

## Gender Equality: politics, businesses and labour



Men and women  
in leadership roles



Number 3 | March 2015

# Summary

## 3 INTRODUCTION

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### 5 POLITICS

Which and how many offices are held by women in Italy and Europe

- Politicians in Institutions
  - Municipalities led by women
  - Regions: Presidents, City Government and Council
  - EU Member States: national politicians
  - Chamber and Senate: the history of women in Parliament
  - Renzi Government: equality but only for a while
  - Ministers: the history of women in Government
  - European Parliament: who elected most women
- 

### 13 BUSINESSES

Responsibility roles in both the public and the private sphere

- Listed companies: historical record of women on Italian boards
  - Listed companies: EU Member States
  - Listed companies: women executives
  - Highest level roles in Public Administration: EU Member States
- 

### 16 LABOUR

The real gender issue in 2015

- Unemployment: men and women in EU Member States
- University Graduates: men and women in EU Member States
- Temporary employees: men and women in EU Member States
- Occupation by number of children: men and women in EU Member States
- Gender Pay Gap: EU Member States
- Gender Pay Gap during the crisis

**1.068**

women mayors in Italy

**94.000**

offices analyzed

**28**

countries compared

**72**

women Ministers

**520**women on boards of  
listed companies**155**graduated women per  
100 men**20**Regional Government  
and Councils taken in  
considerations**8.048**

analyzed Municipalities

**17**

Legislatures compared

**60**Governments taken in  
consideration**284**

women in Parliament

**9**european and national  
institutions analyzed**613**european companies  
monitored

*The report is based on official data from  
Openpolitici, Eurostat and Consob up  
until February 23rd 2015*

## Introduction

The issue of gender keeps on being quite relevant in the current italian political and social debate. The debate has grown drastically throughout the years, from being something new to becoming the stronghold of many political campaigns. But what is hidden behind slogans, strategic objectives and electoral promises, are numbers and data that describe a long journey still to be made.

If historically gender equality has always been something quite utopian, italian and european legislators have tried to force change by introducing quotas for women, as a way to speed up the situation. While at european and international level standards and general guidelines have been set through conventions and recommendations, more tangible measures have been implemented on the national level. The last two Legislatures in Italy have been a clear example of this, with both the law on women quotas on boards of listed companies under the Monti Government, and the recent double gender preference introduced for the European Parliament elections.

In this MiniDossier we will analyze various aspects of our society, to verify if the implementation of women quotas, and the recent growth in public interest, have improved the situation of women in our country. From politics, to businesses, passing through the job market, various aspects of our society have been taken in consideration. All are equally responsible for the improvement, or worsening, of gender equality.

Complying with numerical quotas (in the workplace), or imposing specific thresholds (during elections campaigns), is not sufficient for an actual progress. We need to look at the “quality” of these numbers: which offices are given to women Ministers? How much do women earn? How many women have leadership roles in italian businesses? How easy is it for italian women with children to find a job?

To top it all off, a european comparison will allow us to contextualized the italian case study. Being part of the European Union allows for a constant comparison with other Member States, a quick and direct way to underline the main issues that still need to be dealt with at a national level.

## NORMATIVE REFERENCES

**Italia Constitution  
ART. 3** *All citizens have equal social dignity and are equal before the law, without distinction of sex, race, language, religion, political opinion, personal and social conditions.*

**Italia Constitution  
ART. 37** *Working women are entitled to equal rights and, for comparable jobs, equal pay as men. Working conditions must allow women to fulfil their essential role in the family and ensure appropriate protection for the mother and child[...]*

**Italia Constitution  
ART. 51** *Any citizen of either sex is eligible for public offices and elected positions on equal terms, according to the conditions established by law. To this end, the Republic shall adopt specific measures to promote equal opportunities between women and men. [...]*

**Italia Constitution  
ART. 117** *[...] Regional laws shall remove any hindrances to the full equality of men and women in social, cultural and economic life and promote equal access to elected offices for men and women [...]*

**Law  
July 12th 2011, n. 120  
ART. 1** *[...] The statute also provides that the selection of elected board members must be based on a criteria that ensures balance between genders. The least represented gender must get at least one third of the elected board members[...]*

**Law  
April 22nd 2014, n. 65  
ART. 1** *[...] The voter can express up to three preferences. In the case of more preferences, these must be for candidates of opposite sex. If not, the second and third preference will be cancelled [...]*

**Charter of  
Fundamental Rights of  
the European Union  
ART. 23** *Equality between women and men must be ensured in all areas, including employment, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favour of the under-represented sex.*

**Legislative Decree  
11/04/2006 n. 198  
ART. 28** *A woman is entitled to the same employee's salary when performance requirements are the same or of equal value. The job classification systems for the purpose of wage determination must adopt common criteria for men and women.*



# Politics

## Which and how many offices are held by women in Italy and Europe

Italy is a country that starting dealing with the issue of gender representation very late in its republican history. The first woman Minister in Italy was appointed only in 1976.

Since then, especially in recent years, big steps forward have been taken. It should not surprise that since 1948, the current Legislature is the one with most women in Parliament (30%), and Matteo Renzi is the Prime Minister that appointed the highest percentage of women (50%).

At the same time however, there are still many differences in the political world between men and women, especially when considering leadership roles and position of responsibility.

For example in Parliament, women heading a commission are very few: 1 out of 14 in the Chamber of Deputies and 2 out of 14 in the Senate.

A very similar argument can be made regarding Government. When the Renzi Cabinet took office women Ministers were 50%. Focusing only on Ministries with portfolio that percentage decreases to 30%, and even drops further to 27% when considering Government in its entirety with vice-ministers and undersecretaries.

In the analysis of different institutional levels we considered over 93.000 political offices, which are held by women only in 21% of circumstances.

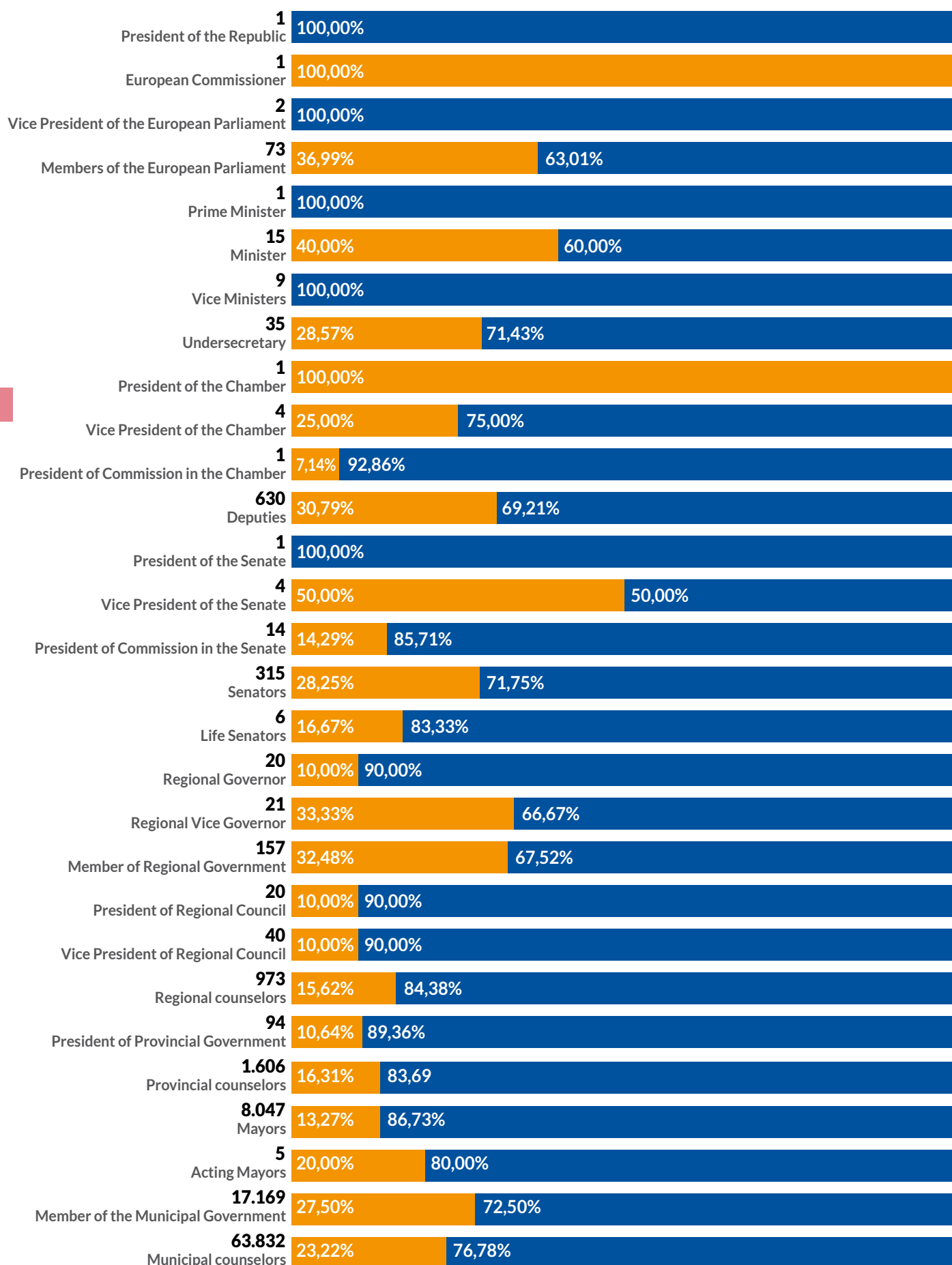
Excluding the President of the Chamber of Deputies - third most important office of the State - what appears to be clear is that rarely a woman heads an administration or leads a monocratic institution: Regional Governments (10%), Provincial Governments (10%), and Municipal Governments (13%).

