

GENDER EQUALITY IN PUBLIC SECTOR EMPLOYMENT

Analysis on gender representation in management positions within public administrative system

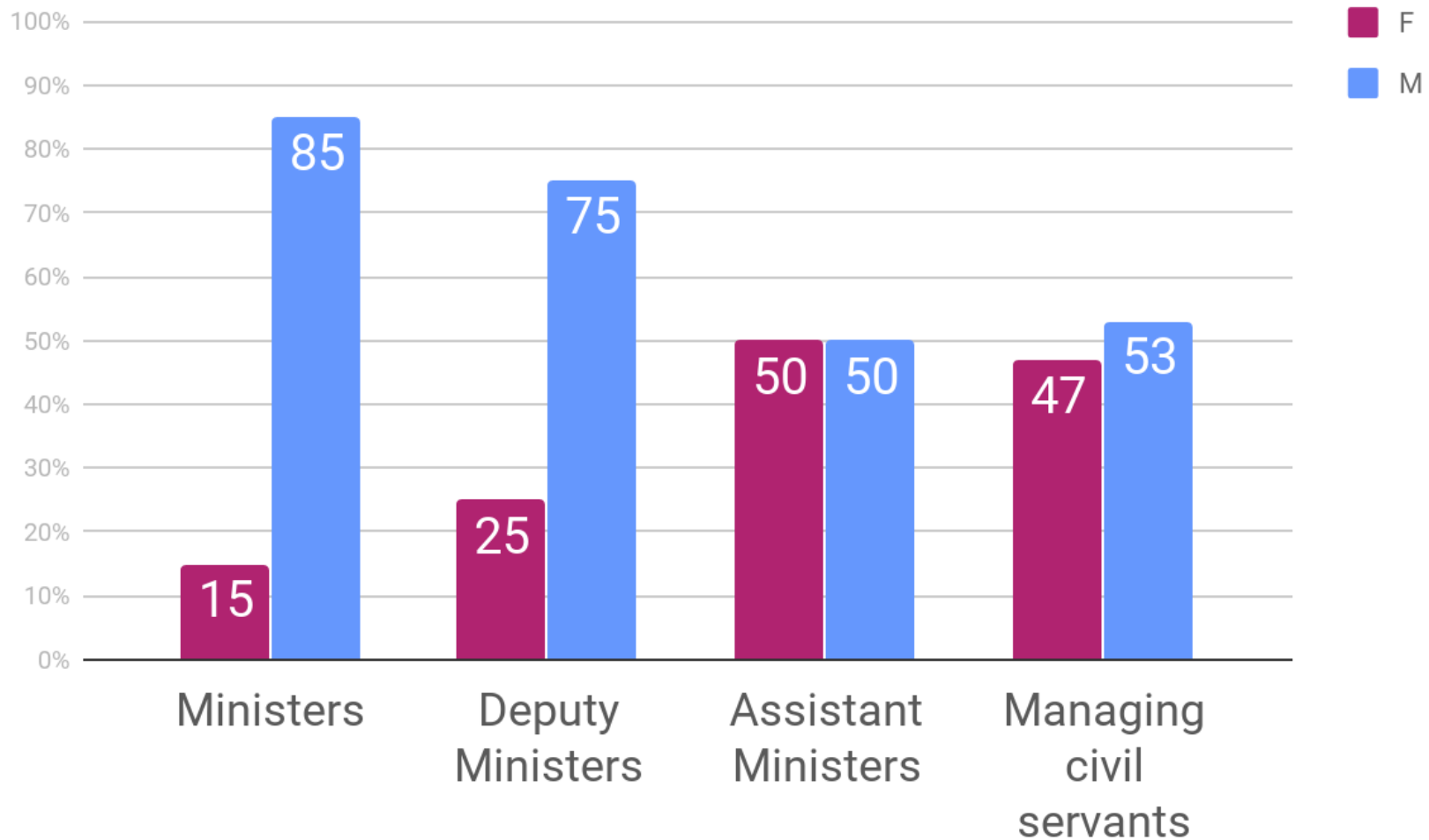
Temporary special measures

- specific benefits enabling persons of a specific gender to have equal participation in public life, eliminating existing inequalities or ensuring them rights they were denied in the past
- based on the analysis of the status of women and men
- introduced temporary

Among public officials of public administrative bodies women are represented in:

- a) 40% share
- b) 30% share
- c) 50% share

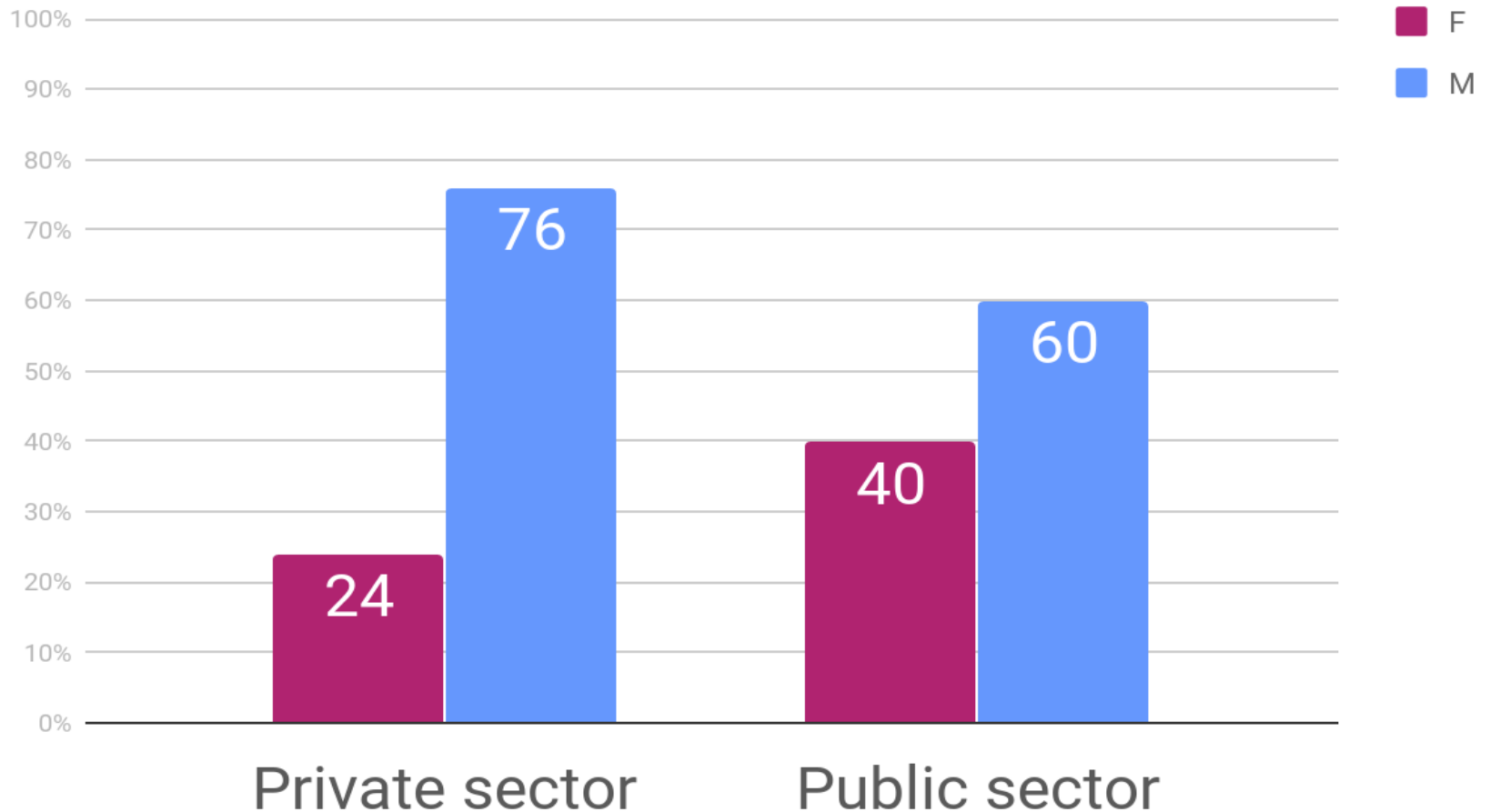
Gender representation in management positions in ministries



In management level bodies of private companies such as board of directors and supervisory board women are represented in:

- a) 12% share
- b) 24% share
- c) 37% share

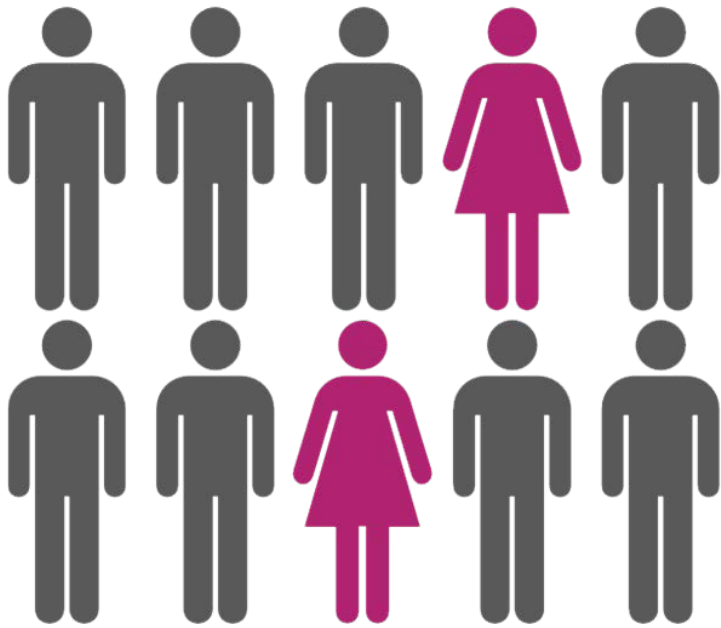
Ratio of women and men on top positions in public and private sector



Benefits of gender-balance

- more effective and responsive government
- women's interests are fully taken into account and properly addressed
- different look at business challenges and different management style
- higher level of objectivity
- superior competitiveness i.e. higher performance and productivity
- better financial results

Gender inequality awareness



66% of the examinees from private companies believe that there isn't any underrepresentation of women in managing bodies of a company.

Means to improve women's opportunities for business advancement:

- collect gender-specific data
- run the analysis on the position of women and men
- introduce special measures to ensure balanced representation of women and men
- define criteria for the appointment in decision-making bodies
- sociocultural change and raise the awareness of the benefits of gender-balanced management

Good practice examples

- gender-sensitive recruitment guidelines
- management skills workshop
- mentoring programs
- women's networks
- database of women on leadership positions
or database of women who are experts in
certain fields

Final thought

“Regulatory pressure works. The cracks are starting to show on the glass ceiling. More and more companies are competing to attract the best female talent. They know that if they want to remain competitive in a globalised economy they cannot afford to ignore the skills and talent of women.”

- Viviane Reding, European Union Justice Commissioner, European Union Press Release, Brussels, 14 October 2013

Thank you for listening.

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