

Gender Statistics Database

National administrations: top two tiers of administrators by function of government

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Base Information

Source type	Data collected by EIGE
Source organisation	European Institute for Gender Equality (EIGE)
Source organisation URL	https://eige.europa.eu/
Statistical activity	Data collection on women and men in decision-making (WMID)
Source reference	Data collected by EIGE from January 2017 and previously by the European Commission, DG Justice
Data type	Administrative data
Harmonised	Harmonised at EU level
Last upload on	12.12.2023
Number of values	71658

Pre-defined tables for download

- [pdt_wmid_natadmin.xlsx](#)

Dataset information

National administrations

Description

The Gender Statistics Database (GSD) of the European Institute for Gender Equality (EIGE) contains data on the numbers of women and men in key decision-making positions across a number of different life domains. Data may cover international, European, national, regional and local levels and currently include 38 European countries. The GSD aims to provide reliable statistics that can be used to monitor the current situation and trends over time.

The domains covered include politics, public administration, judiciary, business and finance, social partners and NGOs, environment, media, science and research, sports, and transport. The decision-making positions covered are specific to each area.

A decision-making position is a position from which it is possible to take or influence a decision:

- within a domain: at organisational level. This restricts coverage to organisations having a major influence in the domain at the territorial level of interest, which is usually national but can also be international, European, regional or local;
- within an organisation: at hierarchical level. This restricts coverage to positions within the hierarchy that have a major input to decision-making within the organisation.

WMID Methodological report

The public administration domain includes statistics on women and men presiding the monitoring and auditing bodies and amongst the top two levels of senior civil servants at European and national level. Data on national administrations cover level 1 and level 2 administrators in the government ministries of each country.

Organisations covered:

- Public administrations: departments of the national government, led by a minister. Central administrations are also referred to as ministries.

Positions covered:

- Level 1 administrators: all administrative (non-political) positions from the head of the ministry down to the level of head of directorate or similar, where a directorate is a major section within the ministry.,
- Level 2 administrators: all positions below the head of directorate down to the level of head of division/department, where a division/department is the first level of organisation below the directorate (i.e. the second level of functional organisation).,
- Senior administrators: sum of level 1 and level 2 administrators.

Mapping tables:

- **National administrations: ministries by BEIS type** ,
- **Level 1 and Level 2 administrators in national ministries**

Years

2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023

Time Periods

2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023

BEIS classification of government functions (BEIS)

Code	Value
TOT	All functions
B	Basic functions
E	Economic functions
I	Infrastructure functions
S	Socio-cultural functions
NA	Not applicable
NAV	Not available

Entity group (type of organisation/entity) (EGROUP)

Code	Value
ADM_NAT	National administrations

Position (POSITION)

Code	Value
ADMIN	Senior administrators
ADMIN_L1	Level 1 administrators
ADMIN_L2	Level 2 administrators

Sex (sex)

Code	Value
T	Total
M	Men
W	Women

Unit of measurement (UNIT)

Code	Value
NR	Number of persons (headcount)
PC	Percent of total

Flags

Code	Value
b	break in time series
c	confidential
d	definition differs, see metadata
e	estimated
f	forecast
i	see metadata
m	imputed
n	not significant
p	provisional
r	revised
s	Eurostat estimate
u	low reliability
v	dropped due to insufficient sample size

Reference metadata

1. Contact



1.1. Contact organisation

European Institute for Gender Equality (EIGE)

1.5. Contact mail address

European Institute for Gender Equality, Gedimino pr. 16, LT-01103 Vilnius, Lithuania

1.6. Contact email address

EIGE.SEC@eige.europa.eu

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2. Metadata update



2.3. Metadata last update

01/12/2023

3. Statistical presentation



3.1. Data description

The [European Institute for Gender Equality \(EIGE\) Gender Statistics Database >](#) collects data on the numbers of women and men in key decision-making positions across a number of different life domains in order to provide reliable statistics that can be used to monitor the current situation and trends through time.

