

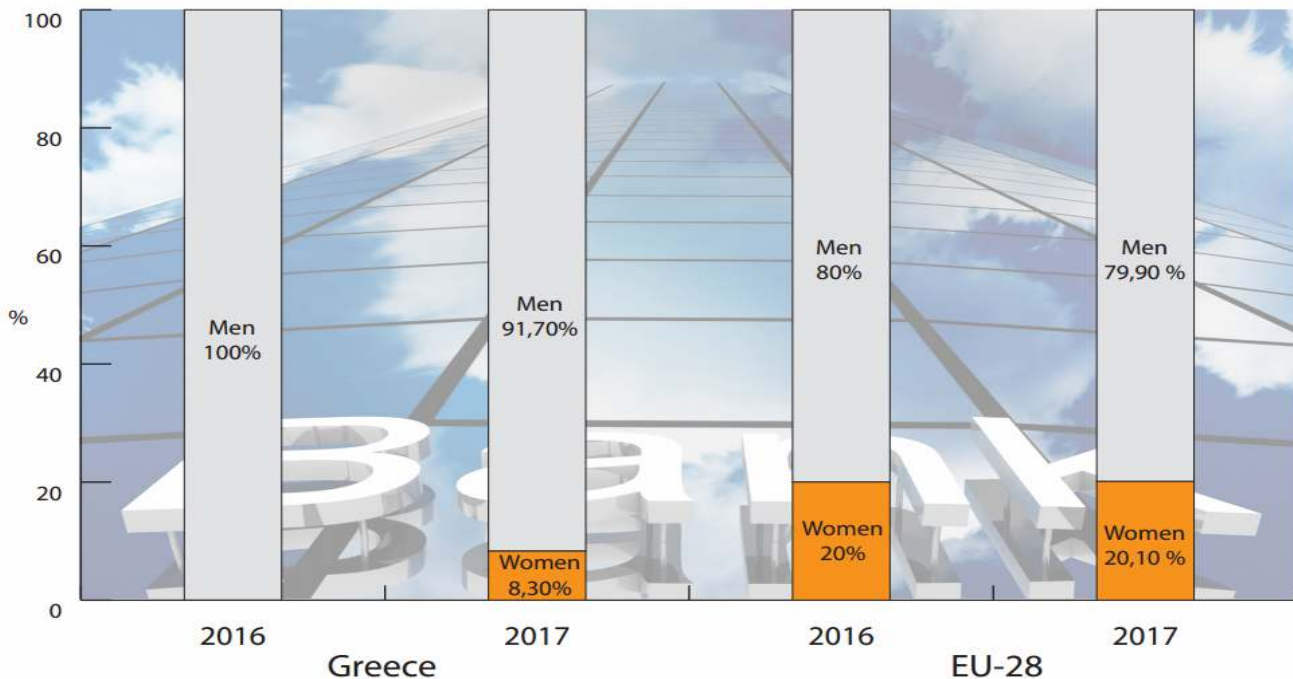
### Women in Power and Decision-making

Decision-making includes three fields of power: political, social and economic. For the fields in question, indicators that evaluate women's involvement in power and decision-making are listed below.

Three indicators are used for the evaluation of economic power:

- percentage of women and men in Central Banks, by gender and administration level
- percentage of women and men in the top 50 companies' director boards and,
- number of women and men in Chambers' Administrative Committees.

