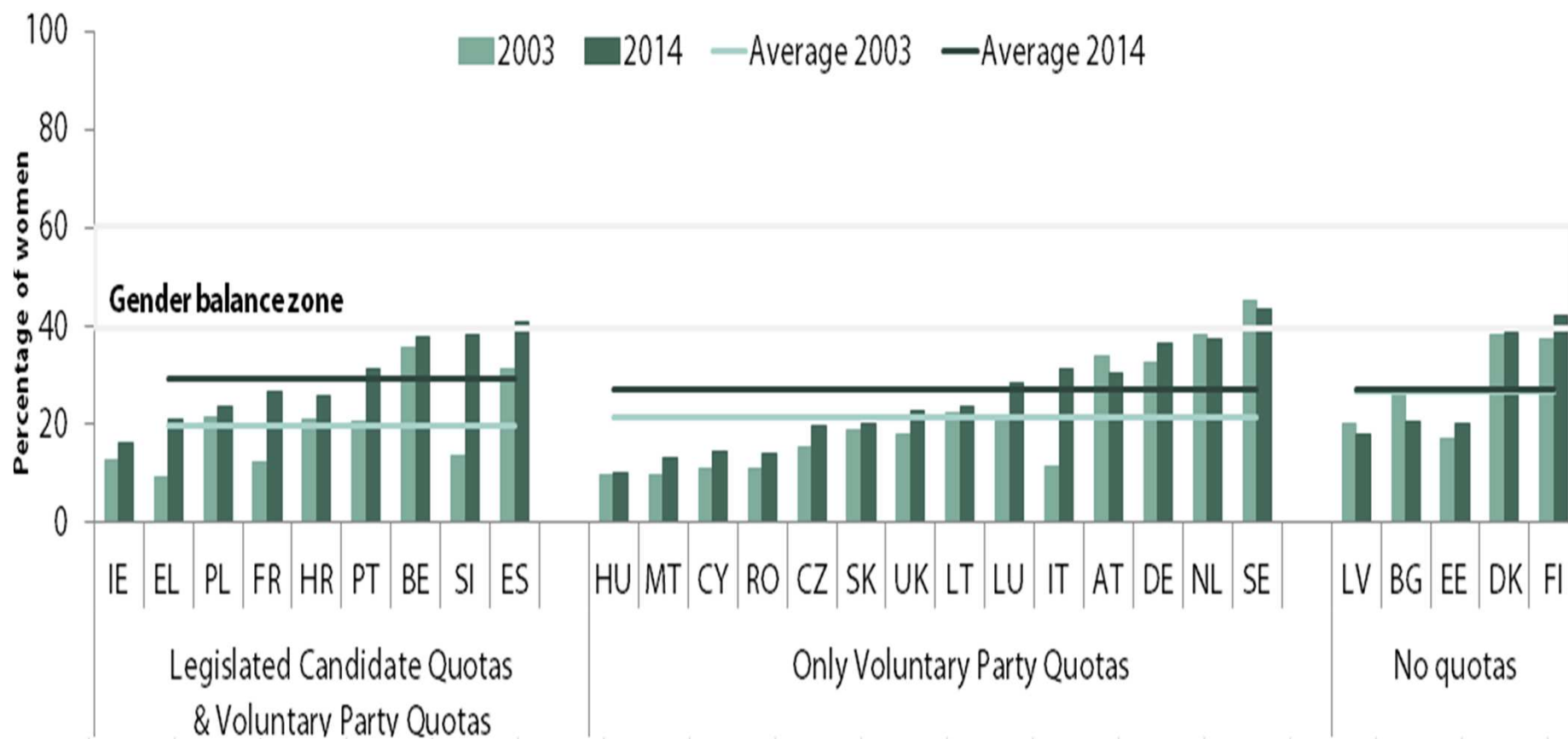
Approaching gender balance in the EU institutions