Nonetheless, taking in considering our European neighbours, Italy is not in a bad situation at all. 13th EU Member State with most women in Parliament and 5th for women as Ministers.

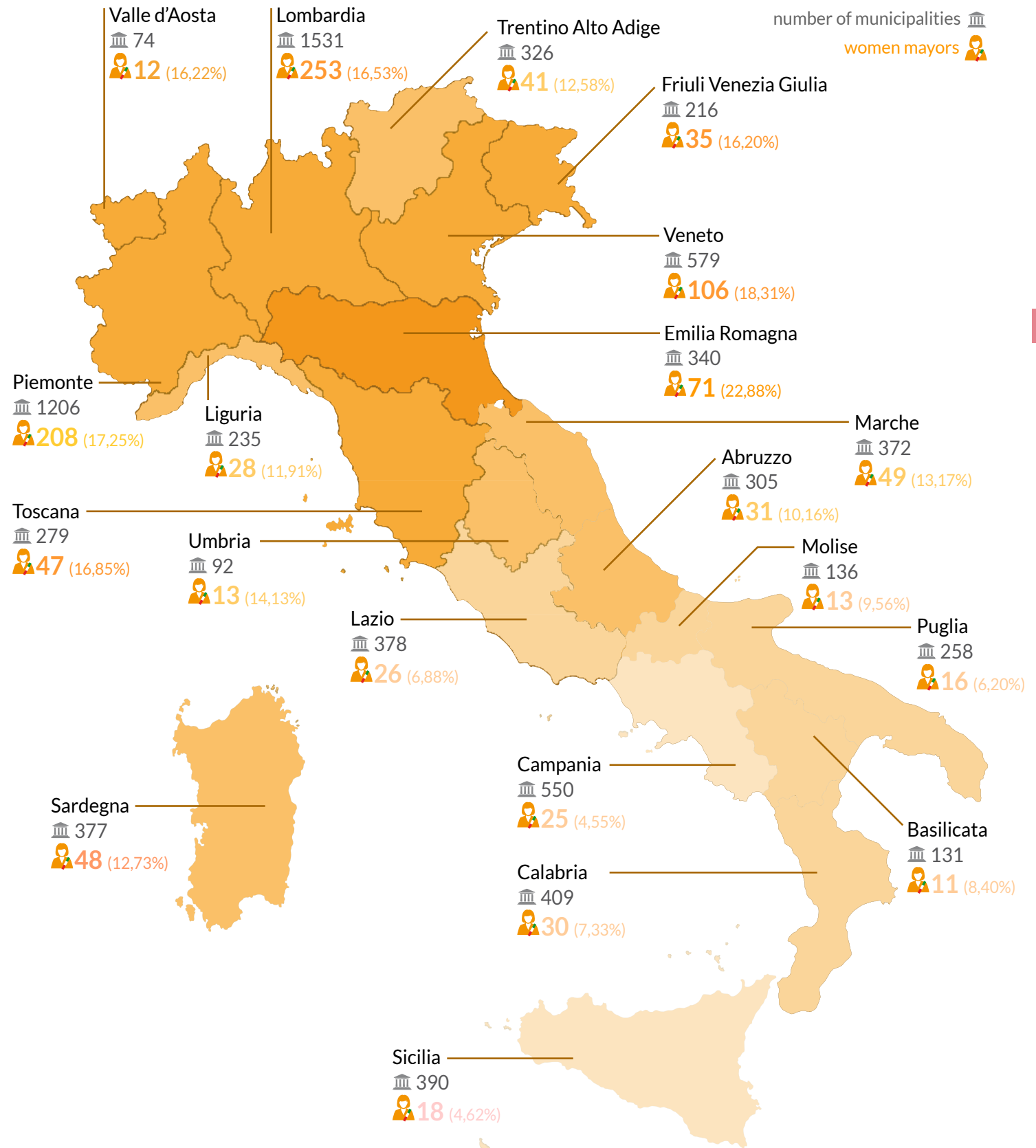
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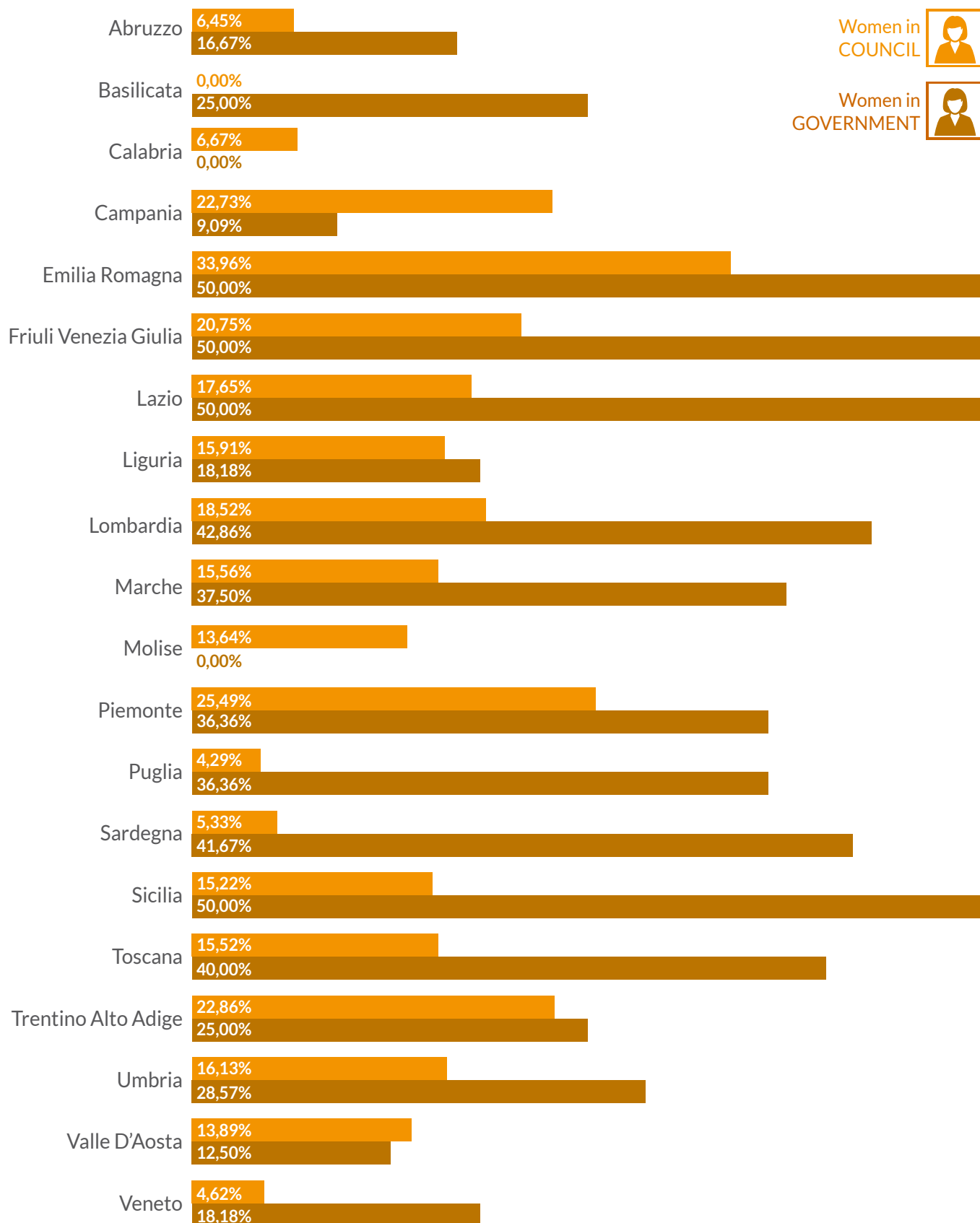
## 1.1. POLITICIANS IN INSTITUTIONS