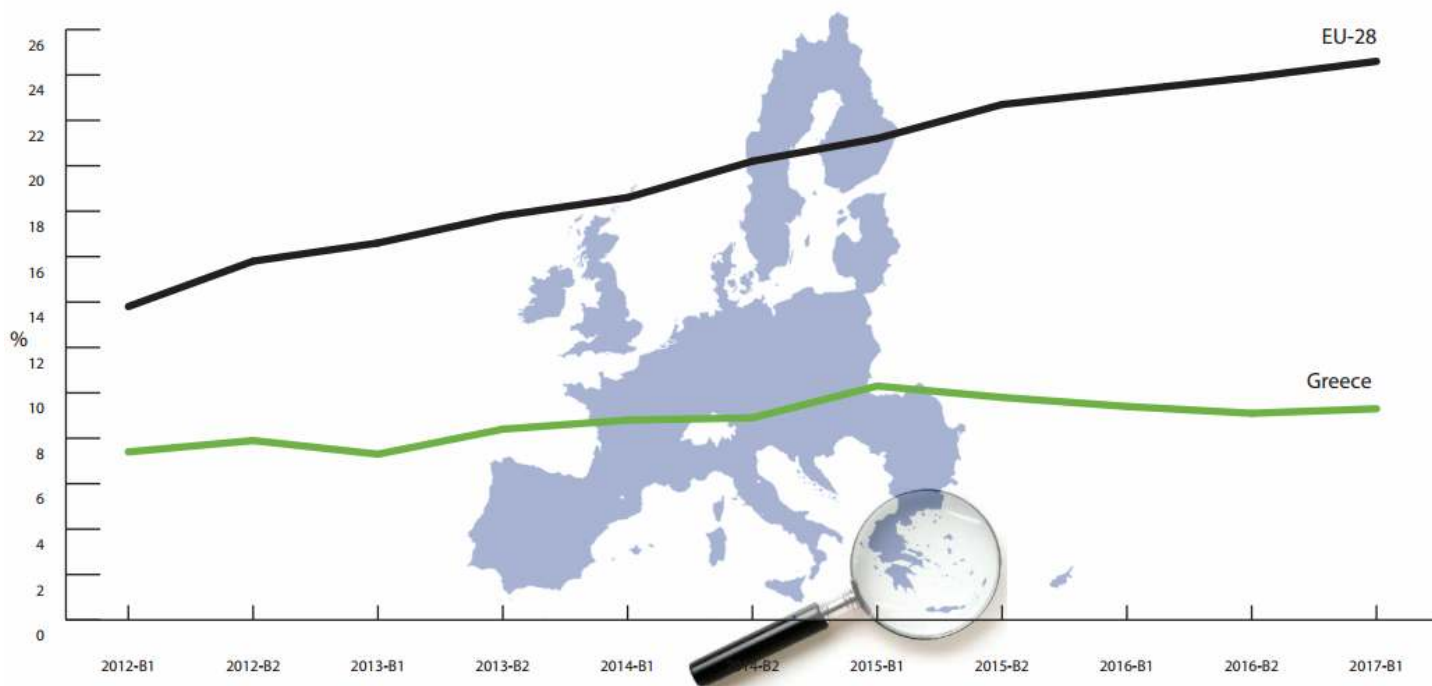
**Figure 1:** Participation rates of women and men in Central Banks (Greece and EU-28) in the positions of governor, deputy governor or as members that take part in decision-making (2016-2017)



In 2016, the percentage of women in decision-making positions in the Greek Central Bank (Bank of Greece), was zero. Respectively the percentage in EU-28 was 20%. In 2017, the percentage of women in