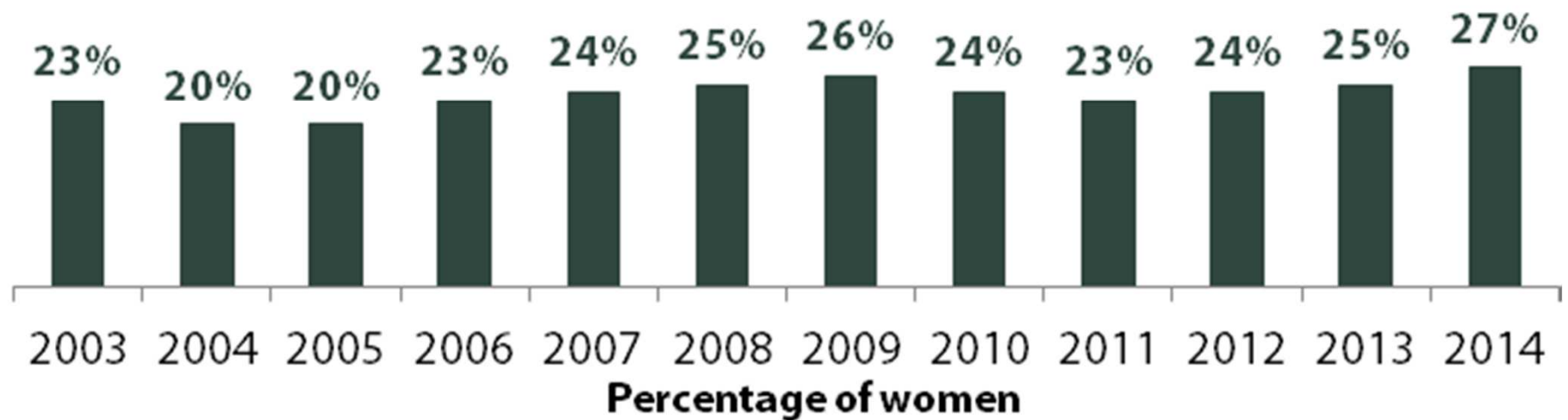
Steady progress in political decision making



Political pressure accelerates progress



Marginal increase of women among ministers of national/federal parliaments



Men dominate the governance of banks

- Women in decision-making in 2014
- ➡ Increase from 2003 to 2014
- ➡ Decrease from 2003 to 2014

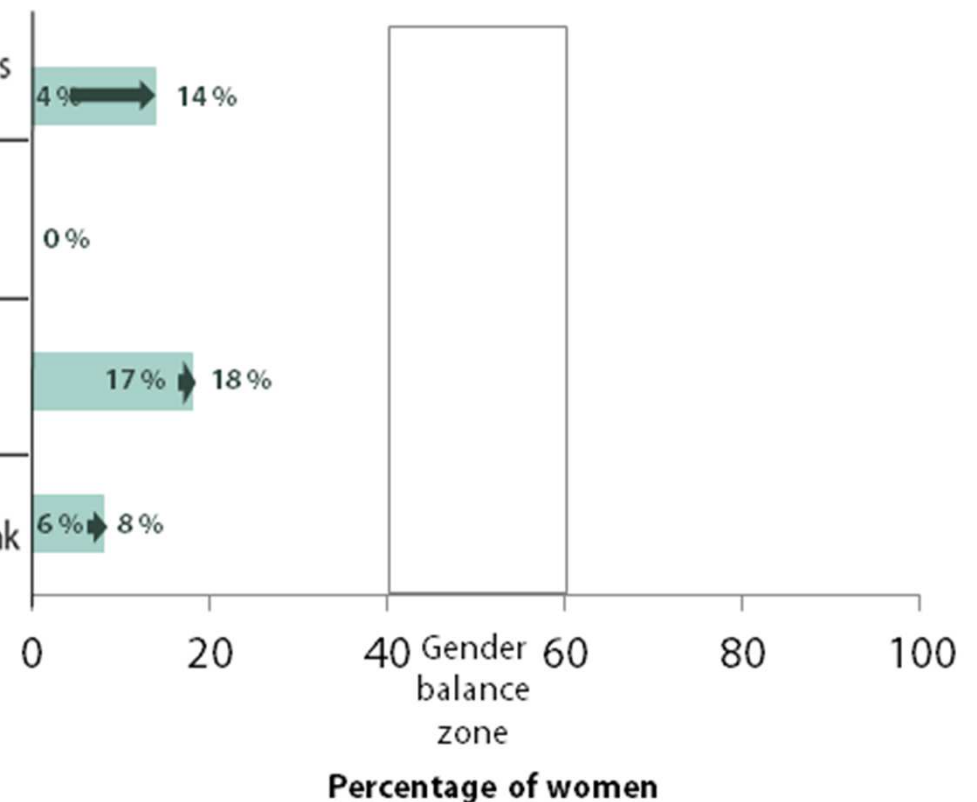
The proportion and number of women and men among governors and deputy/vice-governors of the Central Banks of the Member States

