

WOMEN LEARNING FOR AN ACTIVE LIFE

SOCRATES - GRUNDTVIG PROJECT

DOCUMENTATION AND ANALYSIS

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Introduction

About 80 years ago, women secured for themselves the right to vote and the right to hold political office in most European countries. Since then they have been present in parliaments, governments and public bodies, yet underrepresented. Although this imbalanced representation of women and men in politics conflicts with fundamental democratic principles, there is still no equal participation of women in political decision-making processes.

With 52%, women make up the majority of the EU population. They are better educated than ever before and are becoming increasingly involved in working life. However, their equal participation in senior positions in society, industry and politics continues to be the exception. Only in Sweden more than 50% of its government members is female. On average in the EU only one in five members of a parliament or government is female.

1 Political and social participation of women

1.1. Are participation in social life and political interest interconnected?

In appeals for more *parity democracy* as well as in research carried out in the field of women's participation, there is a strong emphasis on ways of participation that are directly connected with the decision making process and the political leading positions. Feminists criticize the far too limited definition of participation. Traditional participation research departs from a male-defined view on what political participation should be.

In 2001, Professor Mark Elchardus supervised an empirical investigation¹ into the fierce criticism uttered by Women's Studies upon traditional research into political and social participation of women in Flanders, the northern dutch- speaking part of Belgium.

Participation in societies or clubs and in volunteer work is not counted in when assessing women's good citizenship. Volunteer aid, inter-generational aid (care for children and elderly) and volunteer work should be included when drawing conclusions about women's citizenship. A larger representation of women in political decision-making basically depends on a proportional participation of women at grass roots level of political and social organisations, and on the promotion of those women to higher functions.

¹ W. SMITS, *Politieke en maatschappelijke participatie van vrouwen in Vlaanderen. Een empirische studie naar de kritieken vanuit vrouwenstudies op het traditionele participatieonderzoek*. VUB, vakgroep Sociologie, onderzoeksgroep TIR. Promotor: Mark Elchardus. 2000/2001.

All kinds of societies (neighbourhood council, playground committee, parents' committee, church council) constitute the social midfield offering the social framework within which the citizen may participate in the decision-making process². The social midfield has a double function: first of *all voicing the citizens' preferences* towards the political and economical system, and secondly acting as an *integration mechanism* through which citizens may participate in the functioning of those systems. In the case of authoritarian systems, the social midfield is a continuation of the political system. In a democracy on the other hand, the social midfield founds its legitimacy on the question whether it voices the citizens' wishes adequately towards the political and economical system and whether those citizens accept it and use it as an integration mechanism. The midfield is a specific type of inter-penetration zone. Inter-penetration happens whenever there is interaction between the different spheres of action (private, politics, market). That interaction may happen directly or through an intermediary (person or institution).

The social midfield has as inter-mediation zone a number of **specific characteristics** :

- The interaction goes through **autonomous** organisations
- Citizens join **voluntarily**
- The **commitment** of the citizens
- The **socializing** function
- Translating **proper** interests, values and opinions of individual citizens into political and economical decisions in order that they may be **justified publicly**
- The result of the voluntary and public deliberation should really **influence** policies
- **Integrity** : to what extent does the midfield succeed in specifying, spreading and implementing in an integer way the values it pretends to defend under concrete circumstances.

The social midfield plays a **specific part** :

- It is a **communication channel** between the citizens and the authorities, putting into words the population's diffuse demands and wishes, grouping them and transforming them into political decision-making and consequently making them manageable for the political system. It offers citizens the

² J. VAN DETH and M. LEIJENAAR, *Maatschappelijke participatie in een middelgrote stad, een exploratief onderzoek naar activiteiten, netwerken, loopbanen en achtergronden van vrijwilligers in maatschappelijke organisaties. Civil Society en vrijwilligerswerk II*. Rijswijk: Sociaal en Cultureel Planbureau, Den Haag: VUGA, 1994.

opportunity to convey a continuous detailed judgement about various government domains, and constitutes as such a supplement to the elections, which are held every four years only and yield no information about motivation behind voting behaviour.

- Apart from that, the midfield has a **naturalizing** function. Volunteer organisations have a positive effect on the perpetuation of a democratic political culture and provide small-scaled naturalisation structures between the individual citizen and the large-scaled political system in which his voice will not be heard.

Participation in the social midfield can be an incentive for a more consistent social commitment and an instrument to advance women's participation in public life. According to Olsen³ there is a positive relationship between social and political participation. Every social organisation will be involved in the political decision-making process occasionally. Recent Belgian research (Smit, 2001) has indeed come to the conclusion that participation in social life has a meaningful effect on both political commitment and political participation, especially the continuation of voting after compulsory attendance were abolished (In Belgium compulsory attendance exists).

As far as women's participation to social life is concerned, it appears from the same research that on average there is no difference between men and women, being understood that women participate more than men in socio-cultural associations and less than men in sports clubs. In all clubs women are under-represented in senior managerial posts.

As for political participation, the difference between women and men is substantial, starting from youth. Women appear to have less interest in politics, are susceptible to anti-politics and less inclined to make use of their voting right if compulsory attendance would be abolished.

Could a possible explanation for women's lack of political interest lie in the nature of the themes being moved forward? The Belgian researchers (Smit, 2001) find that men have a preference for themes regarding the means with which policies can be made: Europe, taxes, government agencies, budget, integrity of politicians and officials, efficiency of public services. Women on the other hand give priority to substantial policies domains

³ M.E. OLSEN, Social Participation and Voting Turnout : a Multivariate Analysis. In : *American Sociological Review*. Nr. 37, 1972, pp. 317-333

which relate directly to the quality of life: city and village renovation, personal safety, education and family policies, health care, pensions, quality of public transport, drug abuse, traffic safety, abortion legislation and equal opportunities. And what appears now: despite the fact that quality of life received more attention than for the political processes in the past few years, it did not turn out to be stimulating for women's political commitment.

Active participation in social life advances political interest, support for the representational democracy and the actual political participation but it does not rectify the difference in attitude regarding politics and democracy. Here lies a formation assignment for the women's movement and for consciousness raising education for girls at school.

Low schooling is baleful to all indicators of participation, especially for women of little education: they are not very active members, have very little access to leading positions in the associations and show a high degree of political indifference and strong anti-political attitudes.

1.2. Education and Training for Governance and Active Citizenship in Europe (ETGACE).

The full title of the project is " Education and Training for Governance and Active Citizenship in Europe: Analysis of Adult Learning and Design of Formal, Non-Formal and Informal Educational Intervention Strategies. It concerns a major research project funded by the European union's Fifth Framework Programme. Six European countries took part in the ETGACE research project : Belgium, Finland, Slovenia, Spain, The Netherlands and the United Kingdom. The project ran from March 2000 to October 2002.

The project aimed to improve educational interventions for tolerant, inclusive and accountable approaches to governance and active citizenship. It was concerned with questions such as:

- How do people learn to become active citizens and to take part in governance?
- How are active citizenship and governance being affected by current economic changes?
- What connections are there between how people practise active citizenship at work and in society, and their citizenship of nations and states?

- How far do we need to think of citizenship in different terms for men and women? Is learning to become citizens different for men and women? Should education for citizenship be different for men and women?
- What educational strategies and approaches are likely to be effective in the learning of citizenship?

The results have been presented to expert groups, people who work in sociological education or who are involved with active citizenship in policies. They helped to translate the results into measures to support learning processes of citizens.

It appears from that research that participation in political and social processes doesn't consist of some fixed pattern of behaviour and attitudes on which people, once they've assimilated them, keep falling back. The assimilation of active citizenship is an open, continuous learning process. That process contains three elements:

- To what extent do people connect their own needs and wishes to collective interests and purposes. People do not sacrifice themselves for the good cause, they get personal satisfaction from it.
- To what extent do people feel committed to certain social groups (e.g. trade union militant, conscious consumer,...)
- The means at people's disposal with which one can express active citizenship. Not everyone can or is willing to make time for evening activities, but there are many other ways in which to devote oneself to an inclusive, fair world (e.g. letter writing for Amnesty International on the Internet).

2 Women's movement and active citizenship⁴

It is not that real social conditions no longer require feminism, but more complex thought structures and more mobile constellations of power make concrete political approaches more difficult to identify and achieve on a mass scale. These new starting points ... require new forms of action."

Cornelia Sollfrank

2.1. Why is active citizenship desirable?

In the actual society, there is no longer question of a blind hierarchical power oppressing the freedom of the people, but it is more and more the people itself or the collective interest, epitomised by the democratically elected government, that is seen as curtailing the individual freedom. Striving for equality, including equal opportunities for all, is seen as a threat to individual freedom. The individualisation has in a way penetrated to the very core of democracy. In that sense one can speak of a corruption of the concept of

⁴ *De toekomst begint vandaag. Perspectieven voor de vrouwenbeweging / L'avenir commence dès à présent. Quelles perspectives pour le mouvement des femmes?* Rapport. Amazone, Brussel, 2002.

democracy. People appeal to democratic principles in order to justify their striving for individual interests.

Phenomena such as individualisation, removal of traditional religious and socio-political barriers and secularisation eroded the traditional collective forms of engagement and active citizenship.

Therefore, it is desirable that people get involved because it may discourage the “acidification” of society.⁵ That acidification reveals itself in the increased feeling of unsafety and loneliness, in extreme-right political orientation, in depressions and suicides.

Prof. Marc Elchardus found a connection between participation in social life and the democratic attitude of the individual. Commitment and active citizenship are found to contribute to a more ethical and a more democratic society.

2.2. Challenges and opportunities for women’s movement

The discourse about active citizenship has recently been dominated by the neo-liberal doctrine: in the minds the social space is mainly defined as an economical space, and individuals as private entrepreneurs who have to strive for their own wellbeing and prosperity. That model of citizenship is chiefly embodied by white, healthy, middle class men (with well paid jobs). For that reason, the proper position of women in society is being denied or not esteemed. Consequently, the first task for the women’s movement is to combat that sort of definitions that deny women’s contribution to democracy. Active citizenship has to be redefined as the **willingness to view social relations in terms of solidarity, which can express itself in several life spheres, private as well as public.**

Active citizenship is a learning process which is imbedded in the individual biography. (i.e. where people are born, to which race, sex or social class they belong, what level of intelligence, physical capacities or sexual inclination they have). So, in order to reach women it is important that an organisation seeks alliance with actual concerns and hence introduces some more general themes. If women’s movement fits the questions that really concern women, and makes them clear that the association has the power to ask as well as answer those questions more efficaciously, then they can contribute to a more caring society.

