



GOBIERNO
DE ESPAÑA

MINISTERIO
DE IGUALDAD

SECRETARÍA GENERAL
DE POLÍTICAS
DE IGUALDAD

DIRECCIÓN GENERAL
PARA LA IGUALDAD
EN EL EMPLEO



OECD - CONFERENCE ON GENDER EQUALITY IN GOVERNMENT AND BUSINESS

THE PROS AND CONS OF QUOTAS

4th May 2010 (Paris)

CAPITOLINA DÍAZ MARTINEZ

DG for Equality in Employment

MINISTRY FOR EQUALITY (Spain)

QUOTAS SYSTEM IN SPAIN:

REASONING

- **Affirmative action to break the GLASS CEILING** in managerial positions (**public** and **private** entities) according to the gender mainstreaming and empowerment principles (mandates of the Beijing UN Conference and Platform for Action, 1995).
- **Spanish temporary measure** to eradicate discrimination and stereotypes: at political/economic/labour fields.
- **Following previous debate at UE Court of Justice:** Kalanke Case (17th Oct.1995) / Marshall Case (11th Nov.1997)



WOMEN PARTICIPATION AT THE SPANISH NATIONAL GOVERNMENT

- 1981-1982: UCD. Minister for Culture, Soledad Becerril.
- 1988: PSOE 2 women ministers.
- 1988 – 2003: PSOE / PP increase n^o women ministers.

PSOE:

- 2004: first balanced Government, 50%.
- 2008: first Government with more women ministers (52,9%) than men.



GOBIERNO DE ESPAÑA

MINISTERIO DE IGUALDAD

SECRETARÍA GENERAL DE POLÍTICAS DE IGUALDAD

DIRECCIÓN GENERAL PARA LA IGUALDAD EN EL EMPLEO

Previous PSOE Gov. (2004)



Spanish WOMEN MINISTERS (2010): 9 out of 17



1. First Vicepresident
2. Second Vicepresident + Economy & Finance
3. Science and Innovation
4. Defense
5. Equality
6. Health and Social Affairs
7. Environment, Rural, Marine Affairs
8. Housing
9. Culture