and the President of the European Central Bank

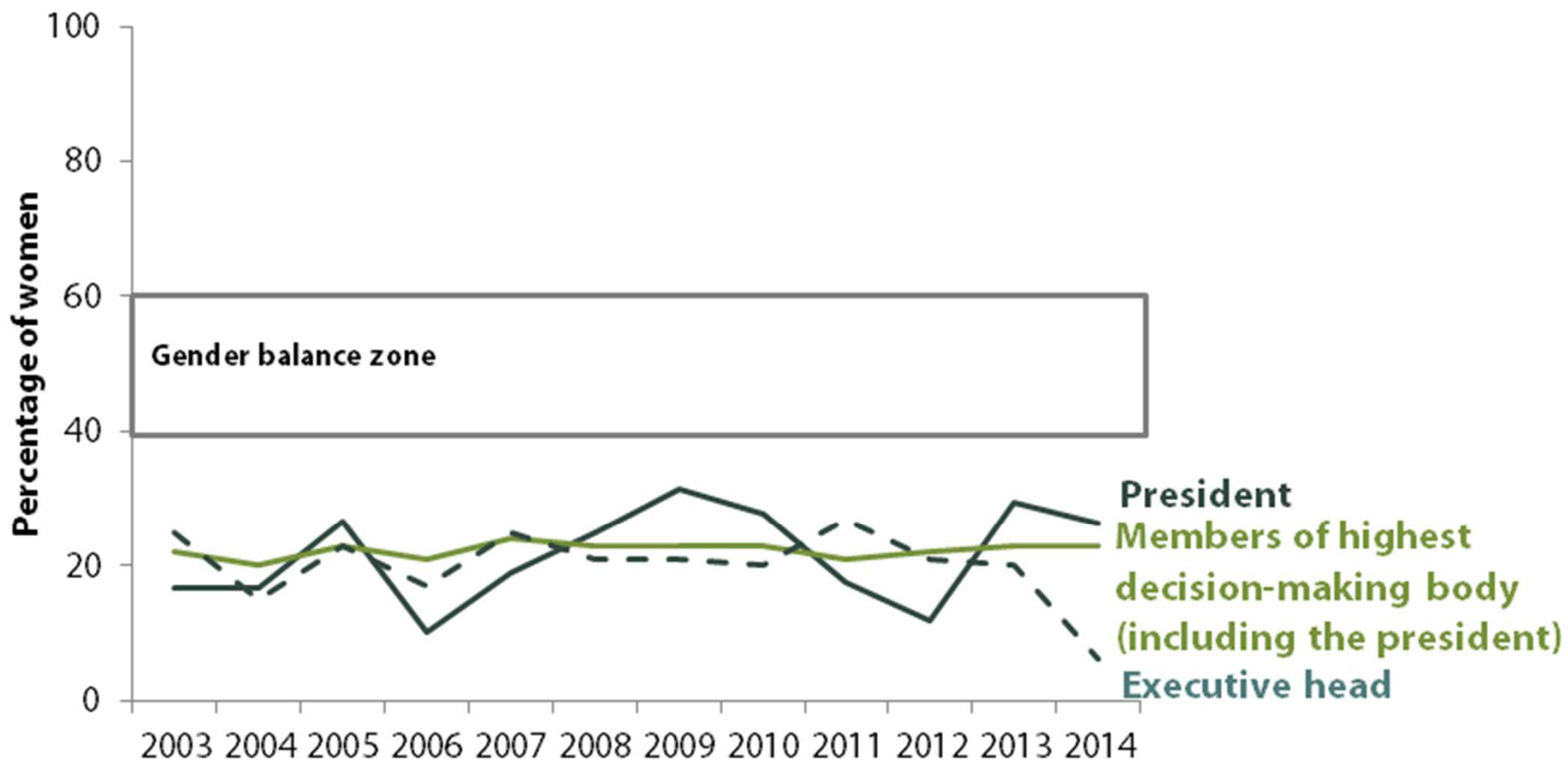
The proportion and number of women and men among members of the decision-making bodies