⁵ M. ELCHARDUS, *Tussen burger en overheid*. Brussel/Leuven, 2000.

If women's movement furthermore succeeds in presenting itself as a counter-force against global economical tendencies of which national governments increasingly lost their grip, then they can introduce convincing arguments for their social relevance and necessity.

3 Women and Political Participation in Europe

3.1. The European Union

3.1.1. Legal framework

The European Union legal regime is an important factor in a comparative analysis of the policies of Member States. European law prevails over the municipal law of its Member States. To the extent possible, national law must be construed to conform to the European law. If reconciliation is impossible, national law which is incompatible is invalid. Specifically, the European Equal Treatment Directive obliges Member States to reverse national law and administrative rules that do not conform to the principle of gender equality.

What does positive action in European terms involve? According to the European Commission:

"There is widespread agreement across the European Union that the concept of positive action embraces all measures which aim to counter the effects of past discrimination, to eliminate existing discrimination and to promote equality of opportunity between women and men, particularly in relation to types or levels where members of one sex are significantly underrepresented"

(COM(96)88 on Case C-450/93)

The Commission distinguished three forms of positive action:

1. improved vocational training and guidance for women;
2. measures facilitating the treatment of the disadvantaged group;
3. preferential treatment, the most questioned issue, which may include quotas for the recruitment and promotion of women.

The normative framework of basic European concepts of gender equality consists of four very different concepts. After Community law went beyond its original guarantee of

“equal pay” for men and women, the two Council Directives that are the major documents in the field of gender equality sought to realise **“equal treatment”** for men and women in employment and in matters of social security. The Directives explain that the principle of equal treatment means that there shall be *no discrimination whatsoever on grounds of sex*.

The European Court of Justice (ECJ) has called the elimination and prohibition of gender discrimination a fundamental human right. Discrimination here primarily means the enactment of laws and other measures that explicitly classify according to gender (direct discrimination).

The term **“equal opportunity”** first appeared in 1976 in a legally binding text. Article 2(4) of the Equal Treatment Directive states that ‘this Directive shall be without prejudice to measures to promote equal opportunity for men and women, in particular by removing existing inequalities which affect women’s opportunities’.

In a setting in which legal gender discrimination has been abolished, yet factually unequal chances for women and men exist, the obligation to ensure equal opportunity goes beyond merely abstaining from discriminatory treatment. The implementation of the ECJ’s formula of *factual equality of opportunity* requires government intervention in order to influence the factual setting.

“Equality in fact and result” consists of two concepts: *substantive equality* and *indirect discrimination*.

Substantive equality claims to consider persons in context. With respect to women, it has been described as demanding that the real situation of women which may place them in a weaker position in the market should be addressed. It is part of Community law. One example is the Council’s 1978 Social Security Directive, which allows Member States to “adopt specific provisions for women to remove existing instances of unequal treatment” [OJ (L6) 24, 1979]. ‘Unequal treatment to be removed’ in that phrase obviously means inequality in fact, not in law, as the Directive specifically asks for legally different treatment to that effect.

Indirect discrimination is present if an apparently neutral provision, criterion or practice disproportionately disadvantages the members of one gender, and is not objectively justified by any necessary reason or condition unrelated to gender.

3.1.2. Legislative initiatives in the field of Gender Balance in Decision-Making⁶

⁶ http://europa.eu.int/eur-lex/en/search/search_lif.html

The present paragraph contains an overview of the legislation, bills and recommendations with respect to “women and decision-making” on the European level. The relevant regulations, directives and resolutions are published in the L-series of the Official Journal of Publication, whereas the recommendations and resolutions are published in the C-series of that Journal. A resolution normally implies a declaration of intent with respect to the policy plan the institution wants to have realised. To that extent, there may be legal consequences attached to in principle non-binding proceedings.

An overview :

- 2001/51/EC: Council Decision of 20 December 2000 establishing a Programme relating to the Community framework strategy on gender equality (2001-2005) *Official Journal L 017 , 19/01/2001 P. 0022 – 0029.* ⁷
- Communication from the Commission of 7 July 2000 addressed to Member States on the Commission Decision relating to a gender balance within the committees and expert groups established by it (Text with EEA relevance) *Official Journal C 203 , 18/07/2000 p. 0004 – 0005.* ⁸
- Resolution of the Council and of the Ministers for Employment and Social Policy, meeting within the Council of 29 June 2000 on the balanced participation of women and men in family and working life. *Official Journal C 218 , 31/07/2000 p. 0005 – 0007.* ⁹
- 2000/407/EC: Commission Decision of 19 June 2000 relating to gender balance within the committees and expert groups established by it (notified under document number C(2000) 1600). *Official Journal L 154 , 27/06/2000 p. 0034 – 0035.* ¹⁰
- Opinion of the Economic and Social Committee on the 'Follow-up to the Fourth World Conference on Women'. *Official Journal C 168 , 16/06/2000 P. 0042 – 0047.* ¹¹
- European Parliament resolution on the outcome of the Special Session of the General Assembly of the United Nations entitled “Women 2000 : gender equality, development and peace for the 21st century” of 5-9 June 2000. ¹²
- Council Resolution of 20 May 1999 on women and science.

⁷ http://europa.eu.int/eur-lex/pri/en/oj/dat/2001/l_017/l_01720010119en00220029.pdf

⁸ http://europa.eu.int/eur-lex/pri/en/oj/dat/2000/c_203/c_20320000718en00040005.pdf

⁹ http://europa.eu.int/eur-lex/pri/en/oj/dat/2000/c_218/c_21820000731en00050007.pdf

¹⁰ http://europa.eu.int/eur-lex/pri/en/oj/dat/2000/l_154/l_15420000627en00340035.pdf

¹¹ http://europa.eu.int/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=52000IE0478&model=guichett

¹² http://europa.eu.int/eur-lex/pri/en/oj/dat/2001/c_067/c_06720010301en02890290.pdf

Official Journal C 201 , 16/07/1999 P. 0001 – 0002. ¹³

- Council Regulation (EC) No 2836/98 of 22 December 1998 on integrating of gender issues in development cooperation.
Official Journal L 354 , 30/12/1998 P. 0005 – 0009. ¹⁴
- Council Regulation (EC, ECSC, Euratom) No 781/98 of 7 April 1998 amending the Staff Regulations of Officials and Conditions of Employment of Other Servants of the European Communities in respect of equal treatment.
Official Journal L 113 , 15/04/1998 p. 0004 – 0005. ¹⁵
- Council Directive 97/80/EC of 15 December 1997 on the burden of proof in cases of discrimination based on sex
Official Journal L 014 , 20/01/1998 P. 0006 – 0008. ¹⁶
- Council Resolution of 2 December 1996 on mainstreaming equal opportunities for men and women into the European Structural Funds.
Official Journal C 386 , 20/12/1996 p. 0001 – 0003. ¹⁷
- 96/694/EC: Council Recommendation of 2 December 1996 on the balanced participation of women and men in the decision-making process.
Official Journal L 319 , 10/12/1996 P. 0011 – 0015. ¹⁸
- Report from the Commission to the Council, the European Parliament and the Economic and Social Committee on the implementation of Council Recommendation 96/694 of 2 December 1996 on the balanced participation of women and men in the decision-making process. ¹⁹
- Legislative resolution embodying Parliament's opinion on the proposal for a Council Recommendation on the balanced participation of women and men in decision-making (COM(95) 0593 - C4-0081/96 - 95/0308(CNS)) (Consultation procedure).
Official Journal C 166 , 10/06/1996 p. 0269. ²⁰
- 95/420/EC: Commission Decision of 19 July 1995 amending Decision 82/43/EEC relating to the setting up of an Advisory Committee on Equal Opportunities for Women and Men.
Official Journal L 249 , 17/10/1995 P. 0043 – 0046. ²¹

¹³ http://europa.eu.int/eur-lex/pri/en/oj/dat/1999/c_201/c_20119990716en00010002.pdf

¹⁴ http://europa.eu.int/eur-lex/pri/en/oj/dat/1998/l_354/l_35419981230en00050009.pdf

¹⁵ http://europa.eu.int/eur-lex/pri/en/oj/dat/1998/l_113/l_11319980415en00040005.pdf

¹⁶ http://europa.eu.int/eur-lex/pri/en/oj/dat/1998/l_014/l_01419980120en00060008.pdf

¹⁷ [http://europa.eu.int/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=31996Y1220\(01\)&model=guichett](http://europa.eu.int/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=31996Y1220(01)&model=guichett)

¹⁸ http://europa.eu.int/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=31996H0694&model=guichett

¹⁹ http://europa.eu.int/eur-lex/en/com/rpt/2000/com2000_012en01.pdf

²⁰ http://europa.eu.int/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=51996AP0149&model=guichett

- Resolution on equal treatment and equal opportunities for women and men.
*Official Journal C 089 , 10/04/1995 p. 0143.*²²
- Council Resolution of 27 March 1995 on the balanced participation of men and women in decision-making.
*Official Journal C 168 , 04/07/1995 p. 0003 – 0004.*²³
- Resolution on women in decision-making bodies.
*Official Journal C 061 , 28/02/1994 p. 0248.*²⁴
- Council Directive 86/378/EEC of 24 July 1986 on the implementation of the principle of equal treatment for men and women in occupational social security schemes.
*Official Journal L 225 , 12/08/1986 P. 0040 - 0042 Finnish special edition: Chapter 5 Volume 4 P. 0083 Swedish special edition: Chapter 5 Volume 4 P. 0083 CONSLEG - 86L0378 - 17/02/1997 - 13 P.*²⁵
- Second Council Resolution of 24 July 1986 on the promotion of equal opportunities for women.
*Official Journal C 203 , 12/08/1986 p. 0002 – 0004.*²⁶
- 84/635/EEC: Council recommendation of 13 December 1984 on the promotion of positive action for women.
*Official Journal L 331 , 19/12/1984 P. 0034 - 0035 Spanish special edition...: Chapter 5 Volume 4 P. 124 Portuguese special edition Chapter 5 Volume 4 P. 124.*²⁷

3.1.3. Facts and figures

Female politicians in the European Union

	Total	Women	%
European Parliament	626	194	31.0
European Commission	25	5	20.0

²¹http://europa.eu.int/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=31995D0420&model=guichett

²²http://europa.eu.int/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=51995IP0406&model=guichett

²³[http://europa.eu.int/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=31995Y0704\(02\)&model=guichett](http://europa.eu.int/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=31995Y0704(02)&model=guichett)

²⁴http://europa.eu.int/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=51994IP0035&model=guichett

²⁵http://europa.eu.int/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=31986L0378&model=guichett

²⁶[http://europa.eu.int/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=31986Y0812\(02\)&model=guichett](http://europa.eu.int/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=31986Y0812(02)&model=guichett)

²⁷http://europa.eu.int/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=31984H0635&model=guichett

Economic and Social Committee	222	38	17.1
Committee of the Regions	222	31	14.0

FCZB, June 2000

Women account for 31% of the members of the European Parliament. In the 'world rankings' of national parliaments it is in position 8. The first seven are all members of the European Union, except for Iceland.

