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EUROPEAN COMMISSION FOR DEMOCRACY THROUGH LAW
(VENICE COMMISSION)

in co-operation with

THE CONSTITUTIONAL COUNCIL OF ALGERIA
&
DIRECTORATE GENERAL OF CIVIL SERVICE
AND ADMINISTRATIVE REFORM - ALGERIA

Regional seminar for senior public officials

UniDem

“WOMEN AND THE LABOUR MARKET”

Algiers, Algeria

7 – 8 November 2017

**DEVELOPMENTS AS REGARDS THE SITUATION OF WOMEN IN THE
ADMINISTRATION AND THE CIVIL SERVICE**

by

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Towards a strengthened Democratic Governance in the Southern Mediterranean



HUMAN RIGHTS, DEMOCRACY, AND THE RULE OF LAW



COUNCIL OF EUROPE

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DROITS DE L'HOMME, DÉMOCRATIE ET ÉTAT DE DROIT

Women in Administration and the Civil Service

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

Algeria, 7 November 2017

2003: Committee of Ministers of Council of Europe
adopts Recommendation Rec(2003)3 on **balanced
participation of women and men in political and
public decision-making**

**This is defined as a minimum representation of 40%
of each sex.**

Council of Europe Gender Equality Strategy (2014-2017)

One of the objectives:

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

Women and men in decision-making positions in national public administrations (2016)

EU28

Men: 64,7% Women: **35,3%**

Source: European Institute

for Gender Equality (www.eige.eu)

Gender balance in diplomatic service (2016)

Council of Europe

- *Ambassadors extraordinary and plenipotentiary*

Men: 87% Women: **13%** (2008: 13,9%)

- *Envoys and ministers plenipotentiary*

Men: 72,7% Women: **27,3%** (2008:17,1%)

Gender balance in diplomatic service (2016)(continued)

- *Minister counsellors*
Men: 69,5% Women: **30,5%** (2008: 22,8%)
- *General consuls*
Men: 74,1% Women: **25,9%** (2008: 21,7%)

Source: 'Balanced participation of women and men in decision-making 2016'-Gender Equality Commission, Council of Europe

Gender balance in the judiciary (2016)

- *High/supreme courts*

Men: 67% Women: **33%** (2008:25,8%)

- *Constitutional courts*

Men: 73,7% Women: **26,3%** (2008: 20,3%)

- *High Councils of the Judiciary*

Men: 72% Women: **28%** (-)

Source: 'Balanced participation of women and men in decision-making 2016'-Gender Equality Commission, Council of Europe

Charter Talent to the Top (Netherlands)

- Since 2008
- 261 organisations have signed
- Government and public sector: 17%
- Goal: higher **inflow** and **promotion** and **retention** of women at the top
- **Cultural change!**
- Initiated and supported by minister of Economic Affairs and minister for Gender Equality

Charter Talent to the Top

- Signing **voluntary**, but **not** without obligations
- Within 6 months after signature, setting of **clear**, **realistic** and **measurable** targets for top and sub top (next 3-5 years)
- Plus: **strategy** how to realise this targets: **gender diversity policies**

Charter Talent to the Top

- Annual **reporting** to Monitoring Committee via simple monitoring tool
- **Comply** or **explain**: when lack of progress, explain why + mitigation measures
- If no reporting and/or no actions to reach the goal: **removal** from the Charter
- Annual results **made public** (overall report)
- Annual **individual** report to organisations: evaluation and recommendations
- Annual selection of good practices: **naming** and **praising**!

Results first Charter signatories

- Top : 20,9% (2008: 14,0%)
- Sub top: 27% (2008: 23,1%)
- Growth sub top important for through flow to top!
- Top all signatories: 22,4% (2014: 20,9 %)
- Sub top : 27,8% (2014: 25,4%)

Special service in Dutch government

Senior Civil Service (Ministry of Interior)

- Targeting top level segment + middle management of Civil Service
- Active mobility support (also to posts outside Civil Service)
- Database with top managers
- Training (top management training: 50% women)
- Management development meetings at top level (all the SGs and per ministry)

Percentage of women in top levels of the ministries (2016)

2013: 29%

2014: 30%

2015: 31%

2016: 33%

Some other national examples

Belgium

2012: law on women in senior positions in government: target of 33% both in top levels 1 and 2.

2013: 16,3% in level 1 and 31,6% in level 2

France

2012: law on women in senior positions in government (Loi Sauvadet). Target: 20% of women in leading positions

2013: National government: 30,2%, regional/local government: 27,8% and hospitals: 44,7%

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