of the Central Banks of the Member States

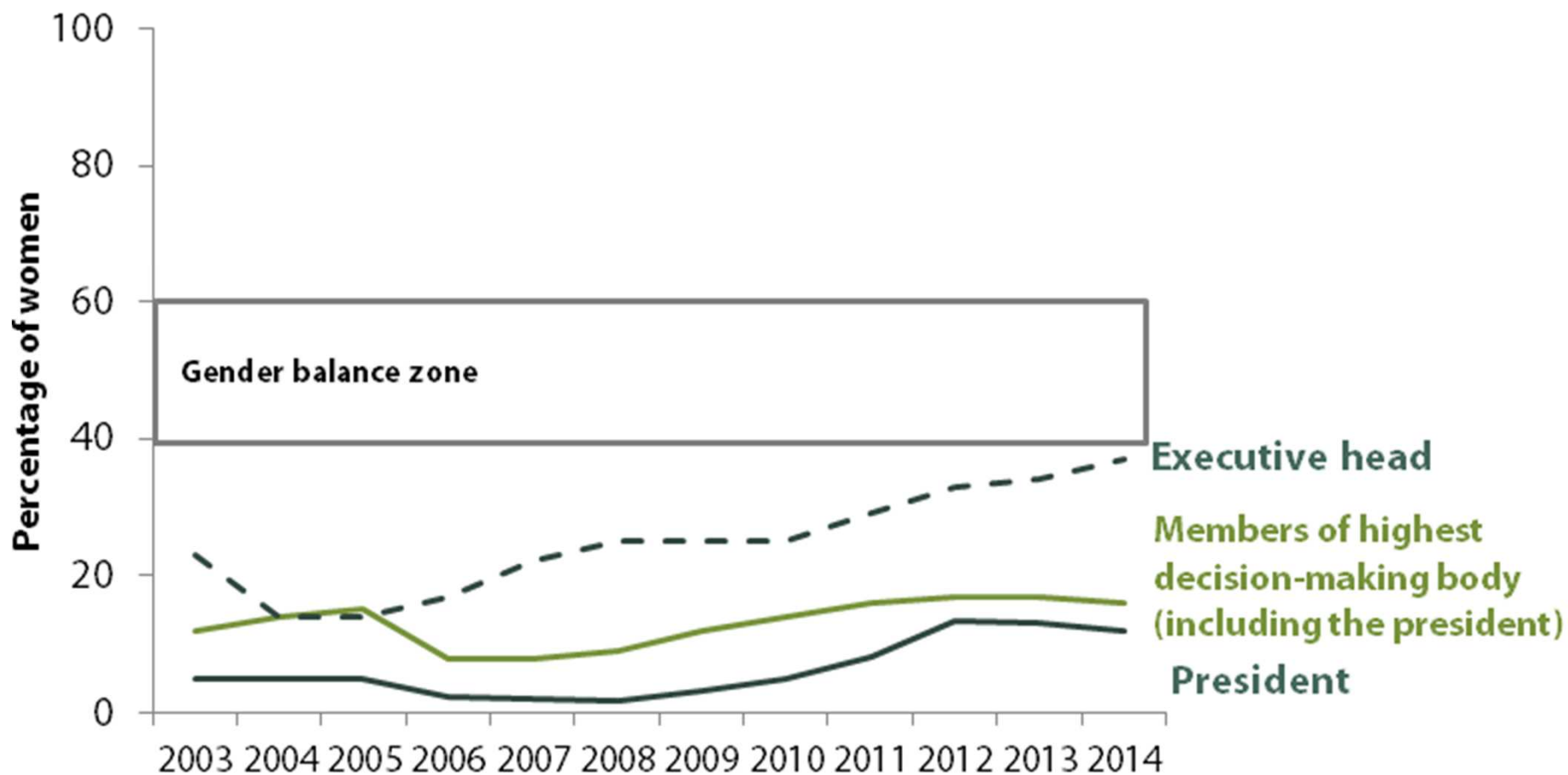
and of the European Central Bank