The first two female Commissioners came to Brussels in 1989. In the following period of office (1995-1999) there were five female Commissioners; this corresponds with a share of 20%. In the new Commission this share has not changed.

Ecosoc has roughly the same number of women in each of the three relevant groups – employers, employees and various interests. This amounts to a total share of 17.1% which is very low. However, compared to the previous period of office, this number did increase by 2.1%.

In the Committee of the Regions, too, women are very much underrepresented with a share of 14%. They are, however, far more active than their male colleagues. In the period 1994-1998, they prepared around 20% of the Committee drafts, twice as many as their (then) percentage share in that body of 9.9%.

Female politicians in the European Parliament

	Total Seats	Women	%
European People's Party/European Democrats	233	62	26.6
Party of European Socialists	180	69	38.3
Liberal, Democratic and Reform Party	50	16	32.0
Greens / European Free Alliance	48	20	41.7
European United Left/Nordic Green Left	42	15	35.7
Union for Europe of Nations	30	7	23.3
Technical Group of Independent Members	18	1	5.6
Europe of Democracies and Diversities	16	2	12.5
Non-attached	9	2	22.2
Total	626	194	31.0

FCZB, June 2000

Proportion of female judges in the European Courts

	Total	Women	%
Court of Justice	24	1	4.1
Court of First Instance	15	2	13.3

Total	39	3	7.7
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Proportion of the highest ranking women civil servants

	Level A1	Level A2
European Parliament	0.0%	29.0%
European Commission	9.3%	14.0%
Council Secretariat	6.3%	20.0%

All Categories - an overview for comparison - Parliament

Category	Total	Men	Women	%
A	386	306	80	20,7%
LA	773	358	415	53,7%
B	458	198	260	56,8%
C	1422	421	1001	70,4%
D	275	227	48	17,5%
Total	3314	1510	1804	54,4%

Date: 31.12.1998

All Categories - an overview for comparison - Commission

Category	Total	Men	Women	%
A	5183	4171	1012	19,5%
LA	1782	779	1003	56,3%
B	3260	1972	1288	39,5%
C	5234	982	4252	81,2%
D	820	636	184	22,4%
Total	16279	8540	7739	47,5%

Date: 1.3.2000

Categories:

A - Junior and Senior Management,

B - Assistance,

C - Secretaries,

D - Qualified workers

3.1.4. Considerations on the current picture²⁸

In the 1980s and the 1990s the growth of female employment in all the member states has been accompanied by new de facto discriminations as well as by growing inequalities among women. Whereas in the 1970s, the making of common rules for employers so as to avoid unfair competition in the liberalised common market coincided with the progress of formal equality and the interests of all women, in the 1990s, EC's deregulatory approach to the labour market and conservative notion of equal opportunities have deteriorated the living and working conditions of the weaker strata of women workers.

EC legislation on gender equality has helped national laws move toward a common standard. It has undoubtedly helped to advance formal equality that improved women's employment opportunities and working conditions in the member states. However, formal equality has also sometimes led to a "levelling down" of the treatment of women workers.

Equal opportunities programmes have directly affected large numbers of women only in the area of professional training for the unemployed. EC legislation has not contributed to reducing inequalities of opportunity deriving from the sexual division of labour. The only recommendation on childcare has remained a dead letter for member governments. Apart from the recent directive on parental leave, EC intervention regarding unpaid care-taking has been mostly limited to sensitising governments and employers to the benefits of flexible work schedules which reconcile paid work with family responsibilities for both sexes.

The demand made by women for inclusion of the Community Charter of the Fundamental Social Rights of Workers in the Treaty of Amsterdam (1997) was not met. The request for the adoption of positive measures to ensure de facto equality in all spheres, including political decision making, was not legalised in the treaty. Women members of the European Parliament, European Women's Lobby and European Trade Union Confederation had urged that the treaty should include a specifically guaranteed fundamental right to the equality of women and men, along with a separate clause specifically prohibiting sex discrimination – a radically new approach to women's citizenship.

The guarantee of this fundamental right to equality would legitimate broader and general derogations to formal equality and make it possible to overcome the limitations of the merely anti-discriminatory approach that characterises national constitutions and international conventions. It would establish a solid legal foundation for the adoption in all areas of measures in favour of women aimed at accelerating equality in fact.

However, in the EU institutions women have found political and symbolic space from which to influence national policies. They have also been able to make visible demands ignored in their countries, above all, the demand for equality in the exercise of political rights. In order to foster their own power and legitimacy, the European Parliament and the European Commission have been hospitable to women's demands and lobbying. Thus we witness the contradiction between the increased visibility of women in European politics and the deterioration of women's social situation – especially for those from the weaker social strata but also even for some middle-class women.

3.2. The Partner States

²⁸ Grazia ROSSILLI, *The European Union's policy on the equality of women*. European Journal of Women's Studies 1, 1997.

3.2.1. Historical Background

3.2.1.1. Introduction

The present-day emancipation movement has its roots in the French Revolution. In the preceding centuries the majority of the people were oppressed in some form or other. The subordination of women was one aspect of this oppression, and an unnoticed one at that.

In 1789 the cry for “Freedom, Equality, Fraternity” resonated throughout the world and heralded a new era. The struggle for freedom and democracy was contagious. The 19th century saw African-American slaves, labourers in Western societies,..., and women vigorously stand up for their rights. Women rallied for the right to education and paid employment, they submitted petitions and distributed pamphlets to advocate their cause. To ensure that their demand for equal civil rights would be heard they organised themselves in autonomous political societies. This protest would soon be restrained by the French revolutionary government and in 1793 all women’s organisations were forbidden by law. Some women, like Olympe de Gouges, paid for their dedication to the women’s cause on the guillotine.

The First Industrial Revolution brought changes to the organisation and the very structure of labour. During the course of the 19th century a decreasing number of families continued to be production-units. So, labour relations, which used to be family relations, were increasingly detached from the household. The upper classes saw the ideal allocation of function as follows; assignment of the man to ‘productive’ work, and the woman to hearth and home.

From here it’s but a small step to the cultural doctrine of separate spheres. It declared emphatically that women and men belonged to different worlds. Women were identified with the household and maintenance of family life, men were associated with income-generating employment and public life. Popular ideas attributed greater religious virtue to women but greater civic virtue to men. Women were hailed as guardians of private morality while men were regarded as protectors of the public good. These cultural and ideological inventions were responses to a fundamental institutional transition, the movement of economic activity out of households into independent enterprises. The concept of separate spheres legitimated women’s exclusion from the public realm, although it gave them some autonomy and authority within their homes.

The woman suffrage movement was a revolutionary break in the history of women. It lasted throughout the second half of the nineteenth century and the first two decades of the twentieth. For the first time, women created and sustained an organised movement dedicated to improving the status of women.

3.2.1.2. Belgium

At the establishment of the Belgian State in 1830 the question of women's suffrage was not an issue and also women's organisations, becoming active by the end of that century, considered women's suffrage to be of a secondary order as compared to fighting economic and social inequality. It was the predecessor of the present day socialist party that, at the end of last century, included women's suffrage in the struggle for universal (plural) voting. But the Socialists had to drop women's suffrage in order to obtain the Liberal support to break the Catholic's majority. It was the Catholics who picked up the issue of women's suffrage, their conservative wing hoping for what the Liberals feared, that women would vote catholic. The outbreak of the first World War stopped the discussion but in **1919** the Catholics supported universal suffrage in exchange for women's - with the exception of prostitutes and adulterous wives - passive suffrage at all levels and local active suffrage. (The universal suffrage was attributed to women having contributed to defending the Belgian interests in World War I: widows, single mothers having lost their sons, etc.) So, although women were not entitled to vote at the national and provincial level, they could - and did - get elected and co-opted. After World War II the issue came back on the agenda, amongst others inspired by a new belief in democratic values and the French women's suffrage of 1944. Contrary to World War I the point of dispute was no longer the principle as such but its moment of coming into force and in **1948** women obtained the same active and passive suffrage as men.

Nowadays, when analysing the situation around the latest elections in Belgium²⁹, those of 13 June 1999, we find that the idea that women's participation in political life should be increased, got accepted by all democratic parties. They all included this objective and the means to realise it into their election programme. After the elections, the new coalition of liberals, socialists and greens chose for a compromise in the coalition agreement: it became the liberal option to neutralise the devolutive effect of the list vote³⁰, yet only to

²⁹ Valérie VERZELE, *De politieke deelname van vrouwen na de verkiezingen van 13 juni 1999. Uitslagen en toekomstperspectieven*. Federaal Ministerie van Tewerkstelling en Arbeid, Directie van de Gelijke Kansen, cel Besluitvorming. 2000.

³⁰ It concerns putting an end to the system of assigning list votes to candidates as defined in article 172 of the Belgian Suffrage Code. List votes are passed down to the person heading the list of

the extent of 50 %. It is believed that weakening the effect of the list vote will contribute to a stronger political representation of women and will in any case increase the possibility for the citizens to appoint the candidates of their own choice.

Simulations have been made based on the results of the Belgian elections of 13 June 1999, in order to learn to what extent three of the proposed measures would have effected female representation, had those measures already been applied at the time of the elections. Those measure were:

- Zipper system on the complete list of candidates (woman / man / woman / man...);
- Zipper system on the first two positions of the list;
- A guaranteed presence of both sexes on first three positions of the list.

