



PRESIDENCY OF THE
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EUROPEAN COMMISSION FOR DEMOCRACY THROUGH LAW
(VENICE COMMISSION)

in co-operation with

THE PRESIDENCY OF THE GOVERNMENT OF TUNISIA

Regional seminar for senior public officials

UniDem Med

**“ PERFORMANCE, MERIT AND EQUALITY
IN THE CIVIL SERVICE ”**

**Hotel Dar el Marsa
La Marsa, Tunisia**

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**PLACE OF WOMEN IN THE SENIOR CIVIL SERVICE:
BRIDGING THE GAP**

by

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Gender Equality and Gender Mainstreaming Council of Europe

*Sixth session: Place of women in the senior civil
service: bridging the gap*

Carlien Scheele, Sr. Gender Equality Adviser, Council of
Europe

Tunis, 29th March 2017

Council of Europe Gender Equality Strategy 2014-2017

Five objectives:

1. Combating gender stereotypes and sexism
2. Preventing and combating violence against women
3. Guaranteeing equal access of women to Justice
4. Achieving balanced participation of women and men in political and public decision-making
5. Achieving gender mainstreaming in all policies and measures

Transversal Programme

- Gender Equality Commission(47 member states)
- National Focal Points (in 47 member states)
- Gender Equality Rapporteurs (intergovernmental bodies)
- Internal Gender Mainstreaming Team (secretariat)

Achieving balanced participation of women and men in political and public decision making

Parity democracy: a far cry from reality (2010)

Single lower houses:	F: 23,7%	M: 76,3%
Single upper houses:	F: 24,7%	M: 75,3%
Heads of State:	F: 10,0%	M: 90,0%
Heads of government:	F: 5,1%	M: 94,9%
Ministers:	F: 24,4%	M: 75,6%
Mayors:	F: 10,2%	M: 89,8%

Gender mainstreaming

- What is it?

Gender Mainstreaming

(re) organisation, **improvement**, development and evaluation of policy processes, so that a **gender equality** perspective is incorporated in **all policies at all levels at all stages**, by the **actors normally** involved in policy-making,

How is it done?

The most important question is:

Does gender matter?

To find this out, conduct a **Gender Impact Assessment**. Ask yourself 4 simple questions

Q 1: Is my objective linked with Gender Inequality patterns?

Most common gender inequality patterns:

- Inequalities in (political) power (access to decision making, representation)
- Differences in access to resources
- Differences in legal/social/financial status and entitlements

YES

NO

**Q 2: Will reaching my goal affect
women and men in a different way?**

YES

NO

**Q 3: Will this cause inequality between
women and men?**

YES

NO

Q 4: How to solve these inequalities?

1. What?
2. Who?
3. How ?

Be aware of gender neutral approach

- Not being associated with either women of men
- Unspecified population or target group
- Vague

Could be gender blind!