



EU Gender equality policies and Member States contributions

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Laurent Aujean

DG Employment, social affairs and equal opportunities
Unit Equality Men/Women



European Commission

Content of the presentation



- Gender equality at EU level
- The Roadmap for equality between women and men 2006-2010
- Gender mainstreaming in the European employment strategy
- The European Pact for Gender equality
- Focus on some topics :
 - Gender mainstreaming of employment policies
 - Reconciliation between work, private and family life
 - Gender pay gap



Gender equality at EU level



- A long-standing commitment
- Gender equality in the Treaties
- Central role of legislation to ensure equal treatment (13 EU directives) but need to go beyond
- A fundamental value but also a necessity for achieving economic and social objectives (economic case, demography,...)
- Commitments at EU level :
 - The Roadmap for equality between women and men (2006-10)
 - The European pact for gender equality (2006)
 - Framework of actions of social partners (2005-09)



The Roadmap for equality between women and men (2006-10)



- Strategy of the European Commission for gender equality over the period 2006-10
- with a dual approach (specific actions and gender mainstreaming)
- and six key priority areas :
 - Equal economic independence of women and men
 - Reconciliation between work, private and family life
 - Promoting equal participation of women and men in decision making
 - Eradicating Gender-based Violence and Trafficking
 - Eliminating Gender Stereotypes in Society
 - Promoting of Gender Equality Outside the EU





- The European employment strategy and the “Equal opportunities” pillar
- The Renewed strategy for growth and jobs and the dual approach
- Life-cycle approach to work : Employment Guideline 18 (reducing gender gaps and improving reconciliation between work, private and family life)
- The 2010 objectives (female employment rate and childcare facilities)
- Gender equality in the National Reform Programmes
- Country specific recommendations



Employment guideline 18



- resolute action to increase female participation and reduce gender gaps in employment, unemployment and pay,
- better reconciliation of work and private life and the provision of accessible and affordable childcare facilities and care for other dependants

Other important guidelines :

- “Flexible working arrangements” in GL 21 (adaptability)
- Reduce gender pay gap in GL22 (wage setting)
- Gender mainstreaming and specific actions





- Adopted by the European Council in March 2006
- The objective is to encourage actions on Member State and Union levels to support Roadmap objectives
- Three types of measures:
 - Measures to close gender gaps and combat gender stereotypes in the labour market
 - Measures to promote a better work-life balance for all
 - Measures to reinforce governance through gender mainstreaming and better monitoring