## 1.2. MUNICIPALITIES LED BY WOMEN



### 1.3. REGIONS: PRESIDENTS, CITY GOVERNMENT AND COUNCIL



## 1.4. EU MEMBER STATES: NATIONAL POLITICIANS

 Woman in Parliament

 Women in Government

HG: Head of Government

HS: Head of State

### Austria

 31%  28,57%

HG: Werner Faymann

HS: Heinz Fischer

### Belgium

 38%  23,08%

HG: Charles Michel

HS: Filippo del Belgio

### Bulgaria

 20%  30,00%

HG: Bojko Borisov

HS: Rosen Asenov Plevneliev

### Croatia

 26%  20,00%

HG: Zoran Milanović

HS: Kolinda Grabar-Kitarović

### Cyprus

 14%  20,00%

HG: Nicos Anastasiades

HS: Nicos Anastasiades

### Czech Republic

 20%  18,75%

HG: Bohuslav Sobotka

HS: Milos Zeman

### Denmark

 39%  30,00%

HG: Helle Thorning-Schmidt

HS: Regina Margherita II

### Estonia

 20%  38,46%

HG: Taavi Rõivas

HS: Toomas Hendrik Ilves

### Finland

 42%  62,50%

HG: Alexander Stubb

HS: Sauli Niinistö

### France

 26%  50,00%

HG: Manuel Valls

HS: Francois Hollande

### Germany

 36%  26,67%

HG: Angela Merkel

HS: Joachim Gauck

### Greece

 21%  0,00%

HG: Alexis Tsipras

HS: Karolos Papoulias

### Hungary

 10%  0,00%

HG: Viktor Orbán

HS: János Áder

### Ireland

 16%  13,33%

HG: Enda Kenny

HS: Michael D. Higgins

### Luxembourg

 28%  26,67%

HG: Xavier Bettel

HS: Granduca Enrico di Lussemburgo

### Malta

 13%  6,67%

HG: Joseph Muscat

HS: Marie Louise Coleiro Preca

### Netherlands

 37%  36,84%

HG: Mark Rutte

HS: Re Guglielmo Alessandro

### Poland

 24%  29,41%

HG: Ewa Kopacz

HS: Bronisław Maria Komorowski

### Portugal

 31%  28,57%

HG: Pedro Passos Coelho

HS: Aníbal António Cavaco Silva

### Romania

 14%  13,64%