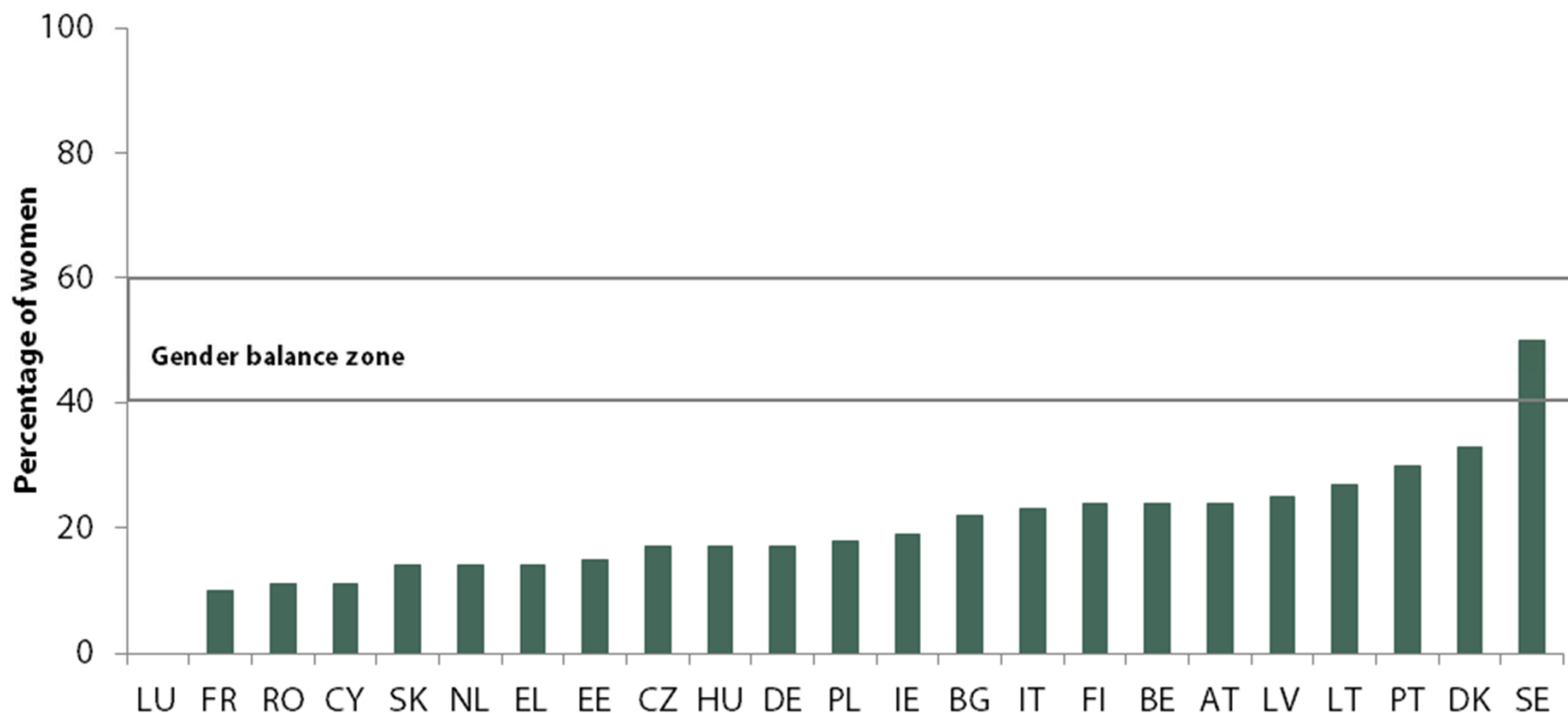
Social partner organisations representing workers at EU level