The domains covered include politics, public administration, judiciary, business and finance, social partners and NGOs, environment, media, science and research, sports, transport, COVID-19, and EU funding. The decision-making positions covered are specific to each area.

Data on national administrations cover level 1 and level 2 administrators in the government ministries of 38 countries. Data are also available broken down by BEIS typology (Basic, Economy, Infrastructure and Socio-cultural functions within the government). See mapping table [National administrations: Ministries by BEIS type](#) for the ministries covered under each BEIS category by country.

3.2. Classification system

The women and men in decision-making (WMID) data are organised into life domains and then by types of organisations and the different decision-making positions within the hierarchy of each organisational type. The domains covered are:

- Politics,
- Public administration,
- Judiciary,
- Business and finance,
- Social partners and NGOs,
- Environment,
- Media,
- Science and research,
- Sports,
- Transport,
- COVID-19,
- EU funding

Details of the organisations and positions covered are provided in the section on statistical concepts and definitions.

3.3. Coverage - sector

Not applicable.

3.4. Statistical concepts and definitions

General definitions:

A decision-making position is a position from which it is possible to take or influence a decision:

- within a domain: at organisational level. This restricts coverage to organisations having a major influence in the domain at the territorial level of interest, which is usually national but can also be international, European, regional or local.,
- within an organisation: at hierarchical level. This restricts coverage to positions within the hierarchy that have a major input to decision-making within the organisation.

National administrations

Organisations covered:

- Public administrations: departments of a national government, led by a minister. Central administrations are also referred to as ministries.

Positions covered:

- Level 1 administrators: all administrative (non-political) positions from the head of the ministry down to the level of head of directorate or similar, where a directorate is a major section within the ministry.,
- Level 2 administrators: all positions below the head of directorate down to the level of head of division/department, where a division/department is the first level of organisation below the directorate (i.e. the second level of functional organisation).,
- Senior administrators: sum of level 1 and level 2 administrators.

Mapping tables:

- National administrations: ministries by BEIS type,
- Level 1 and Level 2 administrators in national ministries

Notes:

- Data are available broken down by BEIS typology (Basic, Economy, Infrastructure and Socio-cultural functions within the government). The BEIS category “not available” includes cases for which data by ministry is not available (i.e. only total figures at country level are available),
- The names of the positions covered vary between countries and even between ministries in the same country.,
- In some cases (e.g. Croatia), the positions covered may be appointed by the government but have an administrative role in running the ministry departments.

3.5. Statistical unit

The statistical unit in WMID data is the organisational unit as defined by each specific topic (e.g. a house of parliament or a large listed company). Data are then collected on the numbers of men and women occupying decision-making positions within that unit.

3.6. Statistical population

Data cover all persons occupying specified positions in the organisational units covered (see statistical concepts and definitions).

3.7. Reference area

The WMID data cover the 27 EU Member States, United Kingdom, six EU candidate countries (including Bosnia and Herzegovina, Montenegro, North Macedonia, Albania, Serbia and Türkiye), one potential candidate (Kosovo^(*)) and the remaining three EEA countries (Iceland, Liechtenstein and Norway).

(*) This designation is without prejudice to positions on status, and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo Declaration of Independence.

3.8. Coverage - Time

WMID data on national administrations were first collected in the 3rd quarter of 2003 for 26 countries. The geographic coverage of the database has expanded through time so for the countries listed below the time series starts in the period indicated:

- Czechia: 2004,
- Lithuania: 2004,
- Malta: 2004,
- Poland: 2004,
- Türkiye: 2005,
- Croatia: 2007,
- North Macedonia: 2008,
- Serbia: 2008,
- Montenegro: 2015,
- Albania: 2018,
- Bosnia and Herzegovina: 2018,
- Kosovo: 2018

3.9. Base period

Not applicable.

4. Unit of measure



Number of persons and percentages.

5. Reference Period



Data on national administrations are collected on an annual basis. Typically, data are collected between July and December.

6. Institutional Mandate



6.1. Institutional Mandate - legal acts and other agreements

No legal acts are applicable. The Council of the European Union has committed to ongoing monitoring of the implementation of the Beijing Platform for Action and as part of this commitment the European Commission has been collecting data on decision-making since 2003, a task that has been taken over by EIGE since 2017.

