

Appendix 9

Overview of black, migrant and refugee women in administrative functions – in politics / companies / social organisations

Cabinet:

The Balkenende IV Cabinet consists of 11 women (41%) and 16 men (59%), of which **1 woman of non-Dutch heritage** and 1 man of non-Dutch heritage.

Balkenende III Cabinet: 0 people of non-Dutch heritage

(www.e-quality.nl)

Senate

After the 2007 elections the number of black, migrant and refugee women and men doubled from two to four (**three women** and one man). This amounts to 5% of the Senate. Two of these four Members got their seat in the Senate through preferential votes.

Increase in diversity in the Senate

	Before elections	After elections
Women		
number	22	26
percentage	29	35
Black, migrant and refugee women and men		
number	2	4
percentage	3	5

(www.e-quality.nl)

House of Representatives

Reference date

The figures change in between two elections: firstly when the Cabinet is formed and Members of the House of Representatives are appointed as Ministers or State Secretaries, secondly when Members of Parliament step down in the interim. Therefore, as the reference date for comparisons, we are using the official result of the successive elections as determined by the Election Board.

(NB. Albayrak is now State Secretary)

The number of women elected to the Lower House in 2006 is exactly the same as the number of women elected to the Lower House after the elections in 2003: 55, making up 36.7% of Members of Parliament. In 2006 one fewer person of non-Dutch heritage was elected to Parliament. In 2006, as in 2003, significantly more women than men **of non-Dutch heritage** were elected: **nine women**, three men. It is the first time that the Christian Union has a person of non-Dutch heritage in its party.

Number of women and people of non-Dutch heritage in the Lower House

Party	Seats	Women	Non-Dutch heritage	Names 2006
CDA	41	12	2	Ferrier, Görüz
PvdA	33	16	4	Albayrak, Gillard, Abbos, Leerdam
SP	25	9	1	Karabulut
VVD	22	8	1	Griffith
Partij van de Vrijheid (Freedom Party)	9	1		
GroenLinks	7	4	2	Azough, Dibi
ChristenUnie (Christian Union)	6	2	1	Ortega-Martijn
D66	3	1	1	Koser Kaya
SGP	2			
Partij van de Dieren (animal party)	2	2		
LPF				
Total	150	55 = 36.7%	12 = 8% of which 9 women	
Lower House 2003	150	55 = 36.7%	13 = 8.7% of which 9 women	

(Source: <http://www.publiek-politics.nl/Thema-s/Allochtonen/In-the-politics/Cijfers/Tweede-Kamer-2006>)

Provincial Council

Total number of members in Provincial Council: 564. Number of elected Provincial Council members of non-Dutch heritage in the Provincial Council election of 7 March 2007: 25, of which **10 women of non-Dutch heritage**.

For further information: <http://www.publiek-politics.nl/Thema-s/Allochtonen/In-the-politics/Cijfers/Provinciebesturen-meer-divers-geworden>

(Source: <http://www.publiek-politics.nl/Thema-s/Allochtonen/In-the-politics/Cijfers/Provinciebesturen-meer-divers-geworden/Overview-allochtone-statenleden>)

Big 4

The Municipal Councils in the four major cities so far do not reflect the population: neither with respect to gender nor with respect to ethnicity:

- 8 percent (**7.7%**) of all Municipal Council members in the Big 4 are **black, migrant or refugee women**, even though the percentage of black, migrant and refugee women in the cities in question varies from 11.5% in Utrecht to 17.5% in Rotterdam.
- If we link gender and ethnicity we see that in the Big 4 41% of the black, migrant and refugee Council members are women.
- In the Big 4 42% of all Council members in the central city are women.

- In the Big 4 21% of new Council members are black, migrants or refugees.

Percentage of population and in Municipal Council respectively	Amsterdam	Rotterdam	The Hague	Utrecht
Black, migrant and refugee women and men in the population	34	35	32	21
Black, migrant and refugee women and men in the Municipal Council	24	22	18	18
Black, migrant and refugee women in the Municipal Council	16	7	4	7

21 March 2006

(Source: www.e-quality.nl)

All municipalities

There are over 9,500 Municipal Council seats.

Surprising is also the increase in the number of female Council members of non-Dutch origin. Of the 302 Council members of non-Dutch heritage 196 are men and **106 are women**. The proportion of women has doubled compared to 2002, from 53 to 106. Of the Council members of non-Dutch heritage 35% are women; this is nearly 10% more than the proportion of women out of all Council members, namely 26%.

If we look at the proportion of female Council members within the different ethnic groups, we see that in an absolute sense the Turkish group 'supplies' the most women, but proportionally scores the lowest, nearly at the same level as the number of women among all Council members in the Netherlands.

(Source: <http://www.publiek-politics.nl/content/download/1700/9199/file/DiversityGemeenteraden2006.pdf>)

Business

The companies that participated in the vib survey (1) were also asked whether they employ women of non-Dutch heritage in top functions. Only three of the 127 companies have a woman of on-Dutch heritage in the Supervisory Board, five companies have a woman of non-Dutch heritage in the Executive Board and nine companies have women of non-Dutch heritage in the first echelon below the Executive Board. As far as their origins are known, it can be said that eight women originate from ethnic minorities: three Surinamese/Antillean women and five women from other non-Western countries. Finally, six women in top positions originate from other Western countries.

(Source: 2006 Emancipation monitor, p. 213)

Socio-economic non-profit sector

Six out of the 63 organisations have a woman of non-Dutch heritage in the Supervisory Board/supervision.

Three organisations have a woman of non-Dutch heritage in the management/Executive Board.

In five organisations women of non-Dutch heritage also work in the echelon below management.

Unlike those in the largest companies, the women of non-Dutch heritage in top functions in the socio-economic sector, where known, mainly belong to the ethnic minorities: most of them are Surinamese, Antillean, Turkish or Moroccan.

(Ditto, p. 217)

Healthcare and welfare

Approximately the same number of organisations in the healthcare and welfare sector as in the socio-economic sector have women of non-Dutch heritage in the top or sub-top. In six of the 131 institutes they are members of the Supervisory Board, in three of the institutes they are members of the management/Executive Board and in four institutes they work in the first echelon below management. Surinamese/Antillean women are seen most often among these top women (seven out of 14 of whom their origin is known), the others are Turkish/Moroccan women or originate from other non-Western non-Dutch heritage groups or western non-Dutch heritage groups.

(Ditto, p. 219)

Social organisations with a minimum of 50,000 members and/or supporters

Few women of non-Dutch heritage work in the top of social organisations or the echelons below the top. Four of the 74 organisations have women of non-Dutch heritage in management or in the Supervisory Board, but in none of the organisations are they members of the Executive Board. Four organisations also have one or more women of non-Dutch heritage in the first echelon below the Executive Board. Five women of non-Dutch heritage who work in the top or sub-top of social organisations originate from other non-Western countries; the others originate from other ethnic groups in equal proportions.

(Ditto, p. 223)

1: Women in Decision-making (<http://www.scp.nl/miss/vib.shtml>) - a study into the largest companies in the Netherlands