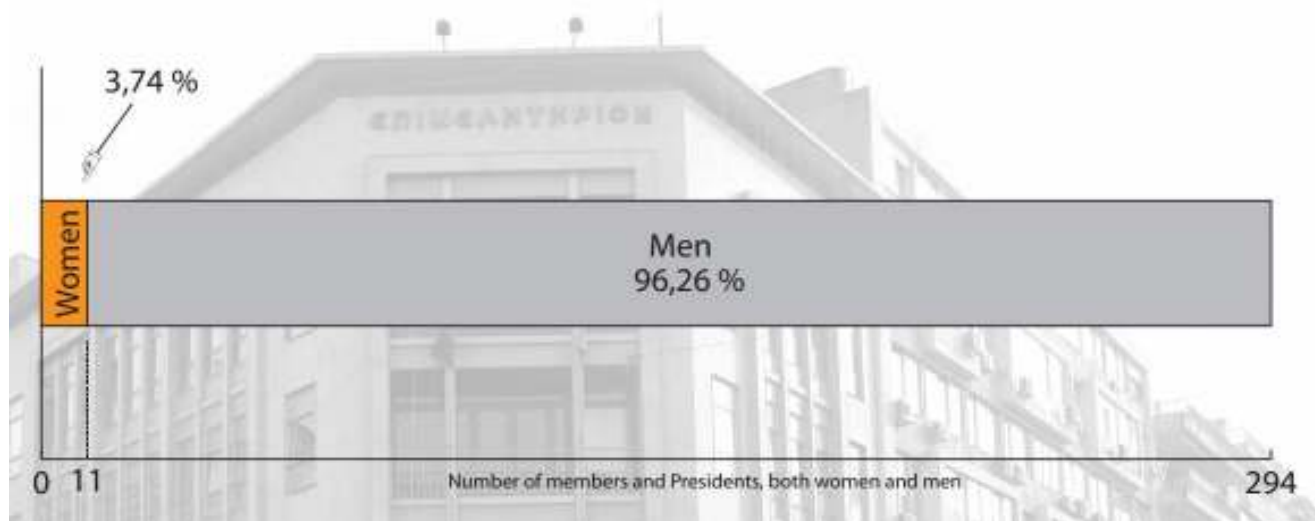
decision-making positions in the Greek Central Bank raised to 8,30%, while the European rate roughly remained the same (20,10%). Zero rates appear in the following countries: Czech Republic, Croatia, Netherlands, Austria, Lithuania and Slovakia.

**Figure 2:** Women’s participation rates in the Boards of the top 50 listed companies in Greece and EU-28 (2012-1<sup>st</sup> Semester 2017)



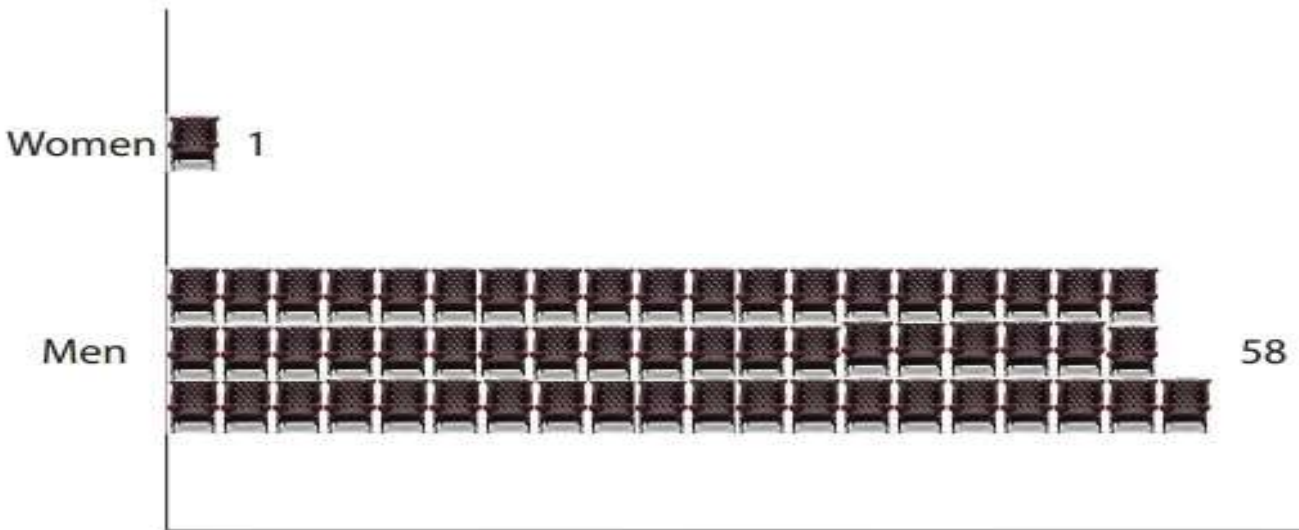
Examining the above figure, we may easily conclude that, in the last five years, there has been a small increase in the rate of women members in the top 50 companies’ director boards in Greece, including also some periods of decrease. The increase is estimated at 1,9%, i.e. just 8 more women members. For the same period, the increase in EU-28 reaches 10.8%. In Greece, the highest percentages appear in the first semester of 2015: 10,30%, thus 89,70% for men.