HG: Victor Ponta

HS: Klaus Iohannis

### Slovakia

 20%  0,00%

HG: Robert Fico

HS: Andrej Kiska

### Slovenia

 38%  43,75%

HG: Miro Cerar

HS: Borut Pahor

### Spain

 41%  30,77%

HG: Mariano Rajoy

HS: Re Filippo VI

### Sweden

 44%  50,00%

HG: Stefan Löfven

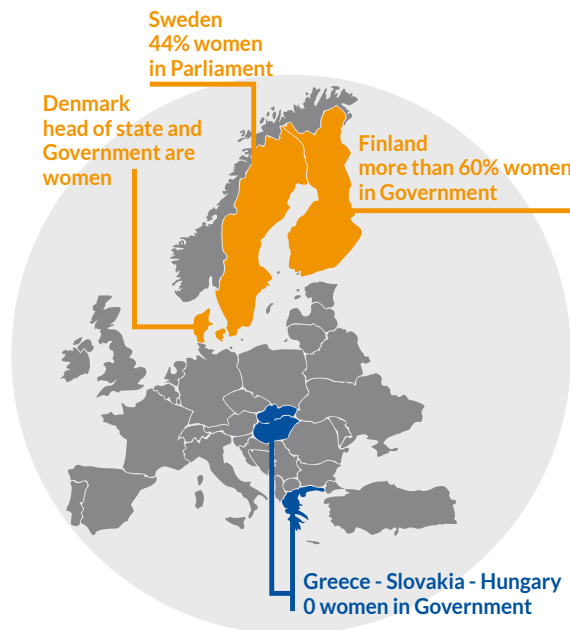
HS: Re Carlo XVI

### United Kingdom

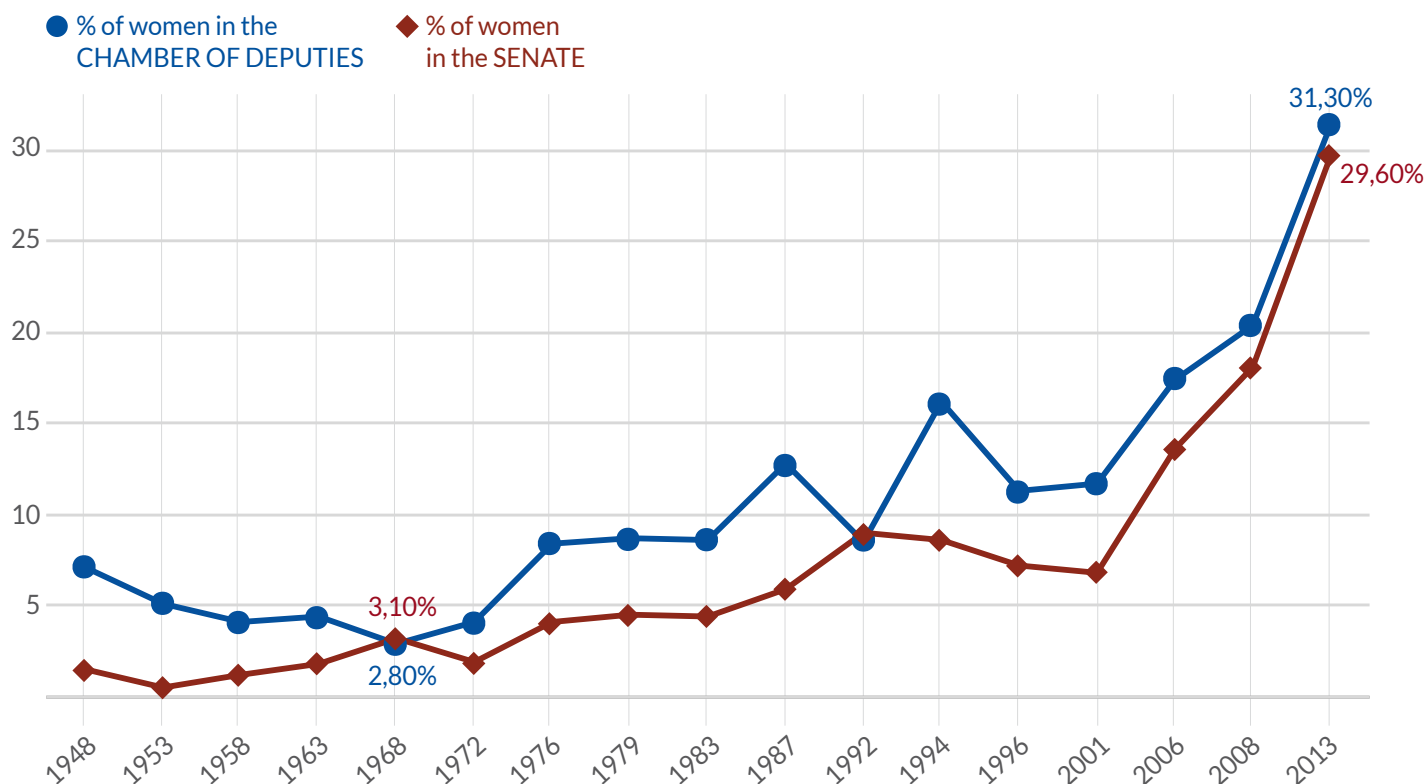
 23%  12,50%

HG: David Cameron

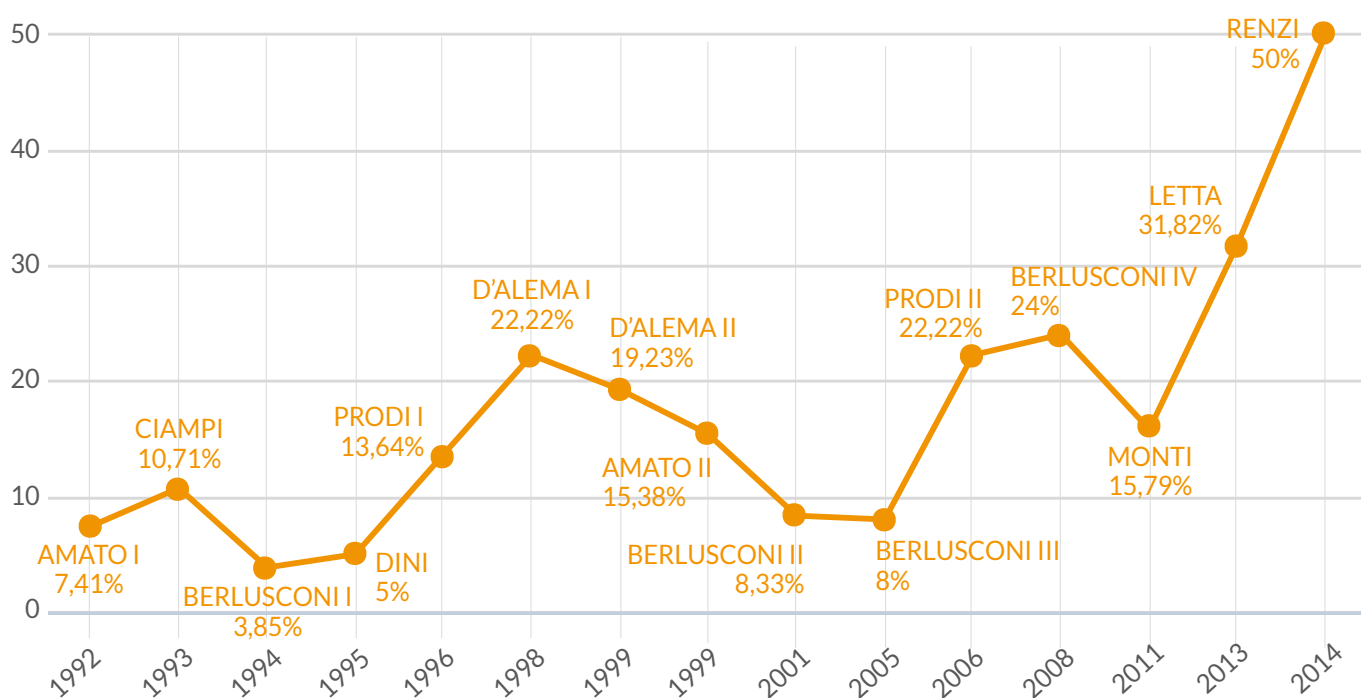
HS: Regina Elisabetta II



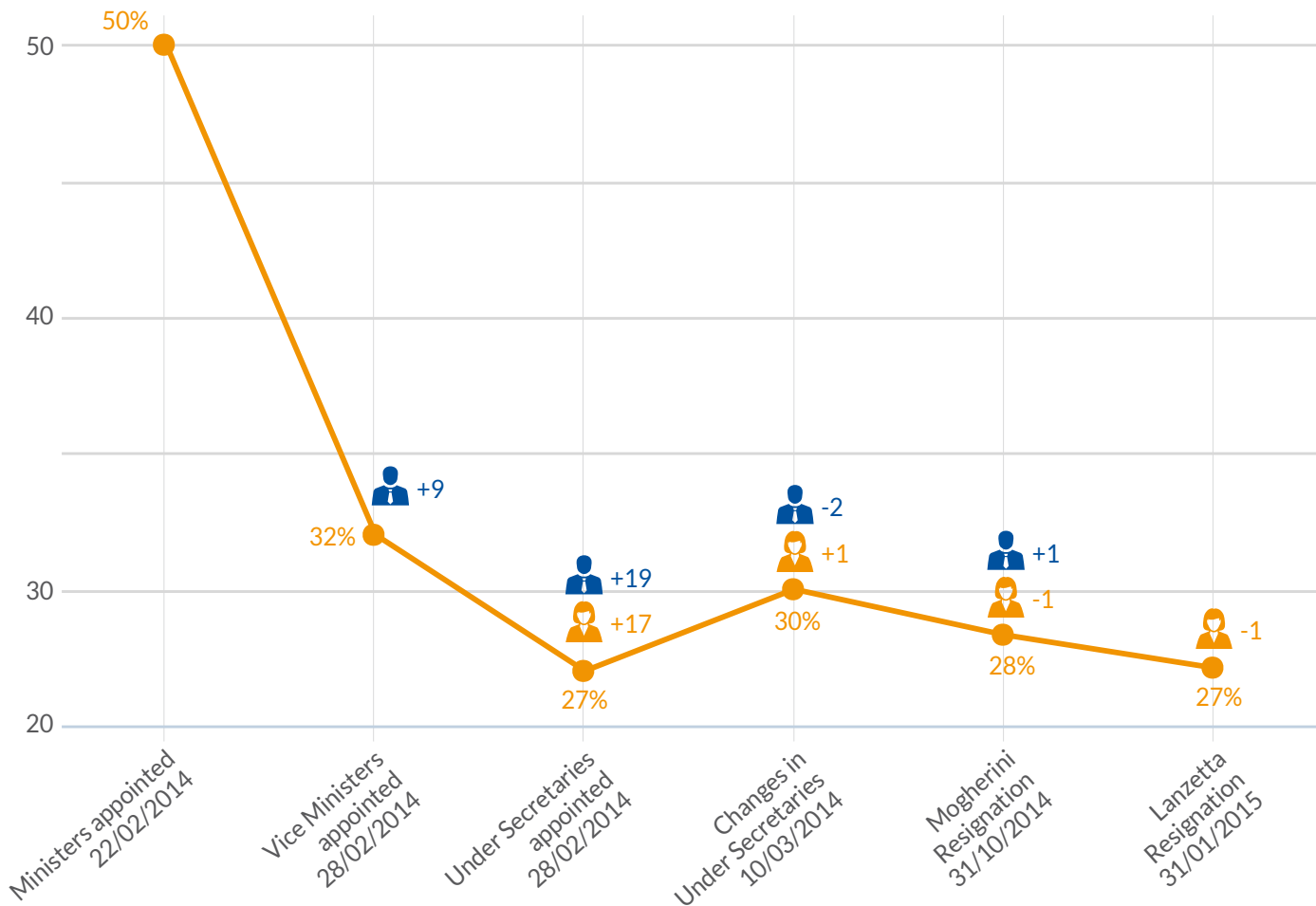
## 1.5. CHAMBER AND SENATE: THE HISTORY OF WOMEN IN PARLIAMENT



## 1.6. MINISTERS: THE HISTORY OF WOMEN IN GOVERNMENT

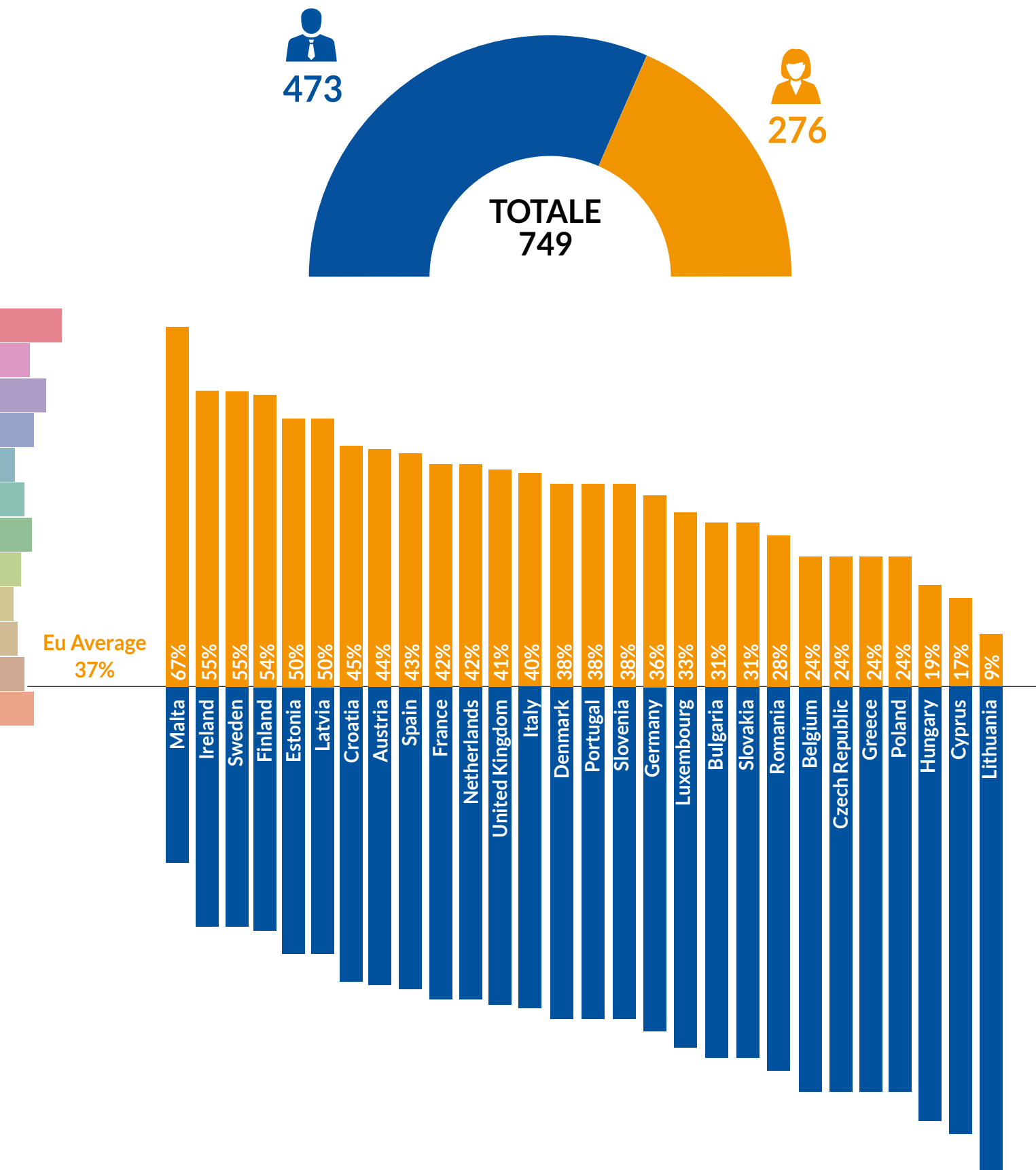


## 1.7. RENZI GOVERNMENT: EQUALITY BUT ONLY FOR A WHILE



The Government in its entirety was not appointed all in the same day. First the Ministers, then the Vice Ministers and lastly the Under Secretaries. In time different changes took place, especially considering Under Secretaries. It is evident that the initial full equality, quickly disappeared and is now down to 27%.

## 1.8. EUROPEAN PARLIAMENT: WHO ELECTED MOST WOMEN





# Businesses

## Responsibility roles in both the public and the private sphere

Similarly to the political world, the quality of offices held by women becomes fundamental to understand the long journey still to be made to achieve gender equality. Once again we need to look at the laws that in some ways forced the situation to evolve, those political decisions that triggered change. Until 2011 women on boards of listed Italian companies were less than 200 - 7,40% (Consob).