GOBIERNO
DE ESPAÑA

MINISTERIO
DE IGUALDAD

SECRETARÍA GENERAL
DE POLÍTICAS
DE IGUALDAD

DIRECCIÓN GENERAL
PARA LA IGUALDAD
EN EL EMPLEO

WOMEN PARTICIPATION AT CONSTITUTIONALS INSTITUTIONS

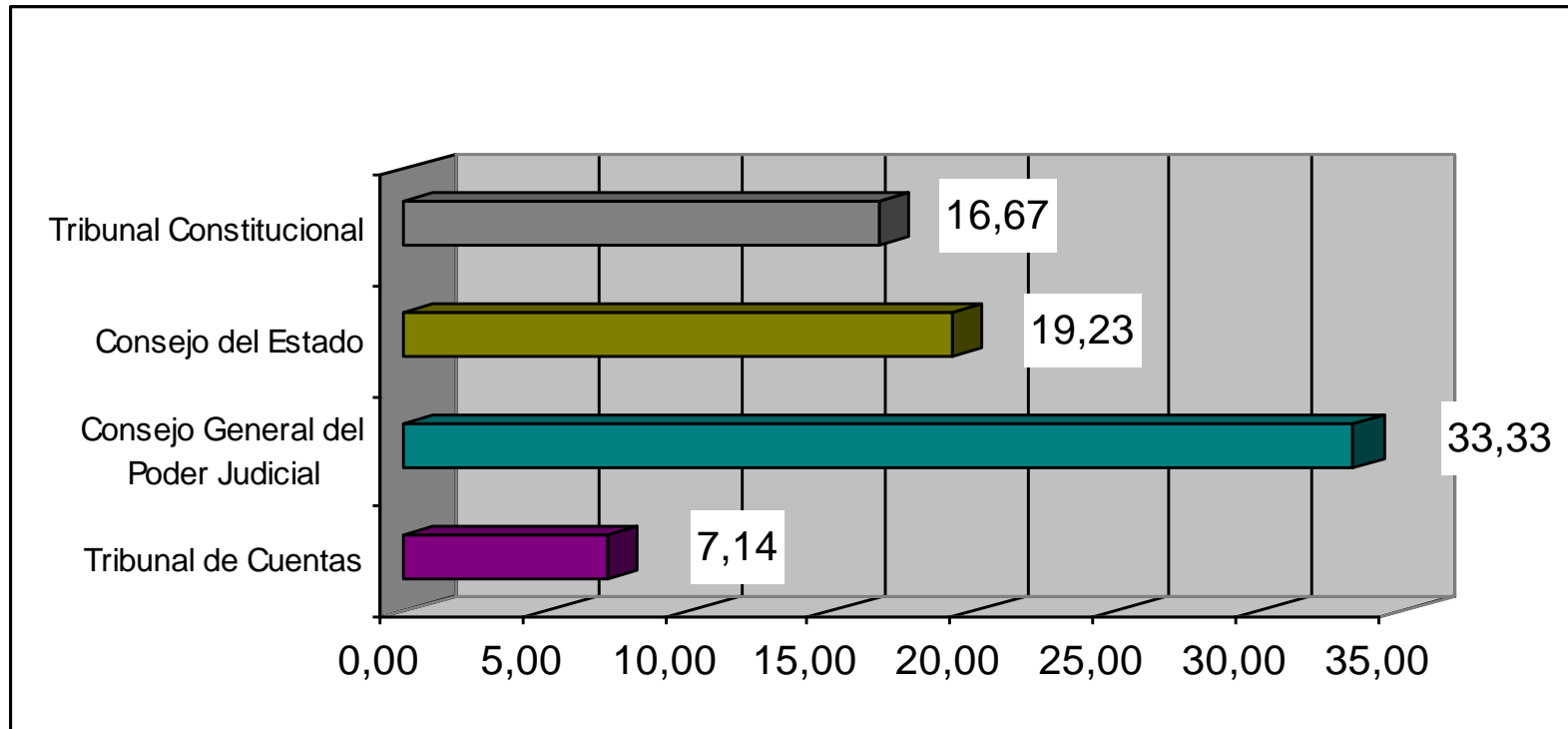
2009

Constitutional
Court

State Council

General
Council of the
Judiciary

Court of
Auditors



SPANISH LEGAL FRAMEWORK:

- **Council of Ministers Agreement 4th March 2005, with 54 measures to foster equality between women and men in the Public Administration:** balanced composition on experts committees, commissions, civil service boards, etc.

- **CNMV's** (Spanish stock exchange watchdog) **Code of Good Governance Recommendations for Listed Companies:** proposals on gender diversity.

As in Norway, not only for ethical-political considerations, but also to meet efficiency targets: it makes little sense to waste the potential and talent of at least 50% of the population.

- Constitutional Act 2007 for effective equality between women and men: ***balanced representation (40-60% either sex)***

- **Strategic Plan for Equal Opportunities (2008-2011)**

2007 Equality Act:

- The lists of candidates for **national, municipal, island council** and Canary Island Council **elections** under the provisions of this Act, as well as for **European Parliament** and **regional legislative assembly elections**, must have a balanced presence of women and men, with each of the sexes accounting for at least forty per cent of the total number of candidates on the list. When the number of positions to be filled is under 5, the number of women and men will be as close as possible to numeric balance.
- The regional laws governing the electoral systems for regional legislative assembly elections may establish measures favouring a greater presence of women in the lists of candidates submitted for such elections.

Spanish Constitutional Court Sentence on Quotas: STC 12/2008, 29th Jan.

- ***Balanced presence*** principle does not discriminate **neither the masculine nor the feminine sex**: the proportion is the same both for women and men.
- **The measure is not based on a majority/minority rule**, as would happen if taken into account other elements of diversity (such as race or age).
- **Reasoned under the “sex” criterium**, that divides any society in two numerically balanced groups.



WOMEN PARTICIPATION AT THE SPANISH PARLIAMENT

COMPARING 1982 - 2008

<u>ELECTORAL PERIOD</u>	<u>Congress</u>	<u>Senate</u>
1982-1986	5,87 %	4,51 %
2008-2012	36,29 %	28,24 %

WOMEN PARTICIPATION AT THE SPANISH PARLIAMENT

MUJERES EN EL PARLAMENTO

CONGRESO

Al construirse la Cámara

Durante toda la legislatura¹

Legislatura	Al construirse la Cámara			Durante toda la legislatura ¹		
	Número diputadas/os	Número mujeres	% Mujeres	Número diputadas/os	Número mujeres	% Mujeres
1982-1986	350	16	4,57	392	23	5,87
1986-1989	350	22	6,29	394	33	8,38
1989-1993	350	45	12,86	389	54	13,88
1993-1996	350	55	15,71	407	65	15,97
1996-2000	350	77	22,00	409	98	23,96
2000-2004	350	99	28,29	416	132	31,73
2004-2008	350	126	36,00	399	146	36,59
2008-2012	350	127	36,29	-	-	-



