

Integrating women in economic decision: a winning strategy



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Women in economic life

- Women in paid employment
 - Public / private sector / non-profit
- Women as entrepreneur and self-employed
 - Main owner
 - Partner / co-owner
 - Assisting spouses
- Housewives (indirect source of income for the family and society)
- Women in economic places:
 - Place of consultation / economic policy decision
 - Place of consultation / decision of employer and trade union federations
 - Place of consultation / decision of the actors of corporate finance (banks, investment funds, etc.)

Some cijfers



Women (Lux) 15_64 ans	34% de la population
Natality	1,5
Employment rate	64.1% en 2012 (79% H) / Euro 61,9%
Life expectancy women	84, 3
Employment rate (25 à 49 years)	42.9% en 1983 à 76.5% en 2012 (-4 % pour les hommes) Ecart 15,1 alors que 12,1 Europe
Women 50 à 64 years	16.7% à 47.2%!
Part time worker	30% des femmes (70% auX Pays-Bas)
Employment rate without child (2012)	81,4%
With 1 child	78,8 % (en 1983, 37.4%)
2 children	76,4 % (en 1983, 32.3%)
3 children	50 % (en 1983, 32.1%)

Quelques chiffres

Family configuration	12.6% men full time women part time 11.8% men full time women housewife 8,3% no work for men and women
Salary gap	Luxemburg: 8,6% UE: 16,4
Administrative worker	67% UE 53% Luxembourg
Worker in bank sector	45% (11768/25823)

Quelques chiffres



Women entrepreneur- Authorization requests - at least one woman among the managers of the future company or the current company	17% de femmes
Records accompanied by the Chamber of Commerce (2010)	35%
creation of craft enterprises (2006-2009)	30% des créateurs
OCDE (2011) / CEPS 2011	27% of leaders of small businesses (less than 15 employees) 18% of leaders of larger businesses (more than 15 employees)

Women in economic decision



- As member of the trade unions and representative workers, position in executive position in trade unions
- As owner of their business – women entrepreneurs
- **Women business network - Fédération des Femmes Cheffes d'Entreprises du Luxembourg / Est-elles executives (Nancy, Metz, Luxembourg) / Female Entrepreneurship Ambassadors Luxembourg)**
- As representatives in decision-making institutions of economic life (business association, trade associations, political institutions, financial institutions)
- Visibility in the business press / opinion leader
- But also as an actor in the family life and the family budget (housewives)!

Some cijfers



Directors, executives and top managers(2013)	33% 16% Luxemburg
Women in board - 2015 CAC 40 France (Ethics and Vboards) SBF120	30,3% 28,8%
CEO	10,3% (CAC 40) ` 12,1% (SBF 120)
Belgium (2014) – visibility in economic press	16% newspapers articles in economic press (same cijfers in 1994!)
Deputy (political decision)	28%

Diagnosis: sun side

- Growth of study and qualification levels
- Growth of employment and activity rates of women
- Increasingly women in management functions (especially intermediate levels and functions perceived as "feminine")
- Increasingly as 'women entrepreneur'
- Political participation growing

Diagnosis: shadow side

- Direct discrimination (sex discrimination)
- Indirect discrimination (gender discrimination): invisible barriers = social constructions of the image and the role of women and men
- Stereotypes and prejudices
- Social roles and social expectations / standards / values
- Apparent neutrality rules that have a differentiated gender impact (gender mainstreaming)
- Effects: unequal pay, less access to resources ®, less decision-making power and responsibility ®

Congrats you have an all male
panel !

<http://allmalepanels.tumblr.com>



Leave more space for women in economic life - why?

- Social arguments: equality / equal rights but also equal opportunities and equal treatment / social inclusion
- Economic arguments:
 - Greater business performance: more diversity and innovation
 - More efficiency: better utilization of available resources, greater staff satisfaction (reduce turnover)

What to do and how ?



Acting at the individual level

- More knowledges and habilities (training):
 - knowledge
 - Know-how and skills (leadership style)
 - Soft skills (eg assertiveness)
- Change in the representations / expectations
 - "I (or she) shall (will) not be able"
- Changing family roles and parenting
- Changing individual / parents behaviours:
 - Socialization of children
 - Media and referees



Acting at the organisational level

- Strategic Thinking (gains of an equal opportunities policy)
- Corporate culture: Diversity rather than cloning, Tolerance for ambiguity, debate of opinion
- HRM Policy Assessment:
 - direct discrimination
 - indirect discrimination (systemic) - apparent neutrality of rules and procedures
- Evaluation of the work organization



Acting in societal level

- Support actions that break gender stereotypes (studies, functions, hierarchical level)
- Investing in the development of infrastructure and solutions to problems reconciling work life balance (children but also elderly people, etc.)
- Having statistics differentiated by gender and publish (see Luxembourg in 2015 figures / no gendered data except number of inhabitants / composition of the board / staff of banks / victims of road traffic!)
- Training of administration and political staff in gendermainstreaming and genderbudgeting / gender evaluation of political program
- Propose more women models in business and economic press

UE as an actor

- Effects of the laws / directives
- Effects of the models: collection and dissemination of good practice / teaching / network
- Studies
- With need to keep the focus on the gender equality principle without any cultural relativism and / or historical