The conclusion was that the zipper system on the complete list of candidates is the best measure to guarantee a strong female representation. But one has to bear in mind that parity probably will not be reached via quota alone. Not only should one count on the goodwill of political parties to reserve places for women but also on the constituents to choose women as well as men to represent them. That was also concluded by M. Diaz³¹ in her study on whether quotas matter or not.

Some historically important dates:

1920	Women aged 21 or more obtain voting rights at local elections
1921	Passive voting rights: women are allowed to be candidates ³² First woman to enter the Belgian parliament (Marie Spaak-Janson enters Parliament through co-optation, as a member of the Belgian Workers Party)
1948	Active voting rights
1965	First woman to enter government
1974	The number of women in parliament reaches 15,42 %

candidates and added to his or her preferential votes, as much as needed for the eligibility of that list to be secured, according to a distribution code by which the number of votes of the list is divided by the number, plus one, of the seats that are definitively assigned to the list. If there is a residue, it is handed down to the second candidate on the list according to the same formula, and so on, until all list votes are assigned.

³¹ Mercedes Mateo Diaz, *Do Quotas matter? Positive Actions in the Belgian Parliament*. Res Publica 2002/1, pp. 49-72.

³² The law of 9 May 1919 gave active voting rights to widows and mothers of soldiers and civilians killed by the enemy during World War I. Also female prisoners of war were allowed to vote. This measure gave voting rights to about 20.000 women.

1994 Law Tobback-Smet (at least 1/3 of all candidates at all levels should be of the under-represented sex). The law was introduced partially at local elections in 1994, and completely at federal level in 1999.

3.2.1.3. Italy

The issue concerning women's right to vote was brought to light by the early associations of the feminist movements right after the constitution of the unified Italian State. This pathway, after changing fortunes, ceased with the uprising of fascism. Women's suffrage in Italy was finally introduced on the 1st of February **1945** and was achieved by women participating in the struggle for liberation from fascism. On the 2nd of June 1946, the Italian women voted for the first time for the Institutional referendum (the choice between monarchy and republic) and for the Constituent Assembly. Twenty-one women were elected and took part in the drafting of the Italian Constitution. The women elected continued to address the all-levels equality principle, obtaining important results mainly in regards to labour, wage, and protection of maternity.

3.2.1.4. Spain

In Spain, which can boast of few antecedents in the suffragist struggle, demands for the right to vote began to take shape during the 2nd Republic (**1931**), when women started entering the industrial workforce and began participating in political endeavours. At this time, a reform of the electoral law recognised a woman's right to be elected to public office, and the government expressed its desire to incorporate women into the new republican project. Women first joined political parties during the Civil War years, acting as both base militants as well as leaders in positions of political responsibility. With the end of the war, however, a "period of exile and silence for the women's movement and of regression in legal regulations" descended upon the country during the dictatorship of Francisco Franco. Until the first democratic elections were held in **1977**, the many claims and demands made by feminists and women's movements over the preceding decades were not taken into consideration.

3.2.1.5. United Kingdom

The early, bourgeois feminists of Britain were at the forefront of the struggle to win the vote and to establish an independent political voice for women. The vote was secured in two stages; women over the age of 30 in 1918, and all women over the age of 21 in

1928. The vote was gained as a result of active and committed campaigning by women's organisations and dedicated groups, and strengthened by the recognition of the significant effort of women in the United Kingdom in working in factories and hospitals during the war of 1914 - 1918. However, the expected surge of women into local government councils and Parliament did not occur, despite the presence of women activists in all the major political parties. Not all women agreed that women should have the vote and so campaigns were initiated by women's organisations such as the National Council of Women of Great Britain, to encourage women to take up their right to vote.

3.2.2. Legal framework

3.2.2.1. Belgium

The law of May 24th, 1994 (Smet-Tobback), which aims at promoting a balanced participation of men and women on electoral lists, stipulates that, for all political elections, a maximum of two-third of candidates shall be of the same sex. When this instruction is not respected, the places that should have been taken up by women are to be left vacant; if not, the list can be turned down. In practice, this means imposing a quota of one-third of female candidates on each party list.

The initial bill was more far-reaching. It not only specified a maximum of 2/3 of candidates of the same sex for the entire list. It also defined such a quota for the safe and the combative seats, as well as for the first successor's place. A working group consisting of the governing parties' chairmen dropped the stipulation of how to spread candidates of both sexes over the lists because this would interfere too much in the parties' privilege to compose the lists of candidates. During the parliamentary debates on the law, various amendments were introduced in order to define the ranking of both sexes on the lists but none of these amendments made it.

The law was first applied during the European, federal and regional elections of 13 June 1999. The law actually became effective at the beginning of 1996, with the exception of the 1994 local and provincial elections. During those elections, as well as all other elections possibly to be held until 1999, electoral lists should comprise a maximum of 3/4 of candidates of the same sex. Taking all the assemblies together, a 4.8% increase in the number of women representatives could be observed (from 18.5% to 23.3%).

Still, the law is very controversial, given the fact that it doesn't guarantee any result at all. There have been several attempts in the federal Upper House (the Senate) and to a

lesser extent in the federal Lower House (the Chamber of Deputies), to strengthen this quota. One option is to raise the quota, another one consists of determining how candidates of both sexes have to be spread over the electoral list. The liberals prefer to diminish the impact of the list order, arguing that women are not elected in spite of their high number of preferential votes because they are badly ranked on the list. The new coalition that is in power since 1999 placed the item of reviewing mechanisms in order to increase the participation of women in political decision-making on the agenda, but with no concrete result so far.

Another idea circulating is the question of whether to insert the concept of parity democracy into the constitution. Up to now there has been no constitutional reform in that sense.

Here follows an overview of the Belgian legislative initiatives with a view to advance gender balance in decision-making, on the federal (national government) as well as on the regional level (Flemish executive).

3.2.2.1.1. **The federal level**

On the federal level bills, enactings, reports and recommendations belong to the preliminary work. Those texts can be referred to on the sites of the Chamber of Deputies³³ and the Senate³⁴ in Dutch and French. The final laws can be found on the web site of the Belgian Law Gazette³⁵.

- Special law of 18 July 2002 to the effect of guaranteeing an equal representation of men and women on the lists of candidates for the elections of the Flemish Council, the Walloon Regional Council and of the Council of the Region of Brussels-Capital. *The Belgian Law Gazette*, 13 September 2002.
- Law of 18 July 2002 to the effect of guaranteeing an equal representation of men and women on the lists of candidates for the nominations of the elections for the federal Legislative Chambers and of the Council of the German-speaking Community. *The Belgian Law Gazette*, 28 August 2002.
- Bill of 10 July 2002 establishing the Institute of Equality of women and men. Parl. St. Chamber nr. 50-1919 36.

³³ <http://www.dekamer.be/>

³⁴ <http://www.senate.be/home/home.html>

³⁵ <http://www.staatsblad.be/>

³⁶ <http://www.dekamer.be/documents/1919/1.pdf>

- Law of 17 June 2002 to the effect of guaranteeing an equal representation of men and women on the lists of candidates for the elections of the European Parliament. *The Belgian Law Gazette*, 28 August 2002.
- Bill of 12 March 2002 to the effect of modifying the law of 20 July 1990 for the advancement of balanced attendance of men and women in advisory organs. *Parl. St. Senate nr. 2-1069*.
- Law of 21 February 2002 to the effect of modifying the Constitution. *The Belgian Law Gazette*, 26 February 2002.

In the Constitution, an article 11bis has been inserted by which the equal exertion by women and men of their rights and liberties and their equal access to the mandates obtained by election and to the public tenures.

- Law of 21 February 2002 to the effect of modifying the Constitution. *The Belgian Law Gazette*, 26 February 2002.

Article 10 of the Constitution is supplemented with the following paragraph: "The equality of women and men is guaranteed."

- Ministerial Order of 14 February 2002 allowing a deviation by virtue of article 6 of the decree of 15 July 1997 with respect to introducing a more balanced representation of men and women in advisory bodies to the Regional Environmental Licences Committee. *The Belgian Gazette*, 14 March 2002.
- Records of 13 November 2001 on the Fifth Conference of the Parliamentary Committees qualified for equal opportunities of women and men in the Member-States of the European Union and in the European Parliament (CCEC), Stockholm, 26-27 October 2001. *Parl. St. Senate nr. 2-948*.
- Records of 13 November 2001 with respect to the Gender dimension in Statistics. *Parl. St. Senate nr. 2-944*.
- Records of 13 November 2001 with respect to the Priorities of the Belgian presidency of the European Union regarding equal opportunities. *Parl. St. Senate nr. 2-802*.
- Reports of 7 June 2001 of the government, of the Minister charged with Equal Opportunities policies and of the State Secretary of developing-aid regarding the policies. *Parl. St. Senate nr. 2-781*.
- Records of 31 January 2001 on the Fifth programme concerning the community frame strategy with respect to equality of men and women (2001-2005). *Parl. St. Senate nr. 2-645*.
- Bill of 28 January 2002 to the effect of guaranteeing an equal representation of men and women on the lists of candidates for the elections of the European Parliament. *Parl. St. Chamber nr. 50-1608*.
- Bill of 28 January 2002 of the special law to the effect of guaranteeing an equal representation of men and women on the lists of candidates for the elections of the Flemish Council, of the Walloon Regional Council and of the Council of the Region of Brussels-Capital. *Parl. St. Senate nr. 2-1024*.
- Bill of 28 January 2002 to the effect of guaranteeing an equal representation of men and women on the lists of candidates for the elections of the federal Legislative

Chambers and of the Council of the German-speaking Community. *Parl. St. Senate nr. 2-1023*.