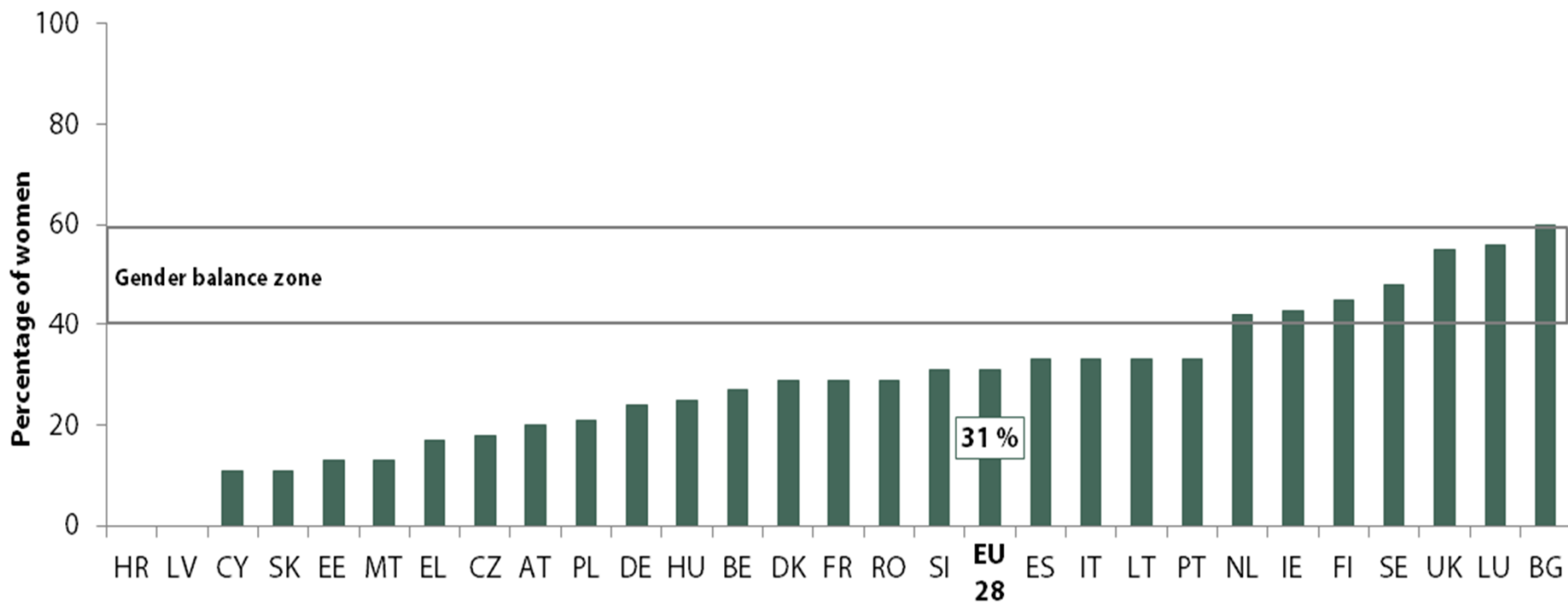
Social partner organisations representing employers at EU level



