Women in Government: Engendering Public Policies in the MENA region
Granada 1-2/12/2011

Building Effective Institutions for Gender Equality - Gender mainstreaming in Belgium

Philippe VERMEULEN – Federal Public Service on Personnel & Organization - Belgium
Why [gender] mainstreaming?

- half of the population is composed of women
- share of women in the active population (public + private sector, employed, self-employed and CEO’s) is increasing & men decreasing
- number of women at the top is increasing but is still only 1/3
- Ageing population = need for human resources to keep up the economy and public service delivery (Belgium: 40% of civil servants are > 50)
- skills are evolving, talents are needed
  - innovative labour organization not only focused on efficiency and effectiveness but also and even more on vision, participation, commitment and a valuable contribution to society
- active participation of women (and other “categories”) is a fact, a necessity and to be stimulated, enhanced
- consistent: to be rewarded on an equal basis, to be esteemed, to take part in career development, policy development and management
Roadmap to gender mainstreaming

- > HRM: it’s a societal question
- Gender mainstreaming: key to non-discrimination
- Gender dimension to be present in every policy, plan, measure and action
- Gradual maturation process, long term investment
- Precondition: political + administrative commitment & leadership
- Legal equality to guarantee equality
- Commitment and cultural change to sustain societal and economic equality
- Organizational tools and processes to monitor and enhance equality process
The long road to equality & non-discrimination

1. Equal political rights
   - women’s vote (1948)
   - equal representation on the lists (2002)

2. Equal civil rights
   - Economic independence (1970’s)

3. Equal socio-economic rights
   - Equal pay (Law 7/05/1999)

4. Auto determination & non-discrimination
   - abortion (3/04/1990)
   - sexual harassment (16/06/2007)
   - Same sex marriage (Law 13/02/2003)
   - Law on gender mainstreaming (12/01/2007)
   - Law combating discrimination between women and men (10/05/2007)

- 1957, art.119 Treaty of Rome
- 1966: FN Herstal-strike
- 1968 – 1978: Cassation: Defrenne vs. SABENA
Belgium: gender relations total vs. active population

- total population women
- total population men
- total active women
- total active men
- total women CEO & Top Mgt.
- total men CEO & Top Mgt.
Federal Public Services (30.06.2011)

- #: 81.336 (head count) = 71.618,17 FTEs (ministries: 59.593 (52.791,00)) (excl: army, police & regional & local administrations)
- Decrease: 2006: 83.542 (head count)
- Men: 47,4% / women: 52,6%
- Levels:

<table>
<thead>
<tr>
<th></th>
<th>total</th>
<th>men</th>
<th>women</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>23</td>
<td>58,17</td>
<td>41,83</td>
</tr>
<tr>
<td>B</td>
<td>19,6</td>
<td>49,48</td>
<td>50,52</td>
</tr>
<tr>
<td>C</td>
<td>37,8</td>
<td>46,42</td>
<td>53,58</td>
</tr>
<tr>
<td>D</td>
<td>19,6</td>
<td>34,37</td>
<td>65,63</td>
</tr>
</tbody>
</table>
- GEF: 76,2% open term (life long employment)
- Full time: 67,2%
- Ageing administration: > 55: 25,3%
<table>
<thead>
<tr>
<th></th>
<th>30/06/2006</th>
<th>30/06/2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>women</td>
<td>men + women</td>
</tr>
<tr>
<td><strong>Full time (head count)</strong></td>
<td>24208 (30,19%)</td>
<td>55840</td>
</tr>
<tr>
<td><strong>part time (head count)</strong></td>
<td>16892 (21,06%)</td>
<td>24353</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2011 (%)</th>
<th>% (on total)</th>
<th>% women (on total)</th>
<th>women (full + part time)</th>
<th>women (full time)</th>
<th>women (part time)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>senior management (N, N-1, N-2, staff)</strong></td>
<td>0,28</td>
<td>0,05</td>
<td>17,20</td>
<td>100,00</td>
<td>0,00</td>
</tr>
<tr>
<td><strong>middle management (A3 - A5)</strong></td>
<td>4,05</td>
<td>1,13</td>
<td>27,96</td>
<td>25,38</td>
<td>62,03</td>
</tr>
<tr>
<td><strong>Specialists (A1/A2/B)</strong></td>
<td>46,36</td>
<td>20,87</td>
<td>45,01</td>
<td>37,64</td>
<td>76,35</td>
</tr>
<tr>
<td><strong>Secretarial staff (C)</strong></td>
<td>30,73</td>
<td>19,25</td>
<td>62,66</td>
<td>51,07</td>
<td>85,81</td>
</tr>
<tr>
<td><strong>Technical staff (D)</strong></td>
<td>18,87</td>
<td>11,73</td>
<td>62,17</td>
<td>46,73</td>
<td>85,89</td>
</tr>
</tbody>
</table>