- Special law of 22 January 2002 to the effect of modifying the special law of 8 August 1980 for the reform of the institutions and the special law of 12 January 1989 with reference to the Brussels institutions, to the effect of limiting to half the devolutive power of the list votes and to the effect of abolishing the difference between candidates-titulars and candidates- successors for the election of the Flemish Council, the Walloon Regional Council and the Council of the Region of Brussels-Capital. *The Belgian Law Gazette 23 February 2002*.
- Law of 22 January 2002 to the effect of limiting to half the devolutive power of the list votes and to the effect of abolishing the difference between candidates-titulars and candidates-successors for the election of the Flemish Council, the Walloon Regional Council and the Council of the Region of Brussels-Capital. *The Belgian Law Gazette 23 February 2002*.
- Recommendation of 4 April 2001 with respect to the discrimination between men and women in the field of income taxes. *Parl. St. Chamber nr. 50-1187*.³⁷
- Policy document of 23 March 2001 of the Ministry of Employment and Equal Opportunities for the budgetary year 2001. Evaluation of the policies and initiatives taken since 1985 with respect to equal opportunities for men and women. *Parl. St. Chamber nr. 50-1172*.³⁸
- Evaluation of 6 February 2001 of the policies and initiatives taken since 1985 with respect to equal opportunities for men and women. *Parl. St. Senate nr. 2-1023*.
- Bill of 2 February 2001 concerning the consent with the Facultative Protocol to the Treaty on expelling all forms of discrimination of women, made in New York on 6 October 1999. *Parl. St. Senate nr. 2-643*.
- Law of 27 December 2000 to supplement the law of 26 June 2000 to the effect of limiting to half the devolutive power of the list votes and to the effect of abolishing the difference between candidates-titulars and candidates-successors for the election of the provincial and municipal councils and the European Parliament. *The Belgian Law Gazette 24 January 2001*.
- Law of 27 December 2000, to the effect of limiting to half the devolutive power of the list votes and to the effect of abolishing the difference between candidates-titulars and candidates- successors for the election of the federal Legislative Chambers and the Council of the German-speaking Community. *The Belgian Law Gazette 24 February 2001*.
- Policy intentions of the government of 12 December 2000 on equal opportunities for the budgetary year 2001. *Parl. St. Senate nr. 2-268*.
- Bill of 6 July 2002 to supplement the law of 26 June 2000 to the effect of limiting to half the devolutive power of the list votes and to the effect of abolishing the difference between candidates-titulars and candidates-successors for the election of

³⁷ <http://www.dekamer.be/documents/1187/1.pdf>

³⁸ <http://www.dekamer.be/documents/1172/1.pdf>

the provincial and municipal councils and the European Parliament. *Parl. St. Chamber nr. 50-791.*³⁹

- Records of 5 July 2000 on the Fourth Conference of parliamentary committees qualified for equal opportunities of women and men in the member-states of the European Union and in the European Parliament (CCEC), Berlin, 17-18 November 2000. *Parl. St. Senate nr. 2-499.*
- Bill of 28 June 2000 to the effect of establishing an Institute for equal opportunities for men and women. *Parl. St. Senate nr. 2-498.*
- Bill of 27 June 2000 to the effect of modifying the provincial law and the new municipal law in view of a balanced representation of men and women in the permanent deputation and the Burgomaster and Aldermen. *Parl. St. Chamber nr. 50-758.*⁴⁰
- Law of 26 June 2002 to the effect of limiting to half the devolutive power of the list votes and to the effect of abolishing the difference between candidates-titulars and candidates-successors for the election of the provincial and municipal councils and the European Parliament. *The Belgian Law Gazette, 14 July 2000.*

By this amendment only half of the quantity of list votes may be transferred from now on. This means in reality that the sequence of the names on the list loses power, so that preferential votes can play a more important role. The purpose of this measure is to limit the party's power in appointing elected persons and to allow citizens an increased say in elections. Moreover, the political representation of women may be strengthened by this amendment of the law.

- Royal decree of 17 February 2000 to the effect of executing of the law of 20 July 1990 to promote the balanced participation of men and women in advisory bodies. *The Belgian Law Gazette 20 April 2000.*
- Royal decree of 17 February 2000 to the effect of modifying the Royal decree of 27 October 1987 with respect to the subsidy scheme of projects for social emancipation of women. *The Belgian Law Gazette 4 March 2000.*
- Records of 8 February 2000 on the fifth World Conference on Women of the United Nations "Beijing Plus 5", (New York, June 2000) : "Women in the year 2000 : equality between the sexes, development and peace for the twenty first century". *Parl. St. Senate nr. 2-334.*
- Policy intentions of 10 November 1999 of Mrs. Laurette Onkelinx, Vice-First Minister and Minister of Employment, on the subject of equal opportunities for women and men. *Parl. St. Senate nr. 2-154.*

The report stipulates the following :

" The under-representation of women in the decision-making political functions involves ignoring half of society. Only a parity democracy in which women and men are equally represented, is worth being called a true democracy. Parity does not mean that a mathematic fifty-fifty logic should be introduced at any cost. Nor is it a policy of quota. Parity is

³⁹ <http://www.dekamer.be/documents/791/1.pdf>

⁴⁰ <http://www.dekamer.be/documents/758/1.pdf>

justified in the name of equality of status and not in the name of representation of a minority. The elected women do not represent women. They represent, like men, the entirety of citizens. "

- Law of 7 May 1999 on the equal treatment of men and women with respect to working conditions, access to the working process and promotion opportunities, access to an independent profession and the supplementary arrangements for social security. The Belgian Law Gazette 19 June 1999.
- Activity report 1996-1999 of the Advisory Committee for equal opportunities for women and men, 1 April 1999. Parl. St. Senate nr. 1-1319.
- Second Conference of 1 April 1999 of the parliamentary committees qualified for equal opportunities for women and men in the Member-States of the European Union and in the European Parliament (Iie CCEC), Lisbon 29 & 30 October 1998. Parl. St. Senate nr. 1-1318.
- Report of 9 July 1998 to the Parliament by the State secretary entrusted with Development Aid to execute the law of 6 March 1996 to the effect of supervising the application the resolutions of the World Conference on Women that took place in Beijing from 4 till 14 September 1995. Parl. St. Senate nr. 1-1095.
- Evaluation of 9 October 1994 of the European Treaty of Amsterdam in view of equality between men and women. Parl. St. Senate nr. 1-752.
- Law of 17 July 1997 to modify the law of 20 July 1990 to the effect of promoting balanced participation of men and women in advisory organs. The Belgian Law Gazette 31 July 1997.
- Law of 24 May 1994 to the effect of promoting a balanced spread among men and women on the lists of candidates for the elections. The Belgian Law Gazette 1 July 1994

With this law Belgium was the first European country to vote a law for the promotion of a balanced spread among men and women on the electoral lists. According to that law, the lists of candidates can at the most contain two third of candidates of the same sex. Lists that do not comply with that condition have to be adapted. If it appears to be impossible that one third of the places is occupied by the under-represented sex, those places have to remain vacant.

The law is effective as of 1996 and is applied on all electoral levels : federal (national) and European parliament, community an district councils as well as municipal and provincial councils. At the municipal and provincial elections in 1994, a transitional arrangement applied by which the number of candidates of the same sex could be maximum three quarters of the total number of candidates.

- Law of 20 July 1990 to the effect of promoting the balanced presence of men and women in advisory bodies. The Belgian Law Gazette 9 October 1990.

3.2.2.1.2. **The regional (Flemish) level**

- Resolution of the Flemish government of 14 September 2001 to organize the cabinets of the members of the Flemish government. *The Belgian Law Gazette* 27 September 2001.
- Decree of 8 December 2000 concerning diverse stipulations. *The Belgian Law Gazette* 13 January 2001.
- Proposal of resolution of 9 November 2000 concerning the necessity of more attention to women in the city. *Piece 474 (2000-2001), nr. 1.*⁴¹
- Decree of the Flemish government of 18 February 2000 to the effect of determining the conditions and the procedure with respect to the demand for deviation in virtue of article 6 of the decree of 15 July 1997 on the introduction of a more balanced representation of men and women in advisory bodies. *The Belgian Law Gazette* 20 April 2000.
- Decree of 18 May 1999 on a more balanced representation of men and women in the administrative bodies of institutions, enterprises, companies or associations of the Flemish government. *The Belgian Law Gazette* 29 June 1999.
- Decree of 15 July 1997 for the introduction of a more balanced representation of men and women in advisory bodies. *The Belgian Law Gazette* 2 September 1997.

This decree concerns all advisory bodies established by law, decree of resolution and advising the government or the proper authorities. It introduces the principle that at the most two third of the members of the Flemish advisory bodies may be of the same sex. Until 31 December 2001 a transitional arrangement had been planned. From that date onwards, advisory bodies which are not composed according to the decree can no longer advise validly. The decree also demands an obligatory reporting to the Flemish parliament. The first report was submitted on 31 December 1998. The second in May 2000. The third report was integrated in the Beijing Report 2000-2001.

Also when new advisory bodies are established or when existing bodies are re-established it is taken care of that no more than two third of the members are of the same sex.

- Decree of 13 May 1997 for the observation of the resolutions of the World Conference on Women that took place in Beijing from 4 till 14 September 1995. *The Belgian Law Gazette* 18 June 1997.

That decree obliges the Flemish government to submit a yearly report to the Flemish parliament regarding the application of the Beijing Action platform. That decree is a new instrument for inclusive policies.

The Flemish Secretaries of State are asked to submit a report every year on 30 September about the measures they have taken in their domain in order to apply the Beijing Action Platform.

⁴¹ <http://jisp.vlaamsparlament.be/docs/stukken/2000-2001/g474-1.pdf/>

The first reporting, viz. about the period 1995-1997, was submitted to the Flemish parliament on 31 December 1997.

The second report covers the period of 1 October 1997 up to 30 June 1998 and was submitted to the Flemish parliament at the end of September 1998.

The third report covers the period of 30 June 1998 till 1 July 1999 and was presented to the Flemish parliament in November 1999. The fourth report covers the period of 1 July 1999 till 30 June 2000. The fifth report covers the period of 1 July 2000 till 30 June 2001.

Because of this obligatory reporting the various departments of the Ministry of the Flemish Community, the Flemish Public Institutions (VOIs) and the Non Governmental Organisations (NGOs) are being sensitised for the application of the Beijing Action Platform.

3.2.2.2. Italy

The fundamental principles can be found in Art. dsdf3 of the Italian Constitution, where the equality and non-discrimination principles are asserted: "All citizens have equal social dignity and are equal in front of the law, regardless of differences of sex, race, language, religion, political opinions".

This same article lays the juridical foundations for the implementation of positive actions: "It is the duty of the Republic to eliminate economic and social obstacles, that limit the citizens' freedom and equality, prevent the full development of the individual and the real participation of all workers to the political, economic and social organisation of the country". The equality principle between men and women is reasserted in Art. 51.

In spite of such principles, women's representation in institutional positions in politics remained limited in Italy. That is the reason for introducing articles to inspire a readjustment of the number of men and women present in elective committees at different levels in the mid-90's. These articles were then passed (law 277\93 for elections at the House of Representatives, law 81\93 for local elections, law 43\95 regional elections). As a matter of fact, these laws, though with different provisions, asserted that both sexes have to be present in the electoral lists at a not less than a 30%-rate.