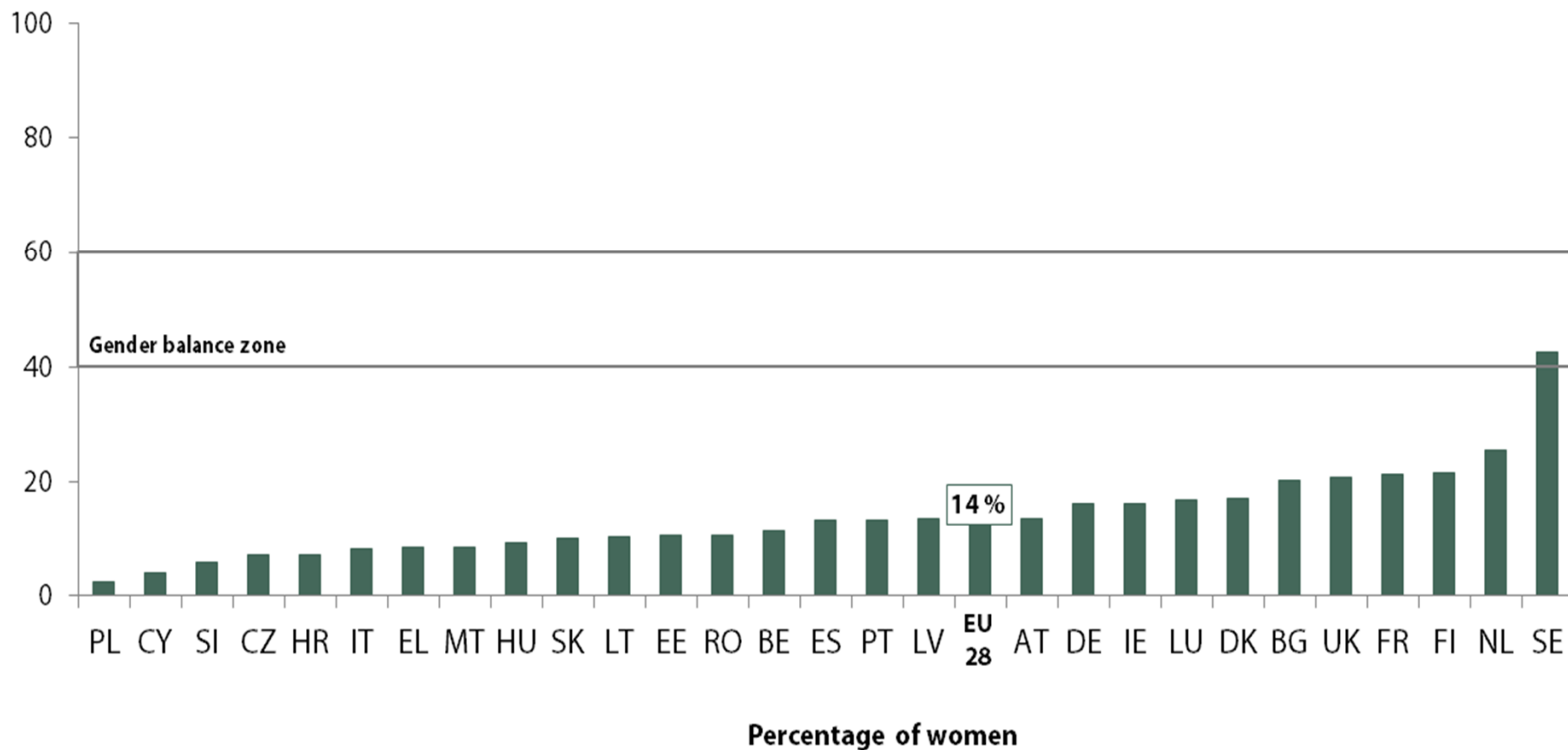
Women heading higher education institutions, 2014



Women as board members in media organisations, 2014



Women in decision-making positions of national sport federations, EU-28, 2015



Challenges ahead:



- Leaky pipeline...
- Gender stereotypes
- Work-life balance
- Business, organisational culture
- Higher-quality data at EU level
- Three new indicators on political and economic decision-making

Let's talk



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