6.2. Institutional Mandate - data sharing

The WMID database was managed by the European Commission until end 2016 and then transferred to EIGE.

7. Confidentiality

7.1. Confidentiality - policy

Not applicable.

7.2. Confidentiality - data treatment

Not applicable.

8. Release policy

8.1. Release calendar

Generally, data are disseminated within one month of the data collection (see section on reference period). Data are published on the [EIGE Gender Statistics database](#) >.

8.2. Release calendar access

Not applicable.

8.3. Release policy - user access

Data are disseminated to all types of users simultaneously via the [EIGE Gender Statistics database](#) >.

9. Frequency of dissemination

Annually.

10. Dissemination format

10.1. Dissemination format - News release

No regular news release.

10.2. Dissemination format - Publications

From 2017, EIGE will publish regular bulletins on gender statistics, which may cover data on decision-making. The [European Commission's Annual Report on Equality](#) usually includes a section on this topic.

10.3. Dissemination format - online database

[EIGE Gender Statistics database](#)

10.4. Dissemination format - microdata access

Micro-data are not made available.

10.5. Dissemination format - other

WMID data are the primary source of information for indicators to monitor the implementation of Area G of the Beijing Platform for Action.

11. Accessibility of documentation

11.1. Documentation on methodology

[WMID Methodological report](#)

11.2. Quality management - documentation

Not applicable.

12. Quality management

12.1. Quality assurance

WMID data are collected either directly from the organisations covered or from umbrella organisations providing data on behalf of member organisations. The majority of data are collected from the websites or other publications produced by the organisations concerned but some are also collected from direct contacts. There are three main risks in the data collection: ensuring the right decision-making bodies and positions are identified; ensuring that the gender of the people in these positions is correctly recorded; and ensuring that the information is up-to-date.

The data are collected by a team of experienced researchers and are subject to routine validation that includes:

- cross-checking of data relating to at least 10% of organisations covered (randomly selected) by another researcher;;
- verification of data with the organisation concerned;;
- comparison of data with previous periods and review in case of significant change.

12.2. Quality management - assessment

WMID data need to be viewed bearing in mind the inherent diversity of institutional and organisational structures and in the scope of decision-making responsibilities for nominally similar positions. In this sense, there will always be some limitations to the extent to which data can be considered as fully comparable between countries. That being said, the data are considered to be of good quality, collected from reliable sources and with careful application of a common methodology. The data are comprehensive (cover all relevant organisations) and complete (data are available for all relevant positions in each organisation covered) in the vast majority of cases.

13. Relevance

13.1. Relevance - User Needs

WMID data are the primary source of information for indicators to monitor the implementation of Area G (Power and decision-making) of the Beijing Platform for Action. The data are therefore widely used by the European Commission (DG JUST) and the European Institute for Gender Equality for analysis in this area and for reporting to the Council of the European Union.

The data are also widely used by researchers in this area.

13.2. Relevance - User Satisfaction

No user satisfaction surveys are carried out.

13.3. Completeness

The completeness of WMID data depends on the extent to which the organisations covered openly publish, or are willing to share, information about their key decision-making personnel. In general, there is increasing pressure on organisations of all types to be completely transparent about their organisational structure and operational practices so that completeness of the data has improved through time.

In the case of national administrations, data are generally complete with the exceptions below:

