

Glass ceiling

More than a question of
underrepresentation

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- feminist and pluralist think-tank and network of individual feminists
- 1972 > ...
- sensibilisation and opinion making
- public debate and expertise
- national Women's Day (11/11)

Glass ceiling



VOK

Monitoring

EU database: women and men in decision-making

- Politics
- Business & Finance
- Public Administration
- Judiciary
- Social Partners & NGOs

Politics

National Parliaments (both houses)

- EU 27: 24%W - 76%M
- B: 39%W - 61%M
- Sweden: 47%W - 53%M

Chairperson of the Parliament:

- EU 27: 8W - 32M
- B: M

Politics

National Governments

- EU 27: 27%W - 73%M
- B: 33%W - 67%M
- Finland: 55%W - 45 M

President: EU 27: 3W 17M

Prime Minister: EU 27: 3W 24M

Business & Finance

(50 largest stock exchange noted companies)

Members of the Board

- EU 27: 11%W - 89%M
- B: 8%W - 92%M
- Norway 42%W - 58%M

Chairperson of the Board

- EU: 27: 3%W - 97%M
- B: 0%W
- Norway: 11% W 89% M

Public Administration

Level 1

- EU 27: Level 1: 25%W en 75%M
- B: 17%W - 83%M

Level 2

- EU 27: 33%W - 67%M
- B: 14%W - 86%M

Judiciary supreme courts

Members

- EU 27: 32%W - 68%M
- B: 17%W - 83%M
- Luxembourg: 100% W

President

- EU 27: President: 7W en 20M
- B: 1M

Belgium

IGVM: Women at the top (2009)

- Education and health care:
 - most female sectors
 - women in management: strongly underrepresented
 - slight improvement 1997-2007
- Feminisation of liberal professions (doctor, architect, lawyer)
 - Professional associations: W strongly underrepresented
- Media: women-magazines

Glass ceiling

- **Democratic deficit**
- **Loss of talent**

Glass cliff



VOK

- **Glass ceiling**

- **Care ceiling**



VOK

Care ceiling

= career path is often blocked or interrupted by the unequal division of care amongst M/W

- Care as parallel career: W are expected to work inside and outside the home
- Roots in gender stereotyping

Gender stereotyping

- Division of care
- Choice of education and occupation
- Concept of leadership

! Beware of multiple stereotyping

Strategy: and...and

- include women
 - change structures
- ! Beware of stereotyping

Include women

- Quota
- “Carrot & stick”

Quota: politics Belgium

- equal representation of men and women on the lists of candidates for election
- first two places: different sex
- min. 1W in governments

VOK: “zipper” the whole list of candidates

Quota: Business

- Pioneer Norway: law 2003: 40%W in the board of public shareholder-owned corporations in 2008
(“golden skirts is a men’s wear”)
- Followed by:
 - Spain (2007) 2015: 40%W (voluntary basis)
 - propositions: Belgium, France, EU
Commissioner Reding
- VOK: quota

Carrot & stick

- matching women's potential
- mentoring
- networking
- financial incentives
- sanctions

Change structures

- Unequal division of care
- Gender stereotyping

Unequal division of care

- Monitoring care gap
 - Care facilities
 - Equality W/M in parental leave
- VOK:
- obligatory birth leave for partners
 - decreasing the gap in time spent with children

Break gender stereotypes: give talent a chance



Women at the top: making equality visible

- Using all potential: equal representation is good for all
- Caring, presiding meetings, speaking in public... is learned behavior for both women and men
- Maximizing the freedom of choice for women and men

Forbes list of 100 most powerful women (Oct. 2010)

Michelle Obama (1)



Angela Merkel (4)