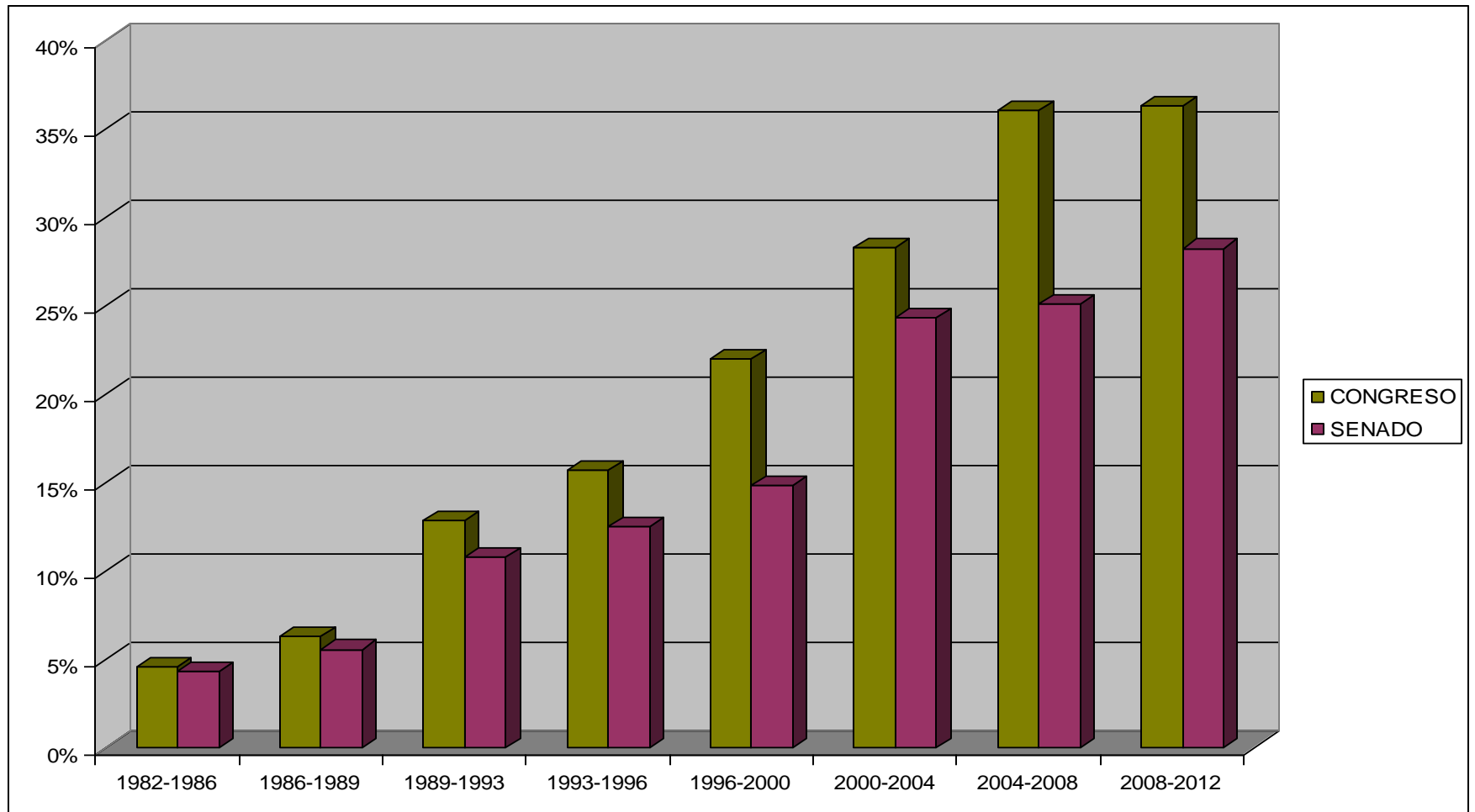
GOBIERNO
DE ESPAÑA

MINISTERIO
DE IGUALDAD

SECRETARÍA GENERAL
DE POLÍTICAS
DE IGUALDAD

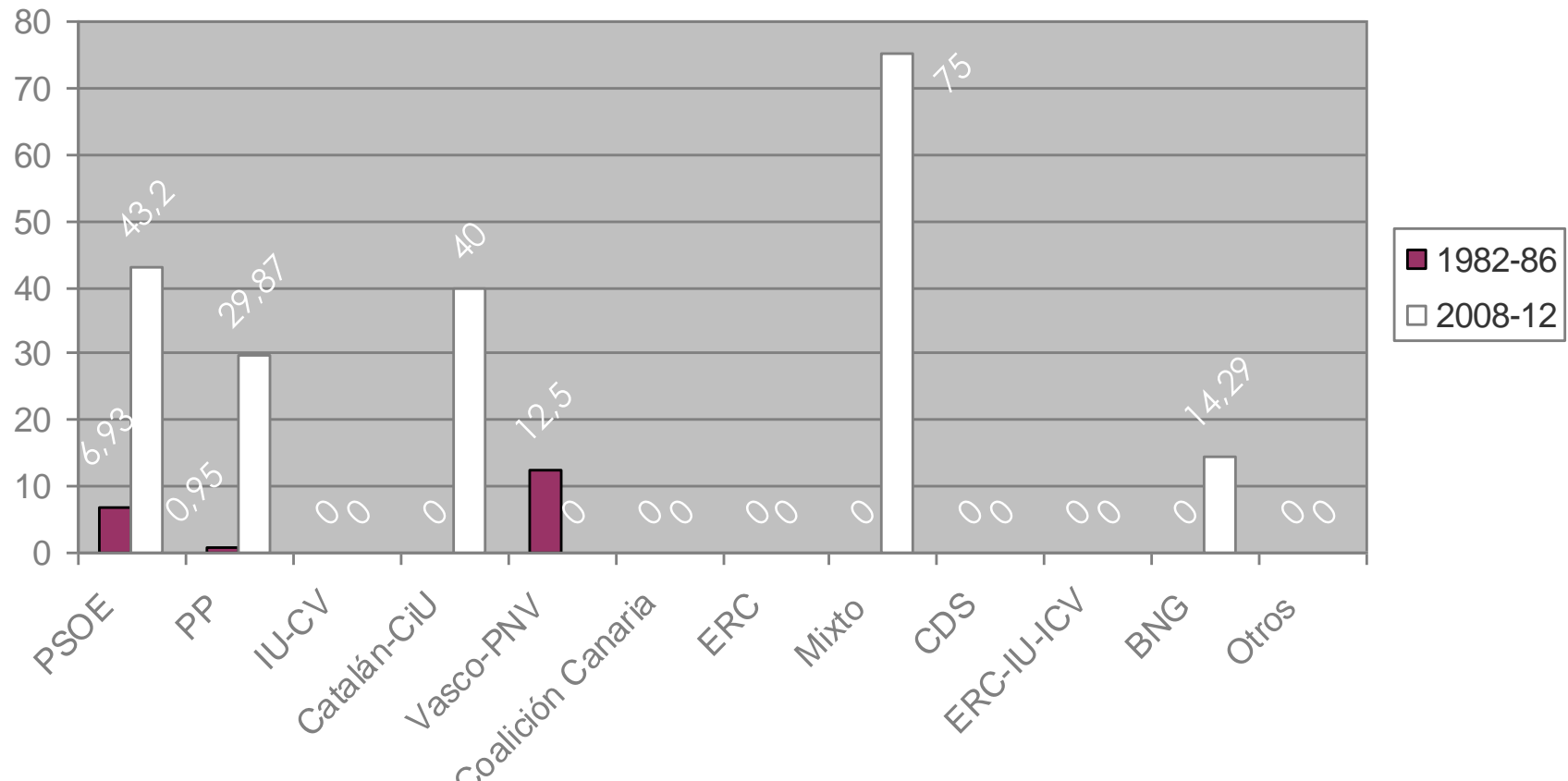
DIRECCIÓN GENERAL
PARA LA IGUALDAD
EN EL EMPLEO

WOMEN PARTICIPATION AT THE SPANISH PARLIAMENT



WOMEN PARTICIPATION AT THE SPANISH CONGRESS (BY POLITICAL PARTY)

MUJERES EN EL CONGRESO POR GRUPO PARLAMENTARIO





REGIONAL LEGISLATIVES PARLIAMENTS AT THE 17 AUTONOMOUS REGIONS

- 1983: 5,6% women
- At present: 41,7%
- Comparing 2003 and 2007 regional elections: 9 have already reached the 40% requested by Law and none with less than 36% women.