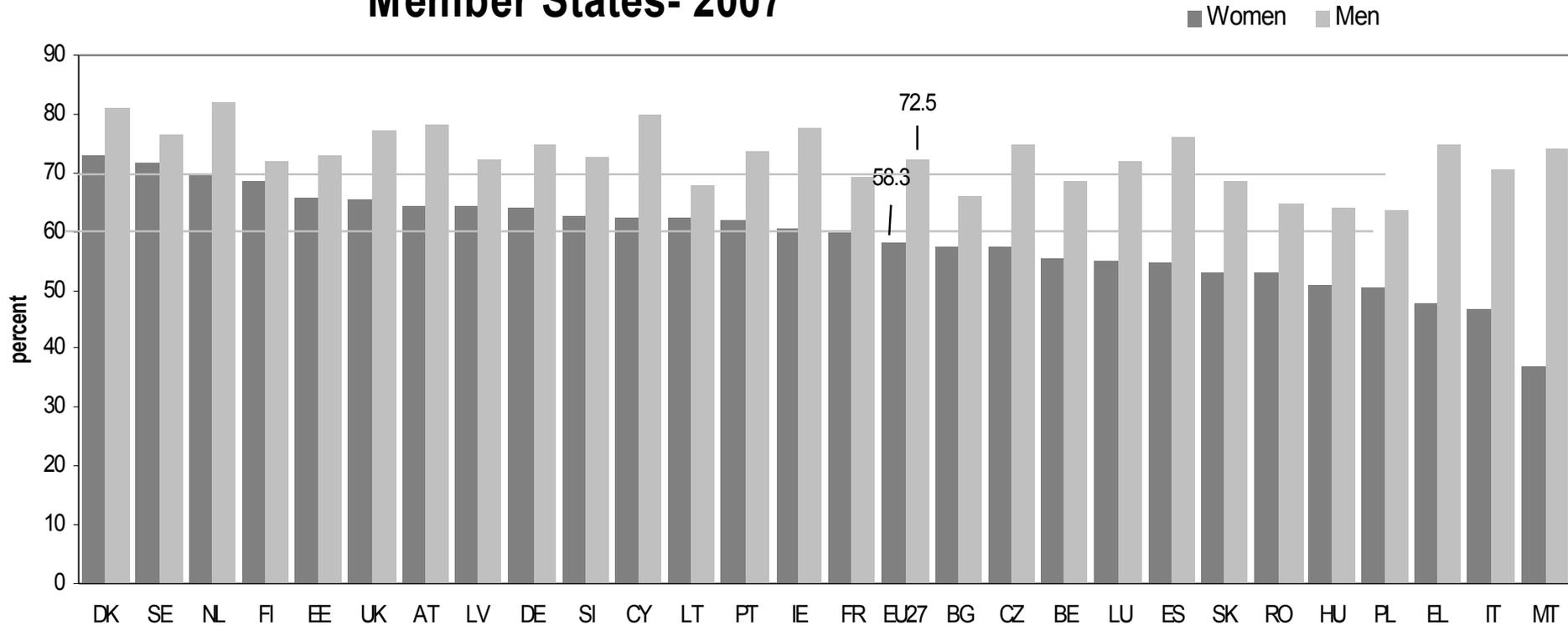


- Current situation : a mixed picture across EU Member States
- Developments at EU level
 - ESF
 - Gender mainstreaming of employment policies
 - Manual for GM of employment policies with a four step method :
 1. Getting organized
 2. Learning about gender differences
 3. Assessing the policy impact
 4. Redesigning policy
- Policies needed at national level
 - Promote a dual-earner model
 - Fight discrimination and stereotypes (incl. reduction of gender segregation of the labour market)
 - Put into practice gender mainstreaming in all employment policies (examples of active labour market policies or flexicurity policies)





Employment rates (women and men aged 15 - 64) in EU Member States- 2007



Source: Eurostat, Labour Force Survey (LFS), annual averages.

Reconciliation between work, private and family life



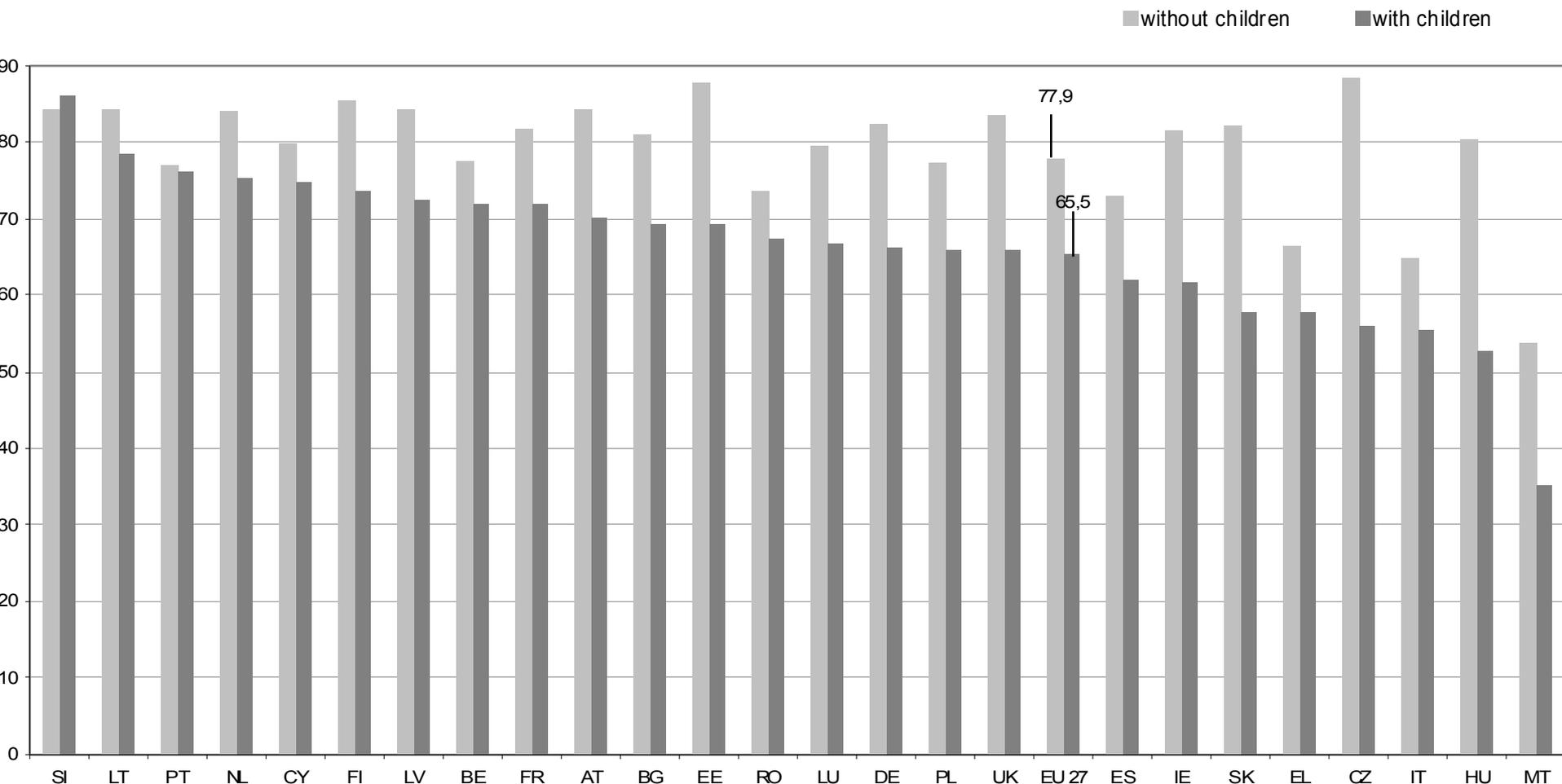
- Current situation
- A policy mix of leaves, care services and flexible working time arrangements
- Individual choice to work (full-time/part-time) but existing constraints/obstacles should be removed
- Developments at EU level
 - Developments of leaves arrangements (revision of EU directives and negotiation at social partners level)
 - Report on Barcelona targets
- Policies at national level: examples of good practices :
 - Development of affordable and quality childcare services
 - Flexible care services
 - Valuation of care occupations
 - Comprehensive system of leaves for family reasons
 - Involvement of fathers
 - Duration of leave