**Figure 3:** Number of women and men in Administrative Committees of 59 Chambers (July 2017)



According to the members' list of the Central Chamber Union of Greece, as published in the Union's official site, and as depicted in the figure above, only 3.74% of the Chambers' Administrative Committees consist of women. That is 11 women, in opposition to 283 men, in a total of 294 Committee members (including presidents).

**Figure 4:** Number of women and men as presidents in Administrative Committees of 59 Chambers (July 2017)



According to the same source, and as shown in the figure above, only one woman presides in a total of 59 Chamber Administrative Committees.

Participation of women in political power is evaluated by indicators that estimate the percentage of women and men in:

- the European Parliament
- the Greek Parliament
- the Supreme Courts and,
- the Public (Director's) Boards

**Figure 5:** Participation rates of women and men in the European Parliament (2<sup>nd</sup> Quarter 2017)



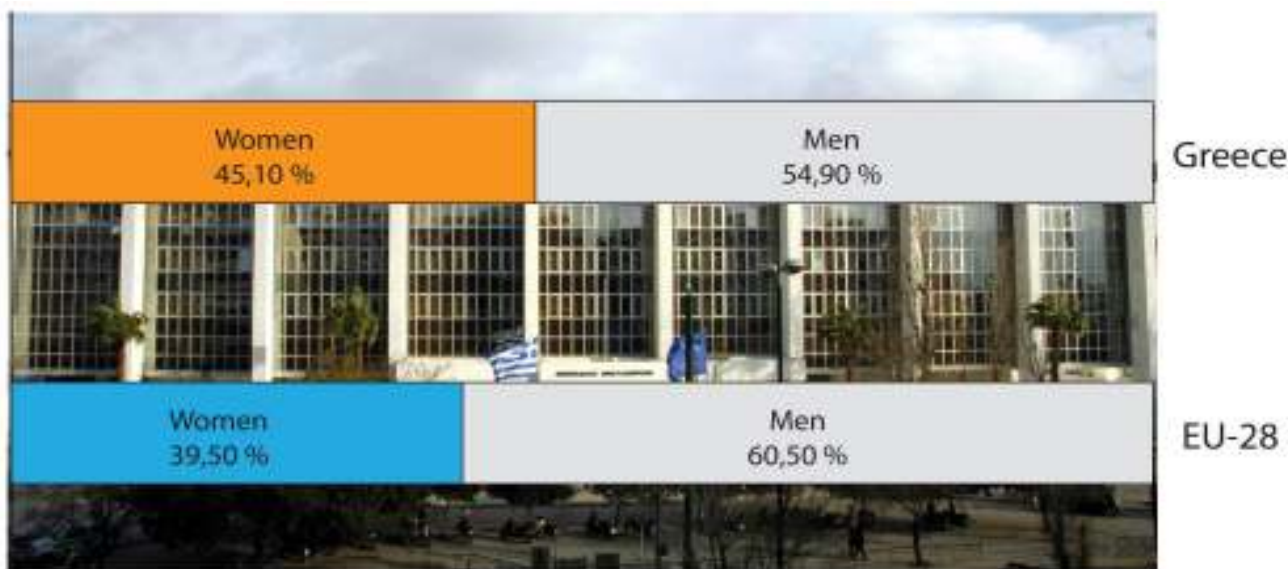
The figure above depicts the rates of men and women in the European Parliament in the 2<sup>nd</sup> quarter of 2017, the President included. It is worth noting that the highest women rate since the establishment of the European Parliament was in the first quarter of 2017: 280 women members in a total of 751 representatives, including the President.

**Figure 6:** Participation rates of women and men in the Greek Parliament (2<sup>nd</sup> Quarter 2017)



Participation rate of women in the Greek Parliament, as shown in figure 6, reaches 18,33%, i.e. 55 women in a total of 300 representatives. According to the World Economic Forum’s “Global Gender Gap Report 2017”, 21,10% of women hold Minister chairs in the Greek Parliament, in opposition to 78,90% Minister chairs held by men.