In that same year the Government led by Mario Monti passed a law meant to ensure gender representation on boards of listed companies. "Art.1 - The statute also provides that the selection of elected board members must be based on a criteria that ensures balance between genders. The least represented gender must get at least one third of the elected board members"

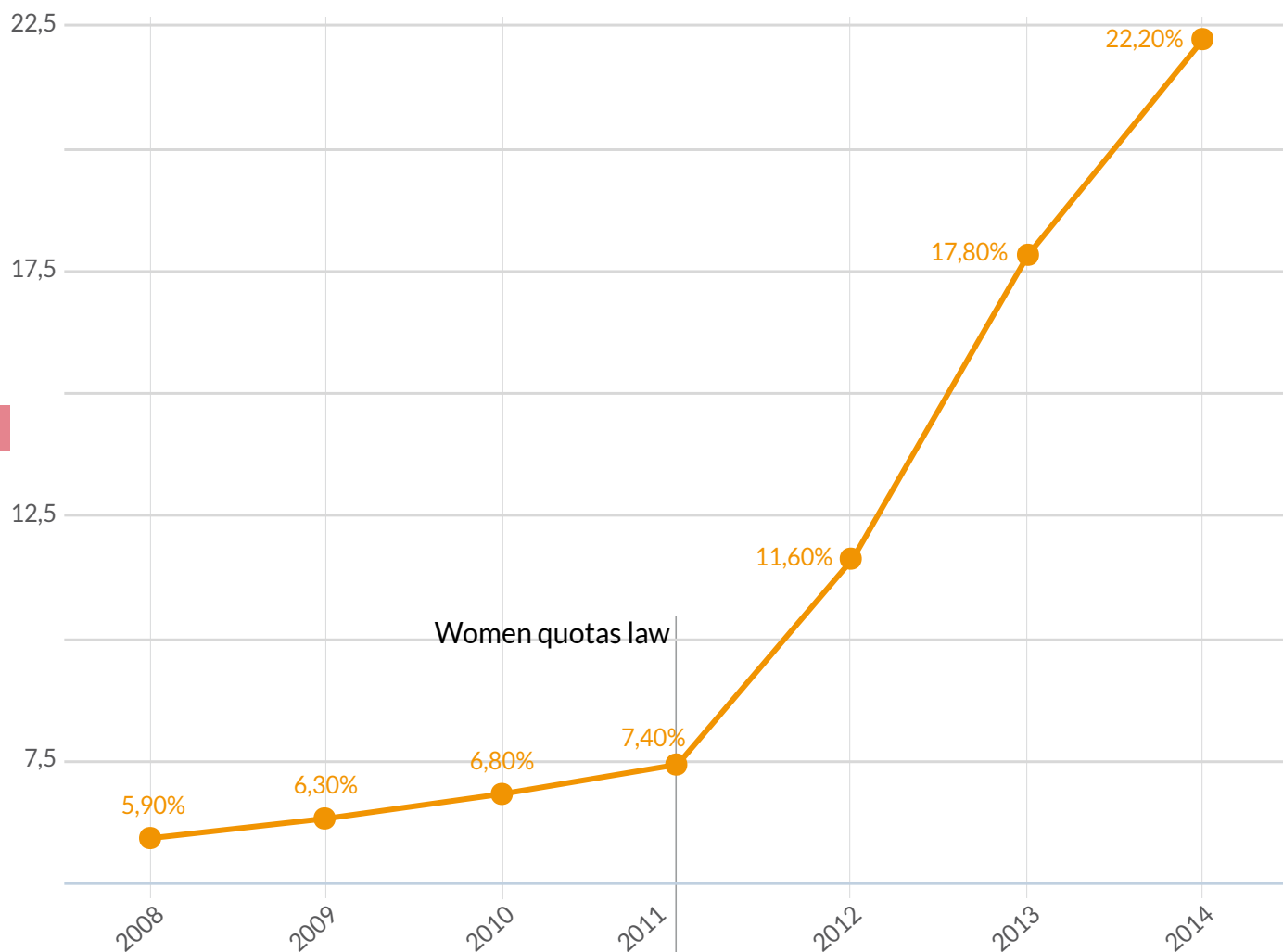
"Magically" since 2012 the amount of women on boards of listed companies grew heavily. In 2014 520 women were on boards of Italian listed companies, over 22% of the total, twice as much as in 2012, the first full year with the new law.

Compared to other EU Member States, Italy ranks 8th, in the top part of the ranking and above EU average (20%). The ranking is headed by France (32%), Latvia (32%), and Finland (29%). Our situation is even better if we widen the scope to the percentage of women executives in those same companies. Italy is third (29%), right behind Latvia (32%) and France (33%).

Higher percentage but with a lower position if we look at highest level offices in Public Administration. In Italy 33% of these offices are held by women, but our country is way under the European average (40%), and far away from the top of the class, ranked 16°.



## 2.1. LISTED COMPANIES: HISTORICAL RECORD OF WOMEN ON ITALIAN BOARDS

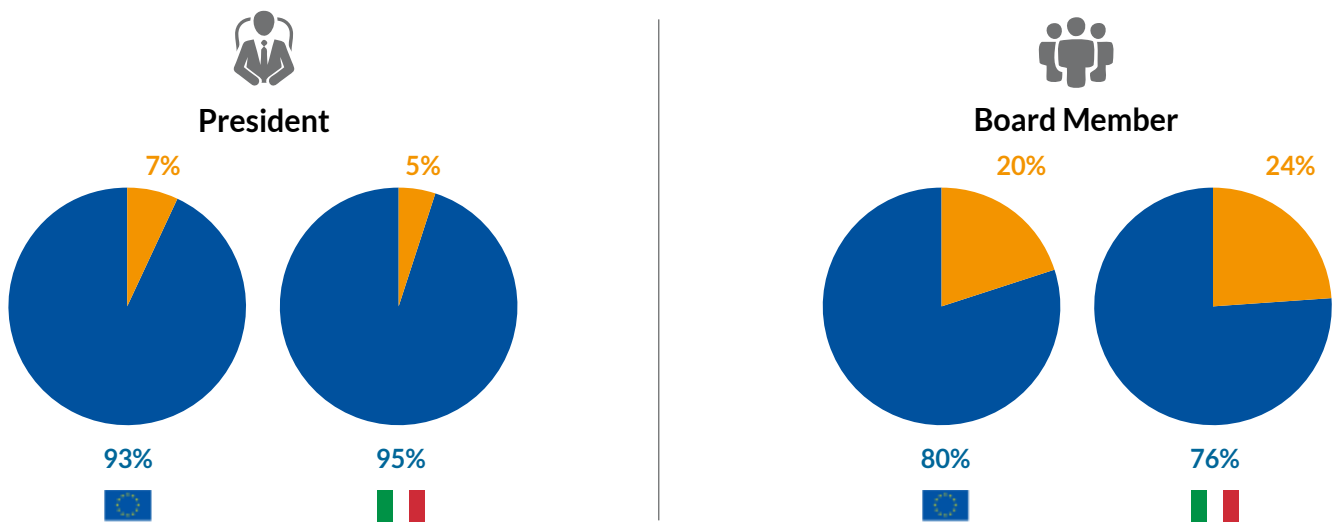


"Law July 12th 2011, n. 120 - Art. 1 [...] The statute also provides that the selection of elected board members must be based on a criteria that ensures balance between genders. The least represented gender must get at least one third of the elected board members[...]"