GOBIERNO
DE ESPAÑA

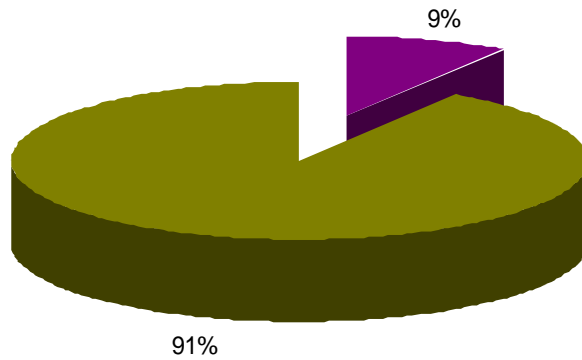
MINISTERIO
DE IGUALDAD

SECRETARÍA GENERAL
DE POLÍTICAS
DE IGUALDAD

DIRECCIÓN GENERAL
PARA LA IGUALDAD
EN EL EMPLEO

1993

Mujeres
Hombres



WOMEN AT THE REGIONAL GOVERNMENTS

2009



Mujeres
Hombres

FUENTE: Elaboración propia a partir de
Datos del Fichero de Altos Cargos, F.I.C.E.S.A.



WOMEN AT LOCAL GOVERNMENTS:

- 1983: 2% she-mayors.
- At present: 14,60 %
- Comparing 2003 and 2007 elections in +5,000 population Town Halls: **increase in the number of she-councillors more than 7 points, reaching 39,49% at national level.**