- **2007:** Level 1 & 2 data not available for one ministry (Economy function) in Czechia.,
- **2008:** Level 2 data not available for one ministry (Basic functions) in Bulgaria. Level 1 & 2 data not available for one ministry (Basic functions) in Türkiye.,
- **2009-2011:** Data not available for level 2 in Finland.,
- **2012:** For Serbia, data partially unavailable due to ongoing administrative reform at the time of data collection. Data breakdown by ministry not available for France.,
- **2013:** Data breakdown by ministry not available for France.,
- **2017:** Level 1 & 2 data not available for seven ministries in Greece (five with Basic function, one Economy function, and one Socio-cultural function), five ministries in France (two Basic functions, one Economy function, two Socio-cultural function), one ministry in Cyprus (Basic function), one ministry in Slovakia (Economy function), two ministries in United Kingdom (Basic function). Level 1 data not available for one ministry in Serbia (Basic function) and Level 2 data not available for one ministry in Netherlands (Basic function).,
- **2018:** Level 2 data not available for Türkiye due to administrative reform ongoing at the time of data collection. Level 1 & 2 data not available for five ministries in France (two with Basic functions, one Economy function, and two Socio-cultural function), a ministry in Cyprus (Basic functions), and two in Poland (one with Economy function and the other with Socio-cultural function), Data not available for Level 1 in two ministries in Greece (both with Basic functions), and Level 2 in a ministry in Netherlands (Basic functions).,
- **2021:** data not available for Level 2 position *Head of Unit (Vedúci*

oddelenia) in Slovakia.,

- **2022:** Level 1 & 2 data not available for one ministry (Infrastructure) in Germany, for two ministries (Basic functions) in Italy and for three ministries (Socio-cultural functions and Economy) in Serbia. Level 2 data not available for one ministry (Basic functions) in Belgium and North Macedonia.

14. Accuracy

14.1. Accuracy - overall

In principle, the WMID data accurately describe the situation for the area of decision-making concerned, though in some areas the coverage of organisations is restricted in order to limit the cost burden and this could potentially impact on overall accuracy.

In the case of national administrations, data for some countries refer to situation in an earlier period as the most up-to-date information was not available. See details below:

- **2007:** Level 2 data for Germany refers to June 2006. For France, Level 1 & 2 data refer to end of 2005 and for Finland, Iceland and Norway it refers to end of 2006.,
- **2008:** Level 2 data for Bulgaria and Italy and Level 1 & 2 data for Hungary, United Kingdom and Norway refer to end of 2007. For France, Level 1 & 2 data refer to end of 2006.,
- **2009:** Level 2 data for France and Level 1 & 2 data for Norway refer to end of 2008.,
- **2010:** Level 1 & 2 data for France, Hungary and Norway refer to end of

2009.,

- **2011:** Level 1 & 2 data for France and Hungary refer to end of 2009 and for Czechia, Germany, United Kingdom and Norway refer to end of 2010.,
- **2012:** Level 1 & 2 data for Hungary refer to 2009 (though data does not include the ministries that were dissolved in 2012), for Czechia it refers to end of 2010 and for Germany, Netherlands, and Norway it refers to end of 2011. Level 1 data in United Kingdom refer to end of 2011 and Level 2 data for Finland refer to 2012.,
- **2013:** Level 1 & 2 data for Czechia and Germany and Level 2 data for Estonia refer to 2012.,
- **2014:** For France, Level 1 & 2 data refer to end of 2012. Level 1 & 2 data for Czechia, Greece and Level 2 data for United Kingdom refer to end of 2013.,
- **2015:** Level 1 & 2 data for Greece and France refer to end of 2013. Level 1 & 2 data for Czechia, Germany and Serbia and Level 2 data for Estonia and Finland refer to end of 2014.,
- **2016:** Level 1 & 2 data for France refer to end of 2014 and for Czechia refer to end of 2015.,
- **2017:** Level 1 & 2 data for France refer to end of 2015. For Czechia, Germany, Greece, Latvia, Luxembourg, and Norway Level 1 & 2 data refer to 2016.,
- **2018:** Level 1 & 2 data refer to end of 2016 for France and end of 2017 for Czechia, Luxembourg, Poland, and Norway.,
- **2019:** data for Level 1 & 2 in Czechia, Luxembourg, Poland, Bosnia and Herzegovina, Norway and Level 2 in Croatia refer to situation at the end of 2018. Also, data for Level 1 & 2 in one ministry (Economy function) in Serbia and Level 2 in one ministry (Basic function) in North Macedonia refer to 2018. Level 1 & 2 data for France refer to end of 2017.,
- **2020:** Data for level 1 & 2 in Italy, Poland, and Slovakia and Level 2 in Türkiye refer to 2019 (no response). Data refer to situation at the end of