Although those articles resulted in a significant increase of women's presence, these articles were abolished by the Constitutional Court. In August 1995, the Court declared them illegitimate because they were in conflict with the equality principle asserted by the Constitution itself.

With regard to the institutions of politics at the local level, a provision already exists (law 81\93, art. 27) prescribing promotion procedures for both sexes in municipal and

provincial statutes. Other interesting cases concern the Public Administration. The legislative decree 29\1993 (amended by the decree 80\1998) envisages, among other things, the presence of at least 1/3 of women among its members of call for tender's commissions and, in the context of training, sections aimed at acquiring and developing "the gender culture in the Public Administration".

Some political parties include in their statutes a quota between 30 and 40% in the different decision-making bodies.

3.2.2.3. Spain

In December 1978, the proclamation of the Spanish constitution presupposed the acceptance of legal equality between men and women as one of the inspiring principles of our legal system. In Articles 9.2 and 14, the Constitution establishes freedom and equality of rights for all Spaniards and non-discrimination based on gender. The development and implementation of the Constitution led to the need within political parties to establish a legal framework for the incorporation of women into positions of decision-making.

In Spain, the female members of the PSOE (Spanish Socialist Party), supported by women's organisations, led delegates on the 31st Congress (1988) to demand that a quota of 25% be instituted. Although this was undoubtedly a step forward, this quota did not achieve, in practice, the appointment of 25% women in all senior positions. Yet, the measure created social awareness, and led other organisations, both progressive and conservatives ones, to include women in their decision-making structures and political bodies.

Set off by the Athens Conference, women started questioning the democratic system and demanded parity, arguing that society cannot be considered democratic as long as 52% of the people in public and political life are not female, a figure that corresponds with social demographic reality. This claim would be included in the platform of the 34th Congress of the Socialist Party (1997), which confirmed the parity democracy, in which the representation of each gender would be no less than 40% and no more than 60% in any governing, controlling or executive body of the party. These percentages would also be applicable to party voting lists as well as posts of political responsibility.

Substantial reforms have also been made in the Penal and Civil Codes, situating women on a level of legal and formal equality with men, although those reforms have not

influenced the daily lives of women nor their position in the social, professional and political spheres.

3.2.2.4. United Kingdom

There is no legal framework for the promotion of gender balance in political decision-making in the United Kingdom. The UK does not have a written Constitution and recent governments have resisted any proposals for quotas.

There are two pieces of legislation which relate to equal opportunities in employment, education, the provision of goods and services and equal pay. That legislation also established the Equal Opportunities Commission, a statutory body with responsibility for monitoring and promoting the implementation of the Sex Discrimination Act and the Equal Pay Act. This legislation dates from the 1970s, contains some inconsistencies and does not relate to any other legislation.

The Equal Opportunities Commission has reported to the current government and has proposed some changes to rationalize and update the equality legislation, but their proposals have not been acted upon. Recent governments have worked to improve the equality of careers in the civil service for example, and have set targets for increasing the number of women in senior posts, but with limited success.

3.2.3. Facts and figures

Women in National Parliaments

			Seats	Women	%
Rank					
12	Spain	Lower House	350	99	28.3
		Upper House	259	63	24.3
23	Belgium	Lower House	150	35	23.3
		Upper House	71	20	28.2
40	United Kingdom	Lower House	659	118	17.9
		Upper House	713	117	16.4
71	Italy	Lower House	630	62	9.8
		Upper House	321	25	7.8

IPU, March 2002

Female politicians per Member State in the European Parliament

	Seats	Women	%
Spain	64	21	32.8
Belgium	25	8	32.0
United Kingdom	87	21	24.1
Italy	87	10	11.5

Proportion of women in national Government

	%
Spain	17.6
Belgium	16.7
United Kingdom	35.3
Italy	14.1

Proportion of women in Senior Management

	%
Spain	7.7
Belgium	7.6
United Kingdom	Not available
Italy	0.6

1999

4. Organisations dealing with women and politics

4.1. International

4.1.1. UNO

Commission on the Status of Women

Committee for the elimination of discrimination against women

<http://www.un.org/womenwatch/daw/>

International Women's Rights Action Watch - IWRRAW

<http://www.igc.org/iwraw>

United Nations development fund for women - UNDFW

<http://www.unifem.undp.org>

International Research and Training Institute for the Advancement of Women -
INSTRAW

<http://www.un.org.instraw>

UNDP's Gender in Development Programme

<http://www.undp.org/indexalt.html>

4.1.2. Council of Europe

Directorate General of Human Rights – DG II

Division Equality between Women and Men

<http://www.humanrights.coe.int/equality/>

Its web site has been set up to provide information on all the Council of Europe's activities in the field of equality between women and men at intergovernmental level. Since 1979, the Organisation has been promoting European co-operation to achieve real equality between the sexes. It possesses a wealth of information on subjects such as violence against women, trafficking in human beings for the purpose of sexual exploitation, gender mainstreaming, positive action, balanced participation in decision-making, national machinery for equality, men and gender equality. The site explains what kind of work is carried out and gives direct access to a number of publications and studies.

4.1.3. International Labour Organisation

<http://www.ilo.org/public/english/bureau/gender/>

4.1.4. Co-ordinating committee of women parliamentarians

<http://www.ipu.org/strct-e/comtees.htm#women>

4.1.5. Amnesty International

Programme for Women's Human Rights

<http://www.amnestyusa.org/women>

4.1.6. The Global Fund for Women – GFW

<http://www.globalfundforwomen.org/>

4.1.7. International Women's Tribune Centre - IWTC

<http://www.womenink.org/>

4.1.7. International Planned Parenthood Federation – IPPF

<http://www.ippf.org/>

4.1.8. Women's Environment and Development Organization – WEDO

<http://www.wedo.org/>

4.1.9. Women's International League for Peace and Freedom – WILPF

<http://www.wilpf.org/>

4.1.10. Women in Decision-Making

This web site database contains information about the European Union member states, especially detailed data about the part and position of women in parliaments, governments, political parties, on a European level as well as on the level of individual member states.

http://www.db-decision.de/index_E.htm

4.1.11. International Council of Women

Rue Caumartin 13 – 750009 Paris France

Tel. 33 147 42 19 40

Fax 33 142 66 26 23

4.2. European Union

4.2.3. European Institutions

4.2.3.1. European Commission

- DG V - Gender Equality
http://www.europa.eu.int/comm/employment_social/equ_opp/index_en.htm
- DG X – Information for women of the DG X
http://www.europa.eu.int/comm/dg10/women/index_en.htm

4.2.3.2. European Parliament

- Committee on Women's Rights and Equal Opportunities
http://www.europarl.eu.int/committees/femm_home.htm
- Directorate General of Studies DG A4 – section Women's Rights
<http://www.europarl.eu.int/>

4.2.2. The Court of Justice of the European Communities

<http://www.curia.eu.int/>

4.3. European Women's organisations and networks active on European level

4.3.1. European Women's Lobby

<http://www.womenlobby.org>

4.3.2. Council of European Municipalities and Regions – CERM

Committee of women elected representatives of local and regional authorities. This European network promotes the exchange of information between local women politicians and tries to give publicity to best practices with respect to participation of women to political decision-making. The web site also contains a summary of female elected candidates per region and a lot of studies and articles on that issue.

<http://www.ccre.org>

4.3.1. European Centre of the International Women's Council

Triomflaan 109 bus 2 – 1160 Brussels
Tel. 32/2-646.49.27
Fax 32/2-648.49.76

4.4. THE PARTNER STATES

4.4.1. BELGIUM

4.4.1.1. Pluralist umbrella organisations

A woman or a women's organisation can become a member of one of the umbrella organisations NVR, VOK or SAMV. They support and criticize policies in the name of their members. Those organisations are independent and pluralistic.

Nederlandstalige Vrouwenraad - NVR

Middaglijnstraat 10 - 1210 Brussel
phone: +32 (2) 229 38 18 or 19
fax: +32 (2) 229 38 66
e-mail : nvr@amazone.be
Web : <http://www.vrouwenraad.be/>

Vrouwen Overleg Komitee - VOK

Middaglijnstraat 10 – 1210 Brussel
Tel +32 (2) 229.38.73
Fax +32 (2) 229.38.06
e-mail: VOK@amazone.be
Web: http://www.amazone.be/en_residents_VOK.html

Steunpunt Allochtone Meisjes en Vrouwen

Koningsstraat 136, 1000 Brussel
Phone : +32 (2) 209.34.69
Email : steunpunt@samv.be
Web: <http://www.samv.be>

Amazone

Amazone is the name of the centre which was set up in 1995 as the national contact centre for women and women's organisations, which has now developed to become a resource centre for equality between men and women. It provides services as a meeting centre, conference centre and information centre.

Amazone asbl
Rue du Méridien 10 - 1210 Bruxelles
phone: +32 (0)2 229 38 00
fax: +32 (0)2 229 38 01
e-mail: info@amazone.be
Web: <http://www.amazone.be>

Sophia

Origin

1989 : the idea of setting up a network to coordinate feminist studies in Belgium was born at the international symposium on "Concepts et réalités des études féministes" (Concepts and reality of feminist studies), which was organised by GRIF.

1990 : A small group of feminist campaigners and researchers combined their efforts and set up the SOPHIA network.

Objectives

Sophia aims at promoting and developing feminist research and education, as well as research and teaching about women in Belgium.

Sophia aims to show the scientific relevance of such research and training and that it has a role to play in elaborating policies that are favourable towards women.

Specifically:

Sophia sets up links between researchers who work in university and other centres; links the women's movement with the scientific and academic spheres; brings different language communities closer to each other.

Public

People involved in education such as researchers, school teachers, university lecturers, students, etc.

Politically, socially and/or culturally active people who share an interest in the objectives of our association.

Activities

Symposia give an update on feminist studies made in Belgium, review the situation on feminist research on specific themes, offer a critical analysis of feminist theory; give researchers a platform to lay out and discuss their works.

International contacts

Sophia is represented in the [WISE](#) (Women's international Studies Europe) network and of [AOIFE](#) (Association of Institutions for Feminist Education and Research in Europe).

Sophia is also a member of [Athena](#) and takes part in its activities.

e-mail: info@sophia.be

web: <http://www.sophia.be/>

4.4.1.2. Socio-cultural organisations

Under the socio-cultural women's organisations there are the traditional groups such as KAV and SVV. Most of those organisations are linked to a certain socio-political block or political colour.