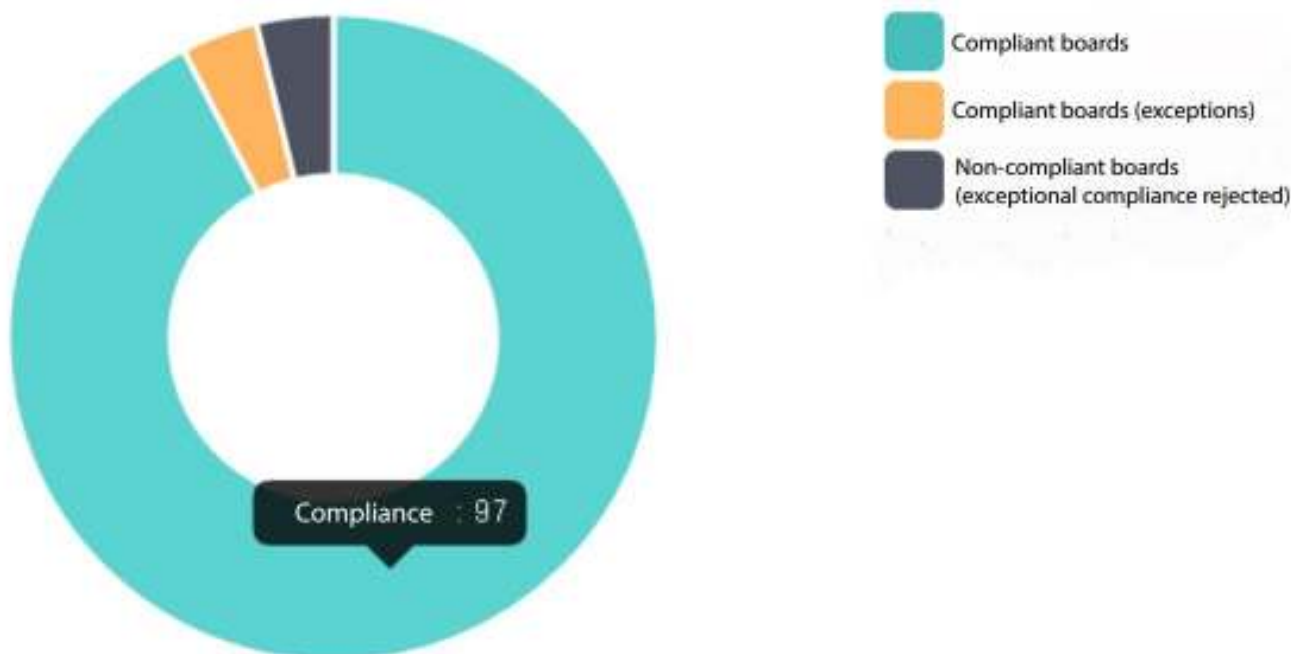
**Figure 7:** Participation rates of women and men as presidents and members of Supreme Courts in Greece and EU-28 (2016)



By the depiction of the participation of women and men in the Supreme Courts, as shown in the figure above, it is easily perceived that the rate of women in Greece is higher than EU28's rate, but still low compared to the rate of men. Similar rates are observed in 2015.

In reference to the Public Councils, article no.6, par. 1 of the Law 2839/2000 "Regulation of matters of the Ministry of Interior and other arrangements" secured the balanced participation of women and men in decision-making in the Public sector, by introducing a minimum 1/3 participation of each gender in the staff councils. The General Secretariat for Gender Equality has designed a web-application (available at: <http://posostosi.isotita.gr>) to monitor the aforementioned participation and help the staff councils comply with the regulations.