Türkiye refer to 2019 (no response). Data refer to situation at the end of 2018 for France and end of 2019 for Czechia, Luxembourg, and Norway.,

- **2021:** Data for level 1 & 2 in United Kingdom and in one ministry (Basic functions) in Germany refers to 2020, while data for level 1 & 2 in Poland and level 2 in Türkiye refers to 2019 (no response). Level 1 & 2 data for France refer to end of 2018 and data refer to end of 2020 in Italy.,
- **2022:** Data for level 1 & 2 in United Kingdom refers to 2020, while data for and level 2 in Türkiye refers to 2019 (no response). Level 1 & 2 data for France refer to end of 2018 and data refer to end of 2021 in Italy.,
- **2023:** data for level 2 in Türkiye refer to 2019, level 1 & 2 data refer to 2020 in the United Kingdom, 2022 in North Macedonia and Albania, and 2021 in Italy (3 of 16 ministries covered).

14.2. Sampling error

Not applicable.

14.3. Non-sampling error

Not applicable.

15. Timeliness and punctuality



15.1. Timeliness

Data are released within one month of collection.

15.2. Punctuality

Punctuality is 100%.

16. Comparability

16.1. Comparability - geographical

WMID data are considered comparable between countries but it is necessary to bear in mind the different institutional settings that exist and the fact that decision-making structures vary between organisations within countries as well as between countries. There are, therefore, inherent differences between countries in the way that decision-making is organised but the WMID methodology aims to allow for such variation so that the organisations and positions covered in each country are as comparable as possible.

In the case of national administration, the names of the positions covered vary between countries and sometimes between ministries in the same country. In addition, there are differences in national administrative systems. For example, level 1 and level 2 in administrators correspond to different functions from a country to another and also between ministries within a country. Fixing “level 1” to refer to the first level below the political positions can result in big differences between countries where only the minister is counted as political and others where two or more tiers are considered political. This is visible for instance in the high differences in the average number of administrators covered by country. Depending on the institutional organisation in the country, this difference may be exacerbated further at the next level (level 2).

The data are broken down by BEIS typology (functions within government), and mapping tables with a list of positions covered at each level are published so that this difference can be taken into account. Apart from these points, the data are fully comparable between countries.

16.2. Comparability - over time

In general, WMID data are comparable through time in each area of decision-making. Nevertheless, it is necessary to bear in mind that the organisations covered and the decision-making structures within these may vary through time (e.g. government ministries may be reorganised following a change of government, and the constituents of the blue-chip indices used to define the sample of large listed companies are updated by the responsible stock exchange on a regular basis).

In the case of national administration, the number of ministries covered may vary over time due to organisational changes.

In addition, in 2009 the methodology was revised to provide clearer definitions of level 1 and level 2 administrators. This revision affects data for Estonia, Spain, Italy, Lithuania, the Netherlands, Poland, Portugal, Romania, and Finland. Subsequently, the following country-specific revisions of coverage were applied in the years specified below:

- **2010:** Ireland (Level 2) and Spain (Level 2),
- **2012:** Romania (Level 2) and Croatia (Level 1),
- **2014:** Spain and Slovakia (both levels),
- **2017:** Croatia (both levels) and Malta (Level 2),
- **2018:** Türkiye (both levels following administrative reform),
- **2019:** Lithuania Level 2 (one more position added),
- **2021:** Slovakia Level 1 (two positions added and one changed name) and Level 2 (one new position added).

Data was not collected for the IPA beneficiaries (Montenegro, North Macedonia, Albania, Serbia, Türkiye, Bosnia and Herzegovina, and Kosovo) in 2023.

17. Coherence



17.1. Coherence - cross domain

In general, there are few other sources of data on decision-making against which to assess the coherence of WMID data. Some national data exist for selected areas of decision-making but often the methodology is not the same (i.e. the coverage of organisations and/or positions within these varies) so that direct comparison is not possible.