Kristelijke Arbeiders Vrouwenbeweging – KAV

The organisation of female catholic workers.

Poststraat 111 – 1030

Phone: +32 (2) 220.30.11

e-mail: kav@kav.be

web: <http://www.kav.be/>

Katholiek Vormingswerk van Landelijke Vrouwen – KVLV

Formation, education and support for woman farmers

Schapestraat 34 – 3000 Leuven

Phone +32/16-24.39.99

Fax +32/16-24.39.09

e-mail: groepkvlv@kvlv.be

<http://www.kvlv.be/>

Socialistische Vooruitziende Vrouwen

Zuidstraat 120 – 1000 Brussel

Phone: +32/2-546.14.14

Fax: +32/2-546.14.08

<http://www.fsmb.be/306na/306na0311000000.htm>

Liberaal Vrouwen

Eburonenstraat 33 - 1000 Brussel

Phone: +32/2-280 37 47

Fax +32/2-230 23 61

E-mail : liberalevrouwen@hotmail.com

<http://www.vrijheid/bewoner.antwerpen.be/liberalevrouwen.htm>

Markant

Spastraat 8 – 1000 Brussel

Phone: +32/2-286.93.30

Fax: +32/2-286.93.69

Info@markantvzw.be

<http://www.markantvzw.be>

4.4.1.3. Embedded organisations

Many women's organisations are imbedded in a larger association. For instance, most trade unions have a women's department. Besides, there are several professional bodies in which women form a separate department.

4.4.1.4. Political women's factions

Most political parties in Flanders have a women's faction which keeps parties alert for equal opportunities between women and men.

Groen!

Flemish Green Party

Address: Brialmontstraat 23, 1210 Brussels, Belgium

Phone: ++32/2- 219.19.19

fax: ++ 32/2-223.10.90

E-mail: info@agalev.be

<http://www.agalev.be>

CD&V – Woman and Society

Christian Democratic and Flemish party

Wetstraat 89 - 1040 Brussels

Phone: +32/2-238.38.55

Fax: +32/2-238.38.59

vrouw@cdenv.be

<http://www.cdenv.be/vrouw/>

NVA

Nieuw-Vlaamse Alliantie (New Flemish Alliance)

Pro-Flemish party

Barrikadenplein 12

1000 Brussels

Phone: +32/2-219.49.30

Fax: +32/2-217.35.10

e-mail: info@n-va.be

<http://www.n-va.be>

Spirit

Woeringenstraat 19–21 – 1000 Brussels

Phone: +32/2-513.20.63

Fax: +32/2-512.85.75

E-mail: info@meerspirit.be

<http://www.sp.be/vrouwen>

Socialist Women

Fe-mail is the women's network of the Flemish Socialist Party

Fe-mail - SV

Agoragalerij, Grasmarkt 105/43, 1000 BRUSSEL

Phone: +32/2-552.02.62

Fax: +32/2-552.02.66

E-mail: socialistischevrouwen@s-p-a.be

<http://www.sp.be/vrouwen>

VLD

Vrouw en Vrijheid (Woman and Liberty)

Melsenstraat 34 – 1000 Brussels

E-mail: Vrijheid@yucom.be

<http://www.vrijheid.bewoner.antwerpen.be/>

4.4.1.5. Government institutions

4.4.1.5.1. Federal institutions

- **Vice-premier and Minister of Employment**

Mrs. Laurette Onkelinx

Handelsstraat 76-80 – 1040 Brussels

Phone: +32/2-233.51.11

Fax: +32/2-233.10.67

E-mail : info@meta.fgov.be

<http://www.meta.fgov.be>

- **Advisory committee for equal opportunities for women and men of the Belgian Senate**

This parliamentary committee gives advice concerning equal opportunities for women and men at request of the Senate, a senate commission or of its own accord.

Paleis der Natie

Natieplein 1 – 1009 Brussels

Phone: +32/2-501.72.26

Fax : +32/2-514.06.85

E-mail: Ins@senate.be

http://www.senate.be/senbel/db_docs/committee_info_32_nl.html

- **Advisory committee for social emancipation of the Belgian Chambers of Representatives**

It gives advice concerning social emancipation on demand of the Chamber, one of the chamber commissions or of its own accord.

Paleis der Natie

Natieplein 1 – 1008 Brussels

Phone: +32/2-549.81.22

Fax: +32/2-549.84.98

<http://www.dekamer.be/deputes/CN25.html>

- **Direction of Equal Opportunities of the Federal Ministry of Employment and Labour**

Since the ministerial decree of 5 March 1993 expanded the competences of the Federal Ministry of Employment and Labour with the issue of equal opportunities, the Direction focuses its attention on the elaboration of different

aspects of policies and the execution of them. It focuses on themes such as employment, fight against violence and participation in decision-making. Its activities exceed thus the department's competences.

Belliardstraat 51 – 1040 Brussels
Phone: +32/2-233.40.18
Fax: +32/2-233.40.32
E-mail: hantsonf@meta.fgov.be
<http://www.meta.fgov.be/pc/pcb/nlcb02.htm>

- **Service ESF of the Federal Ministry of Employment and Labour**

The service European Social Fund implements communal support for measures concerning unemployment, human resources and social integration with a view to advancing employment, equality between men and woman and the economical social cohesion.

Belliardstraat 51 – 1040 Brussels
Phone: +32/2-233.47.01
Fax: +32/2-233.47.38
<http://www.meta.fgov.be>

- **Cell Women and Development of the Federal Ministry of Foreign Affairs, Foreign Trade and Development; Directorate-General for International Cooperation**

This cell contributes to the amelioration of the situation for women in the Third World, by improving their economical, social and political situation, by obtaining guarantees for their moral and physical integrity and by focussing on the implementation of international treaties and declarations with a view to expelling all discrimination versus women. Therefore it advises the competent Minister with the execution of the policies concerning "women and development". It favours actions in order to sensitise public opinion and supports initiatives through coordination, consultation and exchange of information.

Brederodestraat 6 – 1000 Brussels
Phone: +32/2-519.02.84 or -519.02.47
Fax: +32/2-519.03.27

- **Centre for Equality of Opportunities and for Combating against Racism**

It was established by law of 15 February 1993 and continues the tasks of the Royal Commissariat for Migrant Policies. Its main assignment is to advance the equality of opportunities and to fight every form of distinction, exclusion, limitation or preference based on race, skin colour, descent, origin or nationality.

Wetstraat 155 – 1040 Brussels
Phone: +32/2-233.06.11
Fax: +32/2-233.07.04
Green line: +32/(0)800/17364
E-mail: centrum@antiracisme.be
<http://www.antiracisme.be>

- **Council of Equal Opportunities for Men and Women**

A federal advisory body established by Royal Decree of 15 February 1993 as a policies instrument with the aim to realise factual equality of men and women and to eliminate indirect discriminations. Upon request of the Minister

competent for Equal Opportunities-policies or of another Minister, or on request of organisations, groups of individuals or on its own accord, the Council may draft a report, do some research, propose measures and give information concerning equal opportunities policies. Themes are the integration on the labour market, family role patterns, violence issues and women participation in decision-making.

Belliardstraat 51 – 1040 Brussels
Phone: +32/2-233.40.16 or 20
Fax: +32/2-233.40.32
E-mail: hantsonf@meta.fgov.be
<http://www.meta.fgov.be/pc/pcc/nlcc13.htm>

4.4.1.5.2. Institutions of Communities and Regions

4.4.4.5.2.1. Flemish

Community

- **Minister of Wellbeing, Health and Equal Opportunities**

Koolstraat 35 – 1000 Brussel
Phone +32/2-553.24.11
Fax: +32/2-553.24.05
E-mail: kabinet.vogels@vlaanderen.be
<http://www.vlaanderen.be>

- **Commission Well-being, Health and Equal Opportunities**

Flemish Parliament
1011 Brussels
Phone: +32/2-552.33.22
Fax: +32/2-552.33.33

- **Cell Equal Opportunities of the Ministry of the Flemish Community**

The administrative cell Equal Opportunities in Flanders supports with preliminary work the Flemish minister competent for the equal opportunities policies. It has an informative and sensitising task; it follows up research assignments, investigates subsidy files and technically deals with and controls the projects set up by Europe or the United Nations in the field of equal opportunities. It looks after presidency and secretariat of the Interdepartmental Commission Equal Opportunities of the Flemish Community.

Boudewijnlaan 30 – 1000 Brussels
Phone: +32/2-507.58.04
Fax: +32/2-507.51.38
E-mail: martha.franken@coo.vlaanderen.be
<http://www.gelijkekansen.vlaanderen.be>

- **Service Emancipation affairs of the Ministry of the Flemish Community**

Department General Affairs and Finance (AZF); Administration Personnel Development (APO)
Boudewijnlaan 30 – 1000 Brussels
Phone: +32/2-507.49.65
Fax: +32/2-507.50.52

- **Section Europe – Employment of the Ministry of the Flemish Community**

Markiesstraat 1 – 1000 Brussels
Phone: +32/2-553.44.34
Fax: +32/2-553.44.25

- **Interdepartmental Commission Equal Opportunities**

Ministry of the Flemish Community
Boudewijnlaan 30 – 1000 Brussels
Phone: +32/2-507.58.04
Fax: +32/2-507.51.38
<http://www.gelijkekansen.vlaanderen.be>

- **Flemish Consultative Commission for Women (VOV),
Socio-economical Council of Flanders**

Since 9 November 1990 exists at the Socio-Economical Council of Flanders (SERV) a commission for the promotion of the situation of women, the Vlaamse Overlegcommissie Vrouwen (VOV), meaning the Flemish Consultative Commission for Women. The VOV has the general competence of information, study, recommendation and advice about socio-economical issues concerning woman's situation. It can address itself to the Flemish Parliament, the Flemish government, the competent member of the Flemish government and the SERV on request or on its own accord. All those instances may request for advice or research.