GOBIERNO
DE ESPAÑA

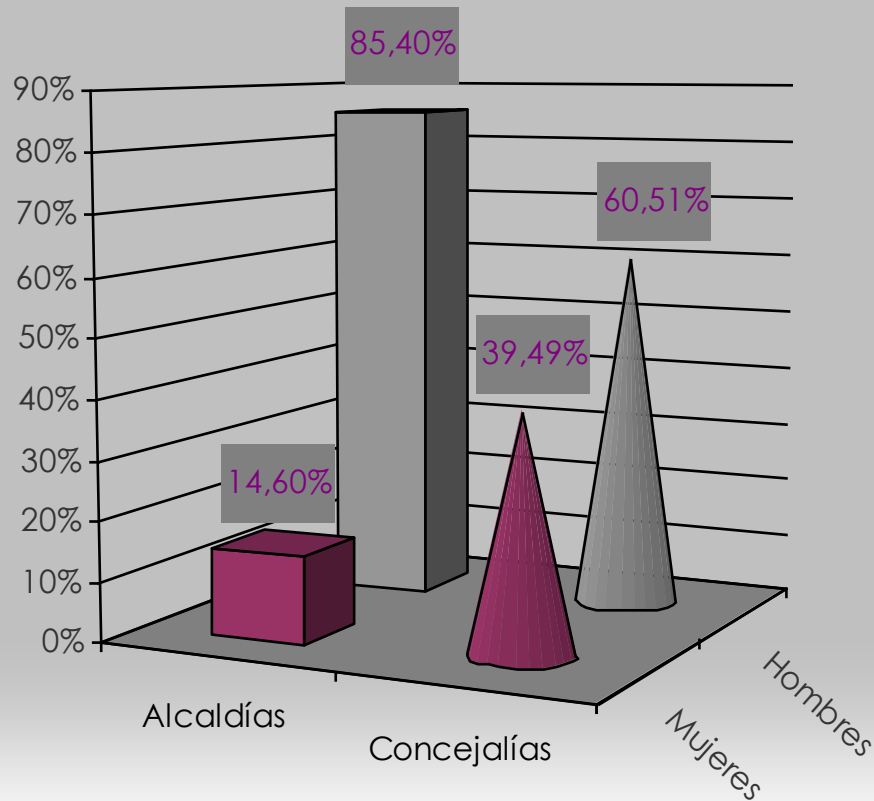
MINISTERIO
DE IGUALDAD

SECRETARÍA GENERAL
DE POLÍTICAS
DE IGUALDAD

DIRECCIÓN GENERAL
PARA LA IGUALDAD
EN EL EMPLEO

LOCAL GOVERNMENTS: WOMEN MAYORS AND COUNCILLORS

2003 - 2007



- Average n^o women in national **parliaments** in 2008: **28%**, only 1% more than in 2004 (but more than 35% in Spain, Belgium, Denmark and the Netherlands; over 40% in Finland and Sweden)
- Percentage of ministers in national governments: increased from 22% in 2005 to **26% in 2008**.
- Women on average almost **1/3 of managers of EU business**, though in most countries the % is lower.
- Female presence on the boards of the largest companies: on average women only represent **11% of appointments** at this level across the EU.



Article 75 Equality Act 2007. Women's participation in mercantile companies' boards of directors

- Listed companies **will endeavour to include a sufficient number of women on their boards of directors** to reach a balanced presence of women and men within 8 years of the entry into effect of this Act.
- The provisions of the preceding paragraph will be taken into account when making appointments on the occasion of the finalization of the terms of directors designated prior to the entry into force of this Act.



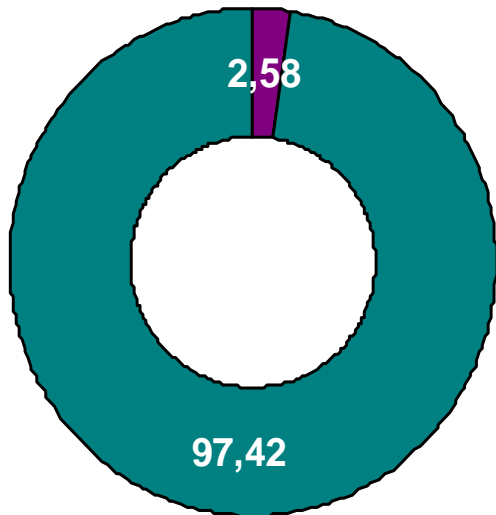
GOBIERNO
DE ESPAÑA

MINISTERIO
DE IGUALDAD

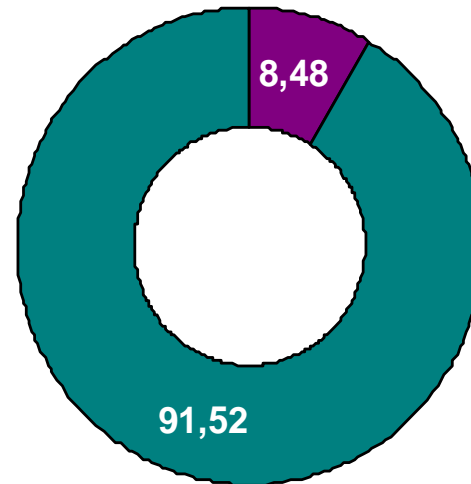
SECRETARÍA GENERAL
DE POLÍTICAS
DE IGUALDAD

DIRECCIÓN GENERAL
PARA LA IGUALDAD
EN EL EMPLEO

WOMEN AT LISTED ENTERPRISES BOARDS – Selected IBEX 35 (both councillors & Presidents)



■ 2004 % Mujeres
■ 2004 % Hombres



■ 2008 % Mujeres
■ 2008 % Hombres

Fuente: Datos recogidos de la CNMV

Women advisers in large Spanish companies (2004-2009)

Public / Private enterprises		2004	2009	2009/04
		% women advisers	% women advisers	% increase
Public		19%	24,2%	23,3
Private	Private companies with public participation (below 50%)	5,3%	9,2%	73,6
	IBEX-35 (Stock Exchange)	3,0%	9,1%	203,3
	Mercado continuo (Stock Exchange)	2,7%	7,4%	174,1

Source: DG for Equality in Employment. Ministry of Equality with official data.



GOBIERNO
DE ESPAÑA

MINISTERIO
DE IGUALDAD

Watch
Video →



WATCH: Stephen
Hawking's Alien
Warning



WATCH: Slap!
Snooki Gets
Physical at the Club



[Home](#) > [Money](#)

Deutsche Telekom Introduces Women's Quota

Germany's Deutsche Telekom to introduce quota for women in senior management

By GEIR MOULSON Associated Press Writer

The Associated Press
[Post a Comment](#)

BERLIN March 15, 2010 (AP)

Print RSS | FONT SIZE: | SHARE: Email Twitter Facebook [\[+\] More](#)

Germany's Deutsche Telekom AG on Monday said it will introduce a quota for female managers, with a target to fill 30 percent of upper and middle management jobs with women by the end of 2015.