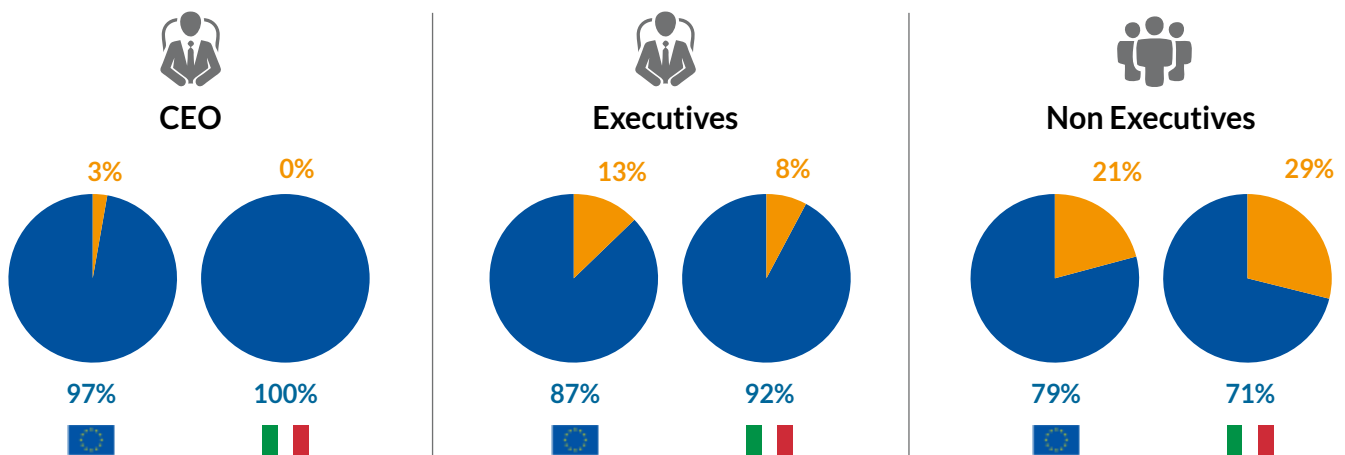


Consob. Data regards listed companies on Mta, Italy's main stock exchange.

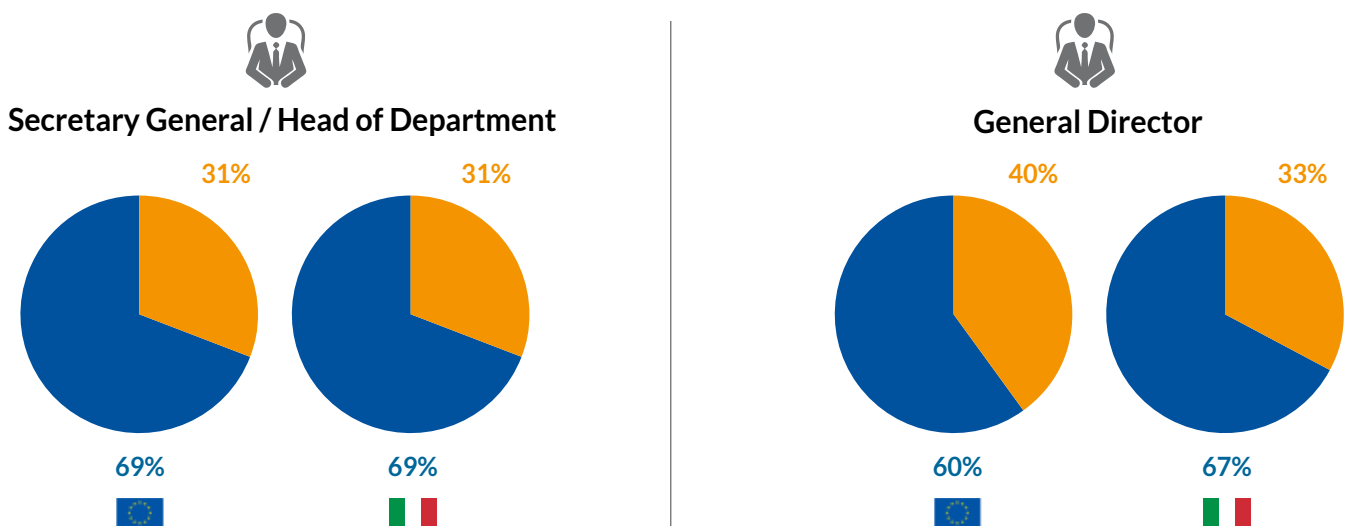
## 2.2. LISTED COMPANIES: EU MEMBER STATES



## 2.3. LISTED COMPANIES: WOMEN EXECUTIVES



## 2.4. HIGHEST LEVEL ROLES IN PUBLIC ADMINISTRATION: EU MEMBER STATES



# Labour

## The real gender issue in 2015

Further social-economic analyses can help in supporting our theory that, while a good start, woman quotas are not enough to solve the gender issue

Lets start by saying that in Italy, like in most european countries, there are more women graduates than men, and to be precise 155 per 100 men. Nonetheless the percentage of unemployed and temporary employed women is higher than the percentage of men.




Another issue regards the level of employment of women with children. In general 57,8% of italian women with one child are employed (men - 86%), way under the european average - 63,4%. The situation, and the comparison with men, becomes even more worrying considering adults with three or more children. In this category male occupation stays stable over 80% (80,4), while women's drops to 35,5% (still under the Eu-28 average of 45,6%). A more clear example of how critical the situation is, is the fact women with three or more children in Denmark work more than women with one child in Italy (77% versus 57,8%).

If one side the situation for our country is not the best, other indicators paint a better picture. The Gender Pay Gap measures the difference in men and women earnings, reflecting the ongoing discrimination and inequalities in the labour market.