The United Nations Economic Commission for Europe (UNECE) compiles data on the numbers of men and women senior civil servants in Europe from official national sources. Data are published in the [UNECE Statistical Database](#). UNECE data were collected every 5 years between 1980 and 2000, and annually thereafter until 2020. Data are however incomplete, with some countries for which data are available for few years only.

In addition, UNECE data cover senior level civil servants as defined according to ISCO-08, code 1112, which includes a wider range of positions and officials (e.g. government administrators, administrators at intergovernmental organisations, ambassadors, consul-general, etc.); thus coverage does not correspond to the senior administrators as defined in the WMID (which limits coverage to administrators in national ministries).

In addition, UNECE data do not distinguish between levels of seniority (level 1 and level 2). There is therefore no direct correspondence between the datasets.

17.2. Coherence - internal

Internal coherence of the data (e.g. through time or across countries) is ensured through careful application of the WMID methodology, and routine validation of data.

18. Cost and Burden

Data are collected by a research team contracted by the European Institute for Gender Equality. There is no burden on Member States.

19. Data revision

19.1. Data revision - policy

Revisions to data are infrequent. Occasionally, for example, a response to a request to verify the information collected for a particular organisation is received after the data collection has closed and the results disseminated. If the information leads to a change in the data, then the update is made at the next available opportunity and at the latest within one month.

19.2. Data revision - practice

There is no fixed revision schedule. Any necessary revisions are made on an ad hoc basis.

After more up-to-date data received from contact persons, the following revisions were made:

- **2009:** 2008 data were revised for both levels in Slovenia.,
- **2014:** 2010-2013 data revised for both levels in Sweden.,
- **2016:** 2015 data revised for both levels in Norway.,
- **2017:** revised 2016 data for both levels in Slovakia and Norway and Level 2 in Denmark.,
- **2018:** 2017 data revised for both levels in Belgium.,
- **2019:** revised 2018 data for Level 2 in France and 2017 data for both levels in Norway.,
- **2020:** 2019 data revised for both levels in Czechia and Sweden and Level 1 in Germany.,
- **2021:** revised 2020 data for Level 2 in Luxembourg and both levels in Albania.,
- **June 2023:** 2022 data for Level 1 in Spain, Levels 1 & 2 in Romania and Level 2 in Bosnia and Herzegovina were revised.

20. Statistical processing



20.1. Source data

The WMID data are a form of administrative data, being derived from the records that organisations keep regarding the personnel occupying key positions within the organisation. In all areas of decision-making, the data cover all organisations within the scope defined by the methodology. In some areas (e.g. national level politics) all relevant organisations/bodies are covered (e.g. parliaments and governments) whilst in others the methodology restricts coverage so that the data effectively represent a sample of all organisations within the broad type of organisation (e.g. data on decision-making in large companies are restricted to the nationally registered constituents of the main blue-chip index for the country).

20.2. Frequency of data collection

Annually.

20.3. Data collection

Direct collection of data from contact persons in relevant organisations.

20.4. Data validation

See section on quality assurance.

20.5. Data compilation

Data collected from individual organisations are aggregated to the national level by position.

EU-27 figures are based on an aggregate of data at national level, with the percentages of men and women calculated from these aggregates. The shares of men and women observed at the EU level and for all countries are therefore weighted averages rather than an average of the shares at country level.

Figures for IPA beneficiaries are based on an aggregate of data at national level for the six candidate countries (Bosnia and Herzegovina, Montenegro, North Macedonia, Albania, Serbia, and Türkiye) and one potential candidate (Kosovo).

Different aggregates can also be computed using the **pre-defined table**. For example, an “EU candidate countries” aggregate can be created by adding data for Bosnia and Herzegovina, Montenegro, North Macedonia, Albania, Serbia, and Türkiye for the relevant position.

20.6. Adjustment

Not applicable.

21. Comment



None

KEYWORDS: public administration, civil servants **LAST UPLOAD ON:** 12.12.2023

SOURCE: European Institute for Gender Equality (EIGE)

FILED UNDER: Women and men in decision-making > Public administration
> Senior administrators at national level