That would compare with only 13 percent in 2008, the company said. Deutsche Telekom said it would be the first on Germany's 30-strong DAX index of blue-chip stocks to introduce such a quota.

"It is a matter of social fairness and a categorical necessity for our success," chief executive Rene Obermann said. He argued that "having a greater number of women at the top will quite simply enable us to operate better."



Web: democraciaparitaria.com

[Sobre la web](#)

[Planio del sitio](#)

[Inicio](#)
[Enlaces](#)

[Lista de distribución](#)

[Contacto](#)

DEMOCRACIA PARITARIA



¿Dónde están las mujeres?



CONSTITUCIÓN ESPAÑOLA

"Todos los ciudadanos tienen derecho a acceder en condiciones de igualdad a las funciones y cargos públicos, con los requisitos que señalen las leyes." Art. 23 2

"Corresponde a los poderes públicos promover las condiciones para que la libertad y la igualdad del individuo y de los grupos en que se integra sean reales y efectivas; remover los obstáculos que impidan o dificulten su plenitud y facilitar la participación de todos los ciudadanos en la vida política, económica, cultural y social"

Art. 9 2



MINISTERIO
DE IGUALDAD

SECRETARÍA GENERAL
DE POLÍTICAS
DE IGUALDAD

DIRECCIÓN GENERAL
PARA LA IGUALDAD
EN EL EMPLEO

QUOTAS SYSTEM IN SPAIN

“Remember that whoever sits at the table makes the decisions and these are the people who control the lives of the rest”

SOURCE: Hon. Linda Tarr-Whelan, speaker at the National School of Government's International Women's Conference 2008, Demos Distinguished Senior Fellow, Former U.S. Ambassador to the UN Commission on the Status of Women.





GOBIERNO DE ESPAÑA

MINISTERIO DE IGUALDAD

SECRETARÍA GENERAL DE POLÍTICAS DE IGUALDAD

DIRECCIÓN GENERAL PARA LA IGUALDAD EN EL EMPLEO



THANKS FOR YOUR ATTENTION !

BEIYINGUT • OHGI ETORRI • BEIVIDO • WELCOME Contacto • Mapa web • Glosario

GOBIERNO DE ESPAÑA MINISTERIO DE IGUALDAD

Ministerio Servicios Sala de Prensa Ministra Igualdad No discriminación Violencia de género Juventud

[Inicio](#) > [Igualdad](#) > Empleo Buscar dentro del Ministerio de Igualdad

igualdad

- Plan Estratégico
- Empleo
 - Planes de Igualdad
 - Distintivo de Igualdad
 - Formación para el empleo
 - Buenas Prácticas
 - Inspección de Trabajo
 - Emprendedoras
 - Diálogo Social
 - Acoso Sexual
- Lucha contra la trata
- Observatorios
- Unidades de Igualdad
- Tus propuestas
- Instituto de la Mujer

PLANES DE IGUALDAD >>>

En el artículo 45 de la Ley Orgánica 3/2007 se establece que las empresas están obligadas a respetar la igualdad de trato y de oportunidades en el ámbito laboral y, con esta finalidad, deberán adoptar medidas dirigidas a evitar cualquier tipo de discriminación laboral entre mujeres y hombres

DISTINTIVO DE IGUALDAD >>>

Para las empresas
El distintivo sirve para reconocer a las empresas que destacan por la aplicación de políticas de igualdad de trato y de oportunidades

AGENDA

Relación semanal de actos programados en el Ministerio de Igualdad

FORMACIÓN PARA EL EMPLEO >>>

Programas de formación para el empleo con el fin de facilitar la incorporación de las mujeres al trabajo y la promoción laboral.

EMPRENDEDORAS >>>

"Las empresarias son modelo de referencia poderoso para otras mujeres, incluida su propia clientela y, la diversidad de género en el liderazgo favorece el sentido común en los negocios", Elizabeth Lynch, responsable del Programa de Liderazgo

SERVICIOS

Para que la igualdad sea algo más que una palabra. Para que sea una realidad.

- >>> Atención a la ciudadanía
- >>> Perfil de contratante
- >>> Convocatorias



General Direction for Equality in Employment: dgie@migualdad.es

<http://www.migualdad.es>