Jozef II-straat 12 – 16 – 1000 Brussels
Phone: +32/2-209.01.65
Fax: +32/2-217.70.08
E-mail: serv@serv.be
<http://www.serv.be>

4.4.4.5.2.2. French Community

- **Ministre-Président de la Communauté française en charge de l'égalité des chances**

Place Surllet de Chokier 15-17 – 1000 Brussels
Phone: +32/2-227.32.11
Fax: +32/2-227.33.53

- **Comité d'avis chargé d'examiner les questions relatives à l'égalité des chances entre les hommes et les femmes**

Parlement de la Communauté française
Palais de la Nation 6 – 1012 Brussels

- **Direction de l'Égalité des Chances Ministre de la Communauté française**

Bureau 4B074 - Espace 27 Septembre 4ème étage
Boulevard Léopold II 44 – 1080 Brussels
Phone: +32/2-413.20.73
Fax: +32/2-413.32.24
<http://www.cfwb.be/egales>

- **Fonds Social européen (FSE)**

Ministère de la Communauté Française
Cellule FSE
Rue Royale 123 – 1000 Brussels
Phone: +32/2-278.42.48
Fax: +32/2.278.43.07

4.4.1.6. Autonomous organisations

Apart from that, there are quite a lot, often smaller organisations which are beyond the scope the above mentioned umbrella organisations. They are mostly individual initiatives of women wishing to commit themselves.

4.4.1.7. Documentation and research

RoSa, Amazone, Steunpunt Gelijke Kansen and Sophia are organisations offering information and documentation on equal opportunities, feminism and women's studies and/or do scientific research in the area.

RoSa - Rol en Samenleving
Documentatiecentrum en Archief voor Gelijke Kansen
Koningsstraat 136 - 1000 Brussel
Phone: +32/2-209.34.10 - Fax: +32/2-209.34.13
info@rosadoc.be - www.rosadoc.be

4.4.2. ITALY

Presidency of the Council of Ministers

- **National Committee on Equal opportunities between Women and Men**
Presents activities, legislation and regulations in Italy and all over the world on the conditions of women
<http://www.palazzochigi.it/cmparita/>

- **Department on Equal Opportunities**
National and regional laws and links to foster the admission of women to the world of labour and enterprise
<http://www.palazzochigi.it/pariopportunita/>

Association of Italian Women Jurists

Gathering all women working in the juristic field towards a development of a law guaranteeing equal opportunities.

<http://www.connect.it/agi/>

Sezione romana : Presidente avvocato Anna Zangolini
Via G. Mangili, 3 ROMA
Phone: +39/63218377
Fax: +39/6354393
e-mail: agiroma@katamail.com

Italian Women's National Association

Dealing with civil rights, politics, arts and culture concerning women.

<http://www.assodonna.com>

Many Italian universities, regions, municipalities and local entities have their own committee or commission on equal opportunities.

4.4.2. SPAIN

Ministerio de Trabajo y Asuntos Sociales: Instituto de la Mujer

The Women's Institute is an autonomous organisation, depending on the Ministry of Labour and Social Matters, via the Secretary General of Social Matters. Its objective is, on the one hand, to promote and to further the conditions to establish equality between both sexes, and on the other hand, to advance the participation of women in political, cultural and social life. Moreover, it is the organisation of the Central Government which advances gender equality policies.

Instituto de la Mujer

C/Condesa de Venadito 34 – 28027 Madrid

Phone : 91 363 80 00

E-mail : inmujer@mtas.es

<http://www.mtas.es/mujer/mcifras/principa.htm>

Convergència Democràtica de Catalunya (CDC)

They organize courses for active party members and for sympathizers. There are online courses and the traditional ones, though not specifically aimed at women. With these courses they want to transmit ideological ideas of the party to the new party members, increase knowledge level about politics and culture in national and international reality of the members; prepare people for responsible assignments; spread documentation, create opinion and cause attitudes. They also develop training courses.

<http://www.idfconvergencia.org/quefem/index.shtml>

Partit Popular de Catalunya (PPC)

From PPC and, in particular, from the Department of Politics Action, some training courses are organized usually. These are mainly for the members of the election assignments. There is nothing specific for women.

<http://www.ppcat.org>

4.4.3. UNITED KINGDOM

4.4.3.1. Organisations dealing with Equal Opportunities Policies for women and men.

EOC - Equal Opportunities Commission

Activity:	non-departmental public body. Although it is independent from the government, it is responsible to the Equality Minister
Initiatives	Campaigns and lobbying, research and statistics, specialist information and legal advice & assistance
Address	Amdale House, Amdale Centre Manchester M4 3EQ Tel +44 (0) 845 601 5901 Fax +44 (0) 0161 838 1733
E-mail	info@eoc.org.uk
Web	http://www.eoc.gov.uk
Publications:	two research of women in political life, published in August 2001 and January 2002 http://www.eoc.org.uk/EOC/dynpages/research_wppl.asp

WNC – Women’s National Commission

Activity	Official, independent advisory body, giving the views of women to Government. Advisory, non departmental public body
Initiatives	Consultations, campaigns, publications
Address	35 Great Smith Street London SW1P 3AL Tel +44 (0) 20 7276 2556 Fax +44 (0) 20 7276 2563
E-mail	wnc@cabinet-office.x.gsi.gov.uk
Web	http://www.cabinet-office.gov.uk/wnc
Publications	http://www.cabinetoffice.gov.uk/wnc/Otherdoc/WomeninPublicLifeJan2002.pdf

Women and Equality Unit

Activity	The Ministers for Women, supported by the Women and Equality Unit, lead on gender equality in Government
Initiatives	Publications, campaigns. The Women and Equality Unit is taking action to increase women’s representation in public bodies, including a series of seminars across the country during the course of 2002, to provide women with information and encourage them to apply for national public appointments.
Address	10 Great George Street London SW1P 3AE Tel +44 (0) 20 7273 8880 Fax +44 (0) 20 7273 8813
E-mail	info.women&equalityunit@cabinet-office.x.gsi.gov.uk
Web	http://www.womenandequalityunit.gov.uk

Equality Commission of Northern Ireland

Activity	Independent public body. It took over the functions previously exercised by the Commission for Racial Equality for Northern Ireland, the Equal Opportunities Commission for Northern Ireland, the Fair Employment Commission and the Northern Ireland Disability Council
Initiatives	Publications, legislation
Address	Equality House 7 – 9 Shaftesbury Square Belfast BT2 7DP Tel +44 (0) 28 90 500600 Fax +44 (0) 28 90 248687
E-mail	information@equalityni.org
Web	http://www.equalityni.org

4.4.3.2. Organisations promoting women's participation and representation in political life

The Fawcett Society

Activity	Campaigning organisation: to create greater gender equality for women in Britain
Initiatives	Publications, campaigns, lobbying
Address	Fifth Floor, 45 Beech Street London EC2Y 8AD Tel +44 (0) 20 7628 4441
E-mail	info@fawcettsociety.org.uk
Web	http://www.fawcettsociety.gov.uk

The 300 Group

Activity	Campaigning organisation for more women in Parliament, Politics, and Public Life
Initiatives	Development: advice and information for women wanting to contribute to society through appointments at local regional or national level; "political schools" for aspiring councillors, MPs and MEPs; skills and policy training; debates at the House of Commons; Information Service; Workshops. Networking and support.
Address	PO Box 166, Horsham, West Sussex, RH13 9YS Phone: +44 (0) 01403 733797
E-mail	300group@horsham.co.uk
Web	http://www.300group.org.uk

ENGENDER

Activity	Information, research and networking organisation for women in Scotland
Initiatives	information, research, training, networking
Address	18 York Place Edinburgh EH1 3EP Tel +44 (0) 131 558 9596
E-mail	engender@engender.org.uk
Web	http://www.engender.org.uk

Northern Ireland Women's Organisation

Activity	Umbrella body of groups with a primary interest in matters of importance to women
Initiatives	Publications, campaigns. The Women and Equality Unit is taking action to increase women's representation in public bodies, including a series of seminars across the country during the course of 2002, to provide women with information and advice
Address	58 Howard Street Belfast BT1 6PJ Tel +44 (0) 28 9033 9916 Fax +44 (0) 028 9033 9917
E-mail	niwep@btconnect.com

Labour Women's Organisation

Activity	Women's Network of the Labour Party
Initiatives	Advice and guidance, networking
Address	Garden Cottage, The Street, Oaksey, Malmesbury Wiltshire SN16 9TG Tel +44 (0) 1666 577955

Emily's List

Activity	Funding organisation of the Labour Party. Its purpose is to give women Labour Party members the financial support they need to be selected as Parliamentary candidates
Initiatives	The purpose of Emily's List UK is to give women members of the Labour Party the financial help they need to gain selection as candidates at all levels of public office. This may be through individual grants or sponsorship for training.
Address	Garden Cottage, The Street, Oaksey, Malmesbury Wiltshire SN16 9TG
E-mail	contact@emilyslist.org.uk

Northern Ireland Women's Coalition

Activity	Political Party
Initiatives	Campaigns, networking, policy papers
Address	50 University St Belfast BT7 1HB

4.4.3.3. Research and Documentation Centres

Centre for the Advancement of Women in politics – CAWP

Activity	Research and information
Initiatives	Research; maintenance of an observatory on women's public leadership to provide reliable, accessible and up-to-date information on women's presence in political and public leadership positions in Ireland, North and South and Great Britain.
Address	19 – 21 University Square, Queen's university Belfast BT7 1PA Tel +44 (0) 28 9027 3664
E-mail	y.galligan@qub.ac.uk
Web	http://www.qub.ac.uk/cawp/index.html

The Women's Library

Activity	The Women's Library has an online catalogue, Millennium, for most published materials, a brief archives guide for the archival collections.
Initiatives	library, archives, group visits, education, exhibitions
Address	Old Castle Street – London E1 7NT Phone: +44 (0)20 7320 2222 Fax: +44 (0)20 7320 2333
E-mail	moreinfo@thewomenslibrary.ac.uk
Web	http://www.thewomenslibrary.ac.uk/cat_home.html

4.4.3.4. Women and labour

Opportunity now

Activity	By inspiring employers to challenge complacency and tackle barriers to women's progress, they encourage an inclusive culture in the workplace. Since the launch of Opportunity Now in 1991 the number of participating employers has risen from 61 to 350 members among a wide range of organisations in the public, private and education sectors, establishing thus a driving force for change.
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Initiatives Business-led campaign that works with employers to realise the economic potential and business benefits that women at all levels contribute to the workforce.

Address 137 Shepherdess Walk – London N1 7RQ
Tel +44(0) 870 600 2482 or (0)20 7566 87 14
Fax +44 (0)20 7253 1877

E-mail norma.jarboe@bitc.org.uk

Web <http://www.opportunitynow.org.uk>

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