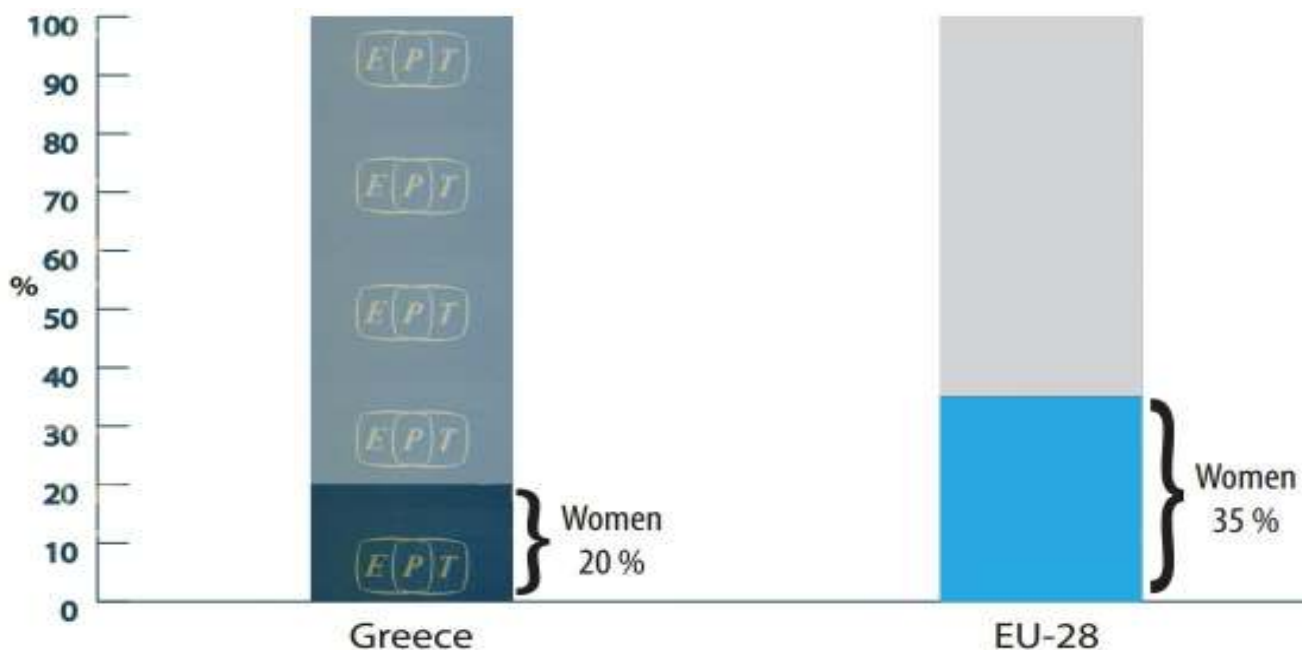
**Figure 8:** Number of staff councils which comply with the regulations (2017) (<http://posostosi.isotita.gr>)



However, by 1-10-2017, 12 Public Boards in 8 public institutions (in a total of 105) hadn't complied with the law.

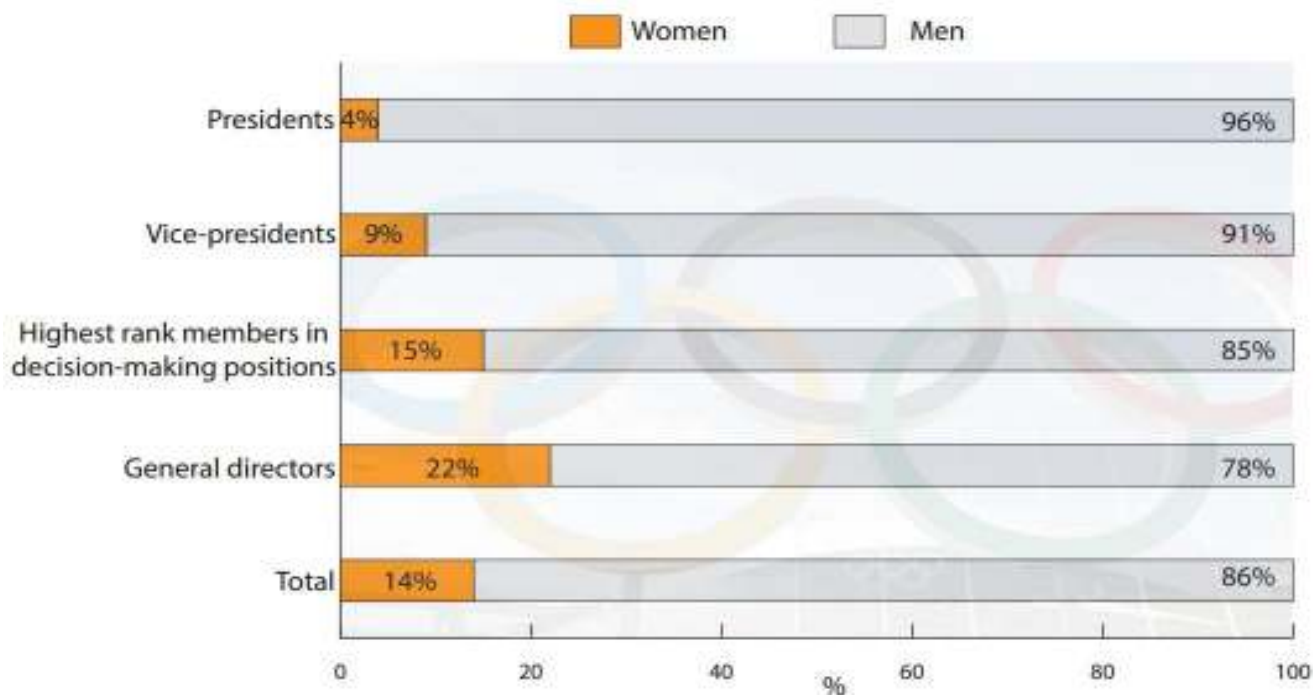
Social power refers to the participation of women in unions and associations (e.g. sport, cultural, social), in mass media as well as in the academic /research sector. No specialized indicators have been developed for this field, so it is partially covered by indicators for media and education. Indicatively:

**Figure 9:** Women’s participation rates in public media decision-making committees (Greece and EU-28, 2016)



Yet another sector, in which the majority of members in the Administrative Boards are men (for Greece and EU-28), is that of mass media. In 2016, only in Romania and Bulgaria women appeared to have a higher rate in the mass media board of directors.

**Figure 10:** Participation rates of women and men in decision-making positions in continental confederations of Olympic sports (EU-28, May-June 2015)



In sports, according to EIGE’s report “Gender equality in sport”, in 2015, the proportion of women in decision-making positions in continental confederations of Olympic sports in Europe was 14%, while men’s proportion was 86%.

The exact same rate (14%) was the proportion of women among all decision-making positions in national sport federations in the EU-28 in 2015. Specifically in Greek soccer, the administrative boards of the 4 most popular clubs (AEK, OSFP, PAO, PAOK), according to information available on their official sites, include only 1 woman in a total of 33 board members.

In order to achieve balanced participation of women in structures of power, processes and decision-making frames the General Secretariat for Gender Equality, has set 4 basic objectives, according to the National Action Plan for Gender Equality 2016-2020: a) the acceleration of the equal participation of women in every field of public and professional life, especially in the decision-making positions, in the parliament and in the local authorities, b) eliminate the discrimination against women and strengthen the assurance of gender equality in public life and politics, c) policies that will lead to the balanced participation of women and men in the elections and d) the reinforcement and development of women abilities and skills in order to actively participate in the procedures of decision-making centers and leading positions.

*The sources used are: the Greek Statistical Authority, the World Economic Forum, the European Institute for Gender Equality (EIGE), the General Secretariat for Gender Equality, and the Central Chamber Union of Greece.*

**paratiritirio.isotita.gr** is a special website of the General Secretariat for Gender Equality designed to include, analyze, process and diffuse statistical data and indicators for gender equality policies.

Its goal is mapping gender differentiations in 12 basic policy areas and the monitoring of any relevant trends and advances in Greece. Moreover, it includes 82 gender indicators based either on the Beijing Platform for Action or on specific national priorities and is followed by metadata.

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