An indicator : Employment impact of parenthood



Employment rates of women aged 25-49, depending on whether they have children (under 12) - 2007



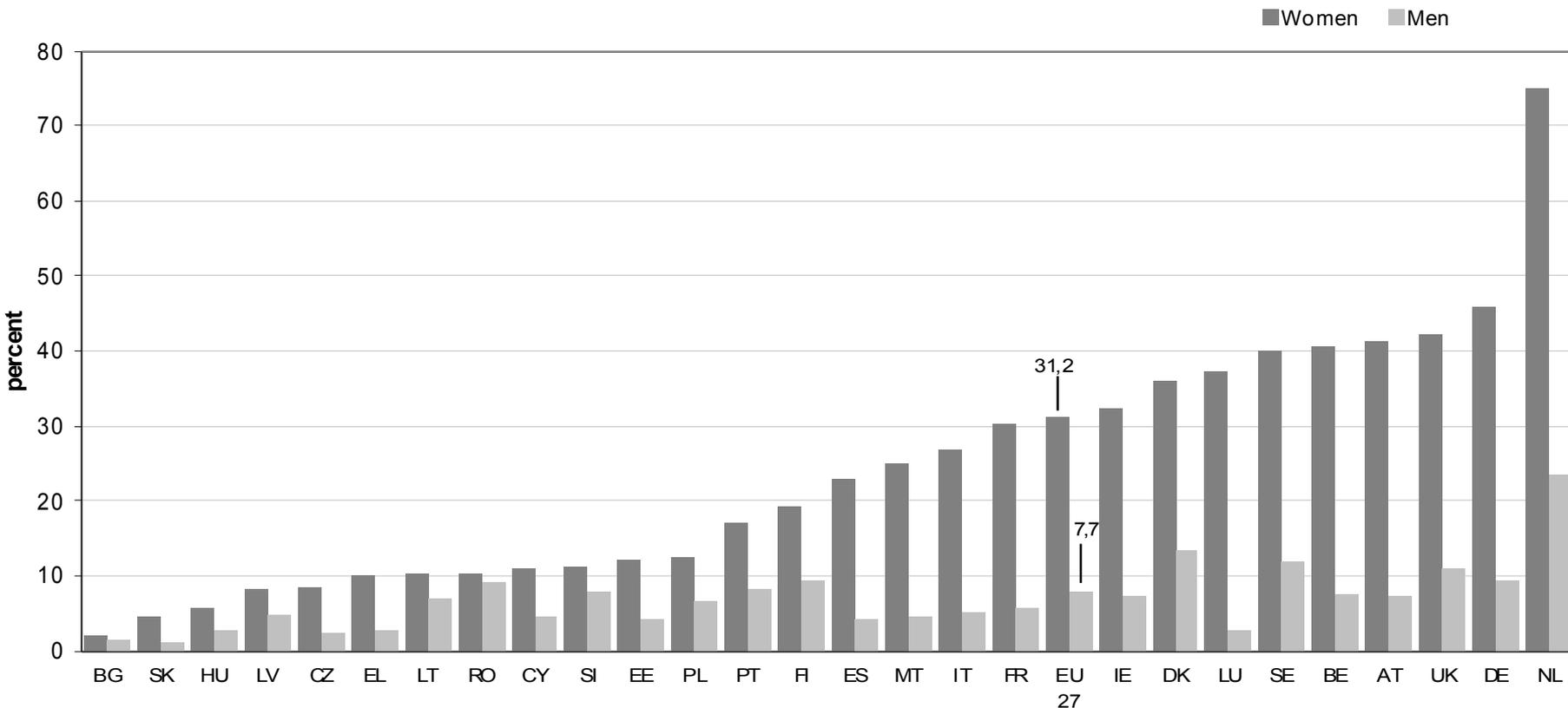
Source : Eurostat, European Labour Force Survey, annual averages.

Notes : No data available for DK and SE.

Women more affected by reconciliation issues : part-time



Share of part-time workers in total employment, in EU Member States - 2007



Source: Eurostat, Labour Force Survey (LFS).

EU27: provisional results. IE: for women, unreliable or uncertain data. EE, IE, LU: for men, unreliable or uncertain data.



Difference between working women's and men's average time spent in domestic and family work and in paid employment, in 2005 (by week)



Source: Fourth EWCS, 2005.

