



Federale Overheidsdienst
Personeel en Organisatie

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

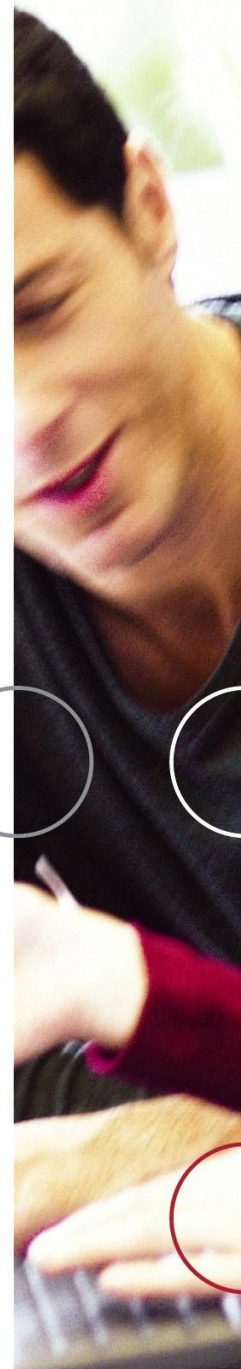
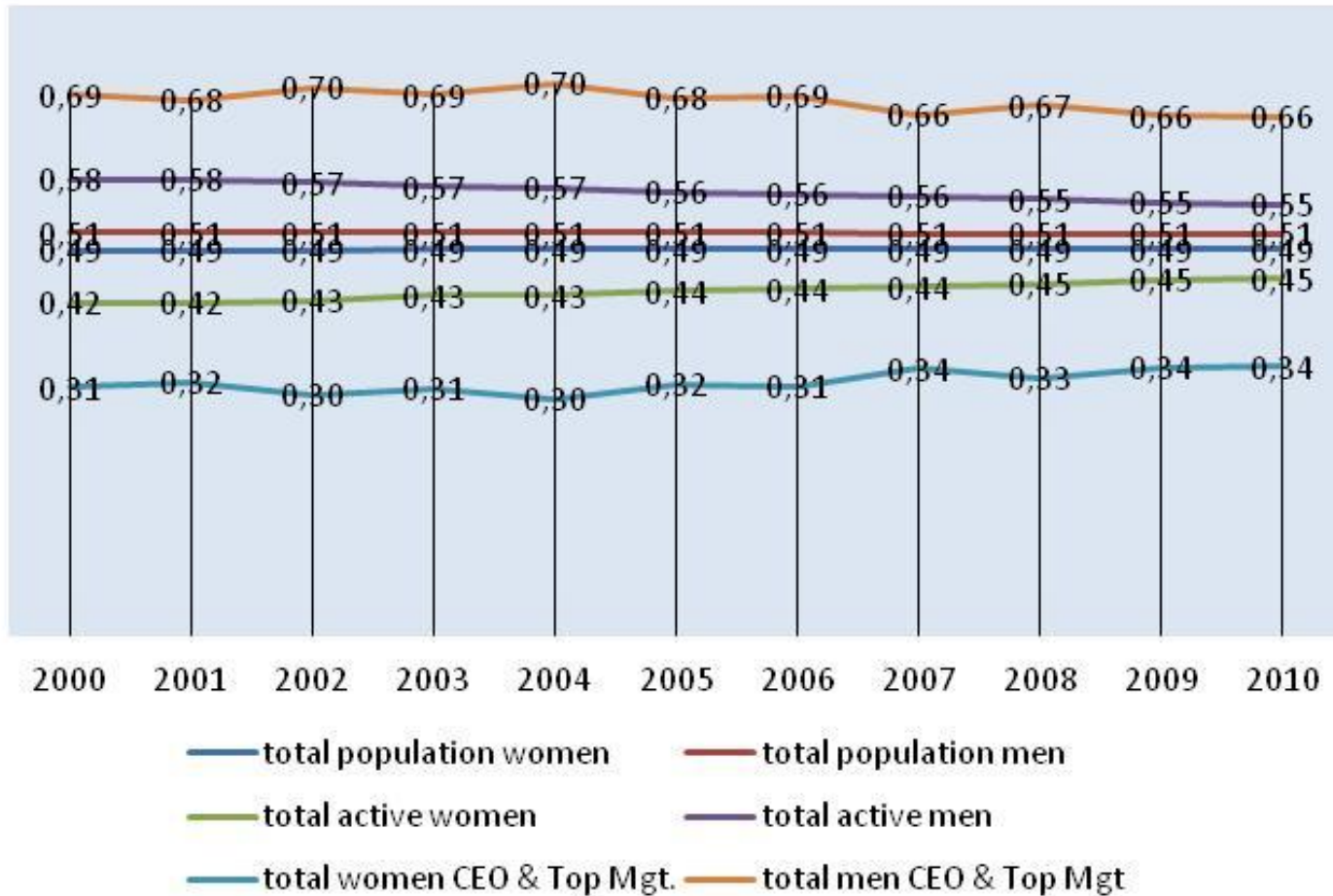
Auto determination & non discrimination

- 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





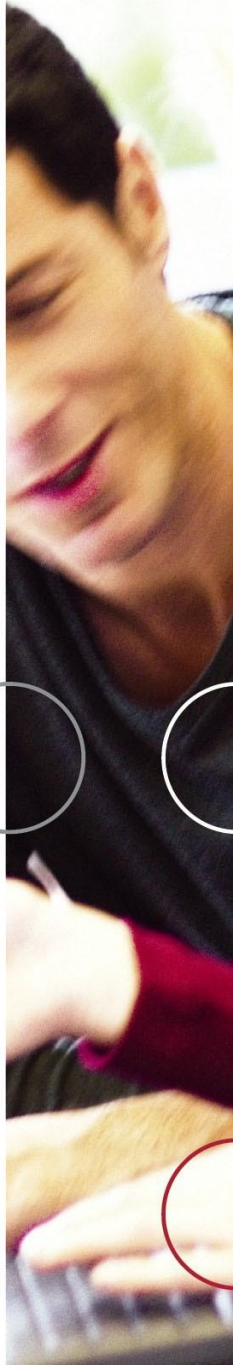
Federal Public Services (30.06.2011)

- #: 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:

	total	men	women
A	23	58,17	41,83
B	19,6	49,48	50,52
C	37,8	46,42	53,58
D	19,6	34,37	65,63

- GEF: 76,2% open term (life long employment)
- Full time: 67,2%
- Ageing administration: > 55: 25,3%

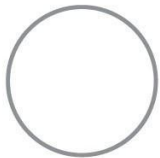




	30/06/2006		30/06/2011	
	women	men + women	women	men + women
Full time (head count)	24208 (30,19%)	55840	22343 (29,05%)	50543
part time (head count)	16892 (21,06%)	24353	17895 (23,26%)	26397

	2007	2009	2011
senior management (N, N-1, N-2, staff)	35 (/ 219)	30 (/189)	27 (/157)

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



Belgian Federal Administration - representation of women (2011)