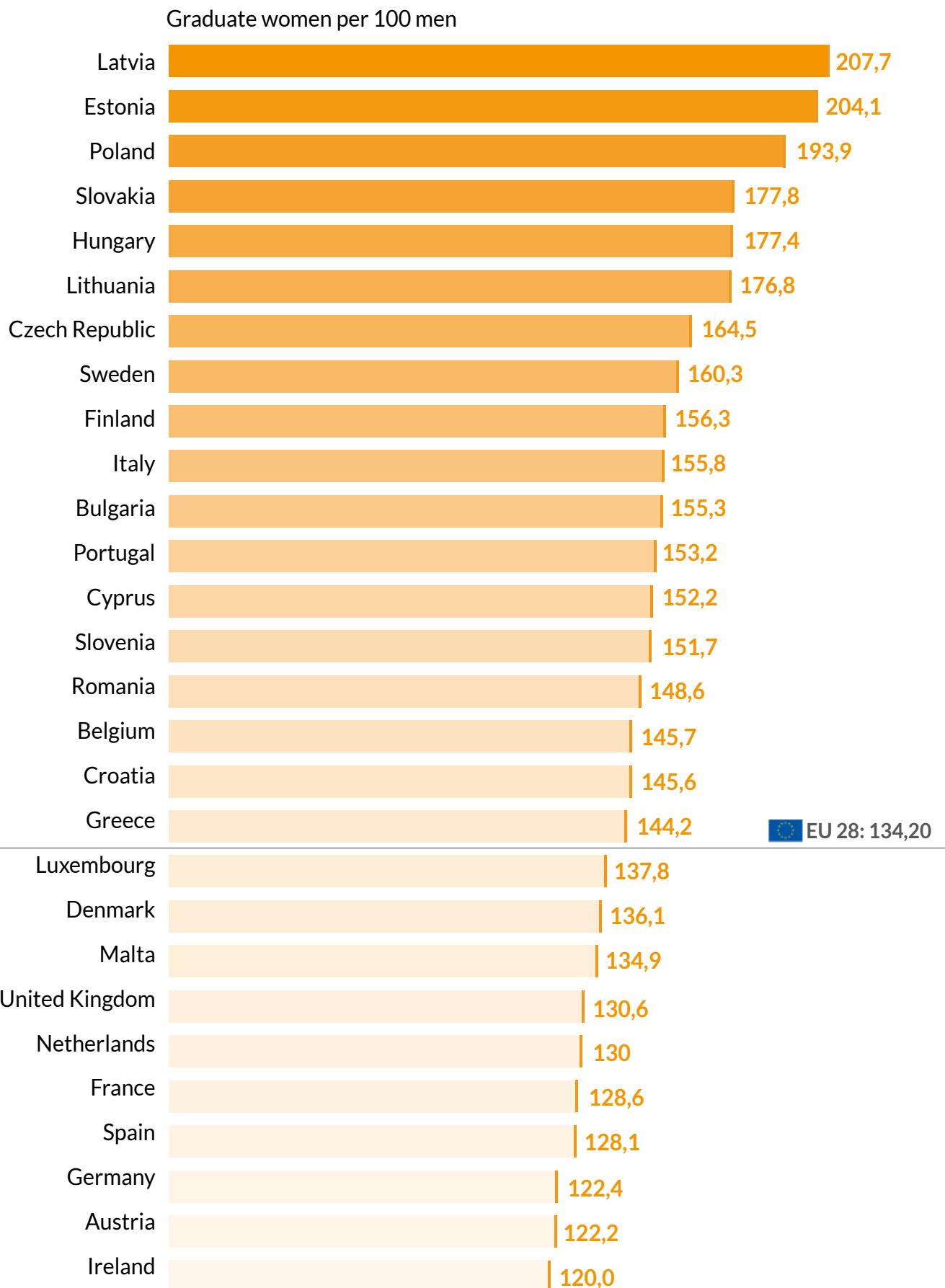
The situation in Italy is one of the best in Europe, with women earning 7,3% less than men. Italy is the fourth country with the lowest gap between the two level of salary, with a percentage that is less than half the european average (16,40%). While getting worse (in 2008 the percentage was 4,9%), our country is still under the other main Members States of the European Union: France has a gap of 15,20%, the United Kingdom of 19,70%, and Germany of 21,60%.














## 3.1. UNEMPLOYMENT: MEN AND WOMEN IN EU MEMBER STATES

	 MEN	 DIFFERENCE	 WOMEN
Germany	5,50%	-0,60%	4,90%
Austria	4,90%	=	4,90%
Luxembourg	5,60%	+0,60%	6,20%
Malta	6,50%	-0,20%	6,30%
Netherlands	7,10%	-0,80%	6,30%
Romania	7,70%	-1,40%	6,30%
United Kingdom	8,00%	-0,90%	7,10%
Denmark	6,70%	+0,60%	7,30%
Finland	8,80%	-1,30%	7,50%
Sweden	8,20%	-0,30%	7,90%
Belgium	8,70%	-0,50%	8,20%
Estonia	9,10%	-0,90%	8,20%
Czech Republic	5,90%	+2,40%	8,30%
Hungary	10,20%	-0,10%	10,10%
France	10,30%	-0,10%	10,20%
Lithuania	13,10%	-2,60%	10,50%
Ireland	15,00%	-4,30%	10,70%
Slovenia	9,50%	+1,40%	10,90%
Latvia	12,60%	-1,50%	11,10%
Poland	9,70%	+1,41%	11,11%
Bulgaria	13,90%	-2,10%	11,80%
Italy	11,50%	+1,60%	13,10%
Slovakia	14,00%	+0,50%	14,50%
Cyprus	16,60%	-1,40%	15,20%
Portugal	16,30%	+0,30%	16,60%
Croatia	17,70%	-0,90%	16,80%
Spain	25,60%	+1,10%	26,70%
Greece	24,50%	+6,90%	31,40%




### 3.2. UNIVERSITY GRADUATES: MEN AND WOMEN IN EU MEMBER STATES







## 3.3. TEMPORARY EMPLOYEES: MEN AND WOMEN IN EU MEMBER STATES

	 MEN	 DIFFERENCE	 WOMAN	  13,20%  +1%  14,20%
Romania	1,80%	-0,60%	1,20%	
Lithuania	3,50%	-1,60%	1,90%	
Estonia	4,10%	-1,20%	2,90%	
Latvia	5,30%	-1,90%	3,40%	
Bulgaria	6,10%	-1,00%	5,10%	
United Kingdom	5,60%	+0,90%	6,50%	  13,20%  +1%  14,20%
Slovakia	6,60%	+0,40%	7,00%	
Malta	6,80%	+1,60%	8,40%	
Luxembourg	5,60%	+3,20%	8,80%	
Austria	9,40%	-0,40%	9,00%	
Belgium	7,20%	+1,90%	9,10%	
Denmark	8,10%	+1,40%	9,50%	
Ireland	10,10%	-0,30%	9,80%	
Hungary	11,20%	-0,80%	10,40%	
Czech Republic	7,60%	+3,30%	10,90%	
Greece	9,30%	+2,00%	11,30%	
Germany	13,30%	+0,20%	13,50%	
Croatia	14,80%	-0,70%	14,10%	
Italy	12,40%	+1,80%	14,20%	
France	15,10%	+1,60%	16,70%	
Slovenia	15,60%	+1,50%	17,10%	
Finland	12,20%	+6,10%	18,30%	
Sweden	14,00%	+4,60%	18,60%	
Netherlands	19,30%	+2,10%	21,40%	
Portugal	21,20%	+0,40%	21,60%	
Spain	22,20%	+2,00%	24,20%	
Cyprus	10,30%	+13,90%	24,20%	
Poland	27,20%	-0,90%	26,30%	

### 3.4. OCCUPATION BY NUMBER OF CHILDREN: MEN AND WOMEN IN EU MEMBER STATES

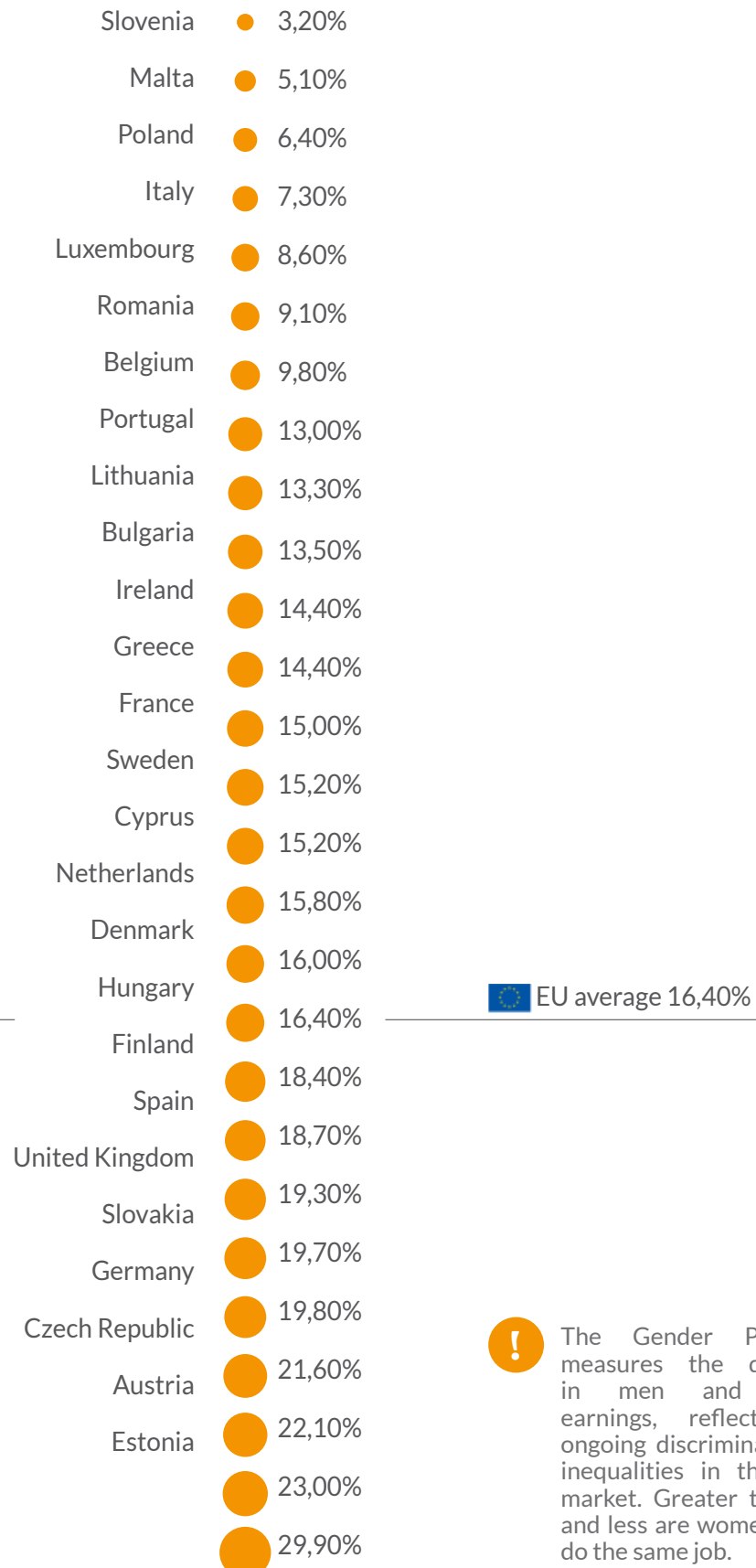
% Employed women	 1 CHILD	 2 CHILDREN	 3 OR MORE CHILDREN
Denmark	73	82,6	77
Sweden	73,1	80,8	75,7
Slovenia	70,4	77,7	70,5
Netherlands	77	78	63,8
Austria	75,8	68,7	57,5
Latvia	65,8	62,8	57,1
Cyprus	67,1	72,9	55,1
Lithuania	70,4	76,1	53,7
Portugal	70,4	72,1	53,4
Estonia	48,3	54,1	51
Belgium	70,2	73,5	50,3
Poland	60,9	58,6	49,2
Luxembourg	81,7	75	48,5
France	75,5	67,3	47,8
Ireland	65,3	60,8	46,6
Spain	57,9	54,5	45,6
Finland	62,2	64,9	43,8
United Kingdom	67,2	62,9	42,4
Germany	66,7	61,1	42,2
Croatia	57,9	55,2	41,1
Romania	57,2	57,9	40,6
Greece	50,3	48,2	39,5
Czech Republic	40	44,9	37,9
Malta	63	55,2	37,3
Italy	57,8	50,9	35,5
Slovakia	37,7	36,2	29,9
Bulgaria	52,8	53,9	27,4
Hungary	36,5	40,9	23,4

	
	63,4%
	60,6%
	45,6%

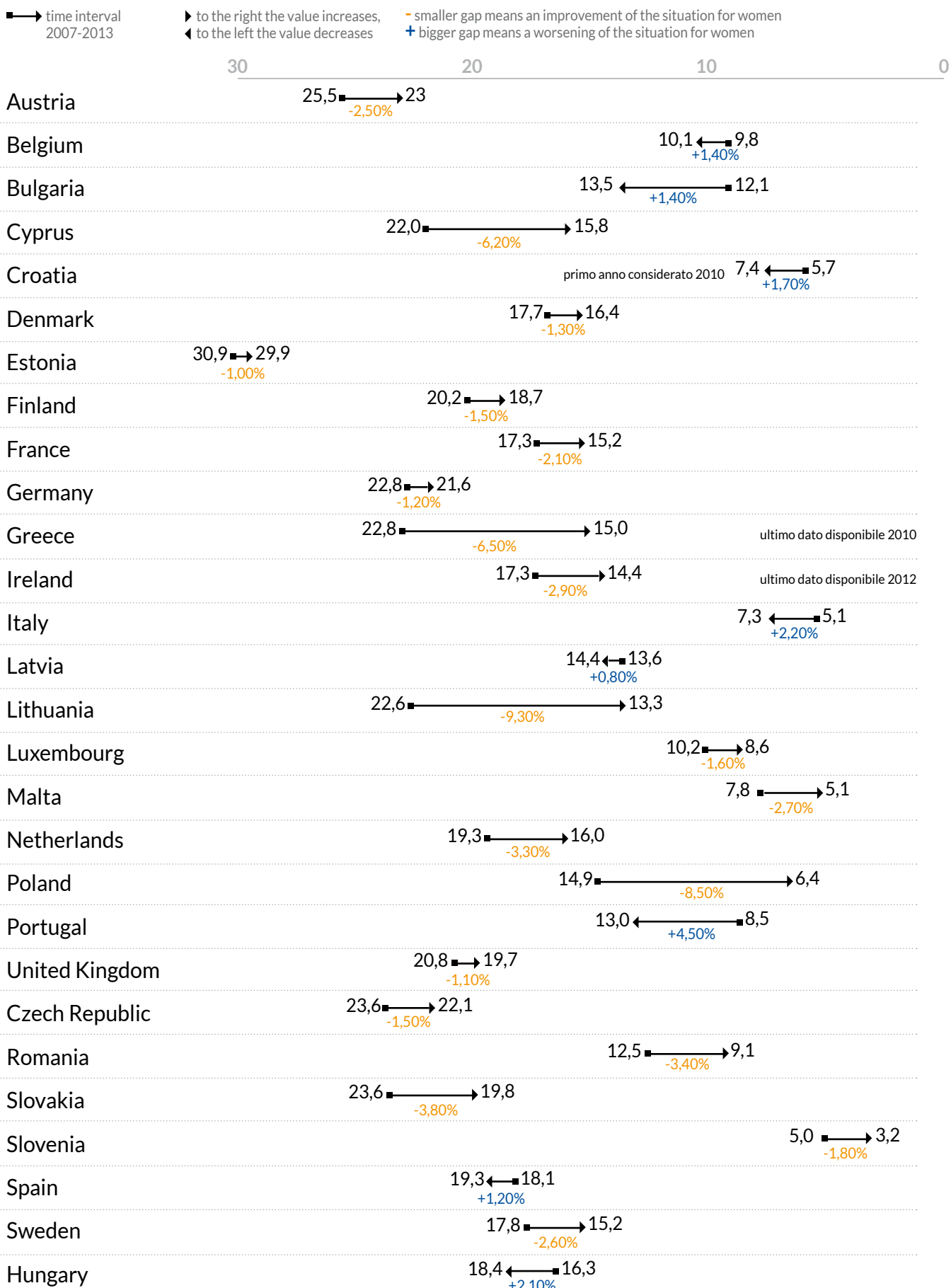
Women with three or more children in Denmark work more than women with one child in Italy (77% versus 57,8%)



### 3.5. GENDER PAY GAP: EU MEMBERS STATES



### 3.6. GENDER PAY GAP DURING THE CRISIS



## CREDITS

**Openpolis** is a watchdog working for making Italian politics more transparent. It is completely independent and does not receive any kind of funding from parties, politicians and associations and foundations to them connect. It has created and manages an online network that allows citizens to receive free and address information based on data.

It constantly carries out research on e-democracy, e-gov, opendata and data journalism. It is one of the founding partners of the **Pan European e Participation Network** (PEP-NET), recognized and financed by the European Union, and it represents Italy in the **Parliamentary Monitoring Organizations** (PMO's).

Openpolis publishes a series called **"MiniDossier"**. Through a data journalism approach its goal is to verify, analyze and compare data from different official sources in order to suggest different point of views and tell different stories. On important issues and topics, such as politics and local finance, documented indexes and innovative indicators are created.

**Openpolis network: platforms for those that ask questions**

### **Voisietequi.it**

#### **What do parties think?**

For every single election we select the most important themes of the political campaign and ask parties to say their opinion on them (in favor/against). Citizens after having answered the same questions, have the possibility to find out which political party is closer to their position.

### **Openpolitici.it**

#### **Who are the Italian politicians?**

The biggest and most up to date database on Italian politicians. Over 250.000 personalized pages with biography, political career, and timeline of past institutional postings for each elected representative for each institutional level: local municipalities, Regions, National and European Parliament.

### **Openparlamento.it**

#### **What do politicians elected in Parliament do?**

Daily analyses on what happens in the Chamber of Deputies and in the Italian Senate. It is possible to monitor single MPs, specific subjects and single bills. We created various indicators useful to understand the differences between each MP in order to better value their work.

### **Openmunicipio.it**

#### **What do elected municipal politicians do?**

Local municipalities can decide to take part in this project by "opening" their public data, and by making the doings of the town council more transparent and accessible. Each presented act, bill and motion is immediately published online to allow an open discussion with citizens. For this purpose, each document is analyzed, categorized and geo-localized.

### **Openbilanci.it**

#### **Who do mayors spend local money?**

We published the budgets of the past 10 years of over 8000 municipalities. Besides specific details for each local administration, comparisons, rankings and indicators allow users to have a better understanding of data and numbers at times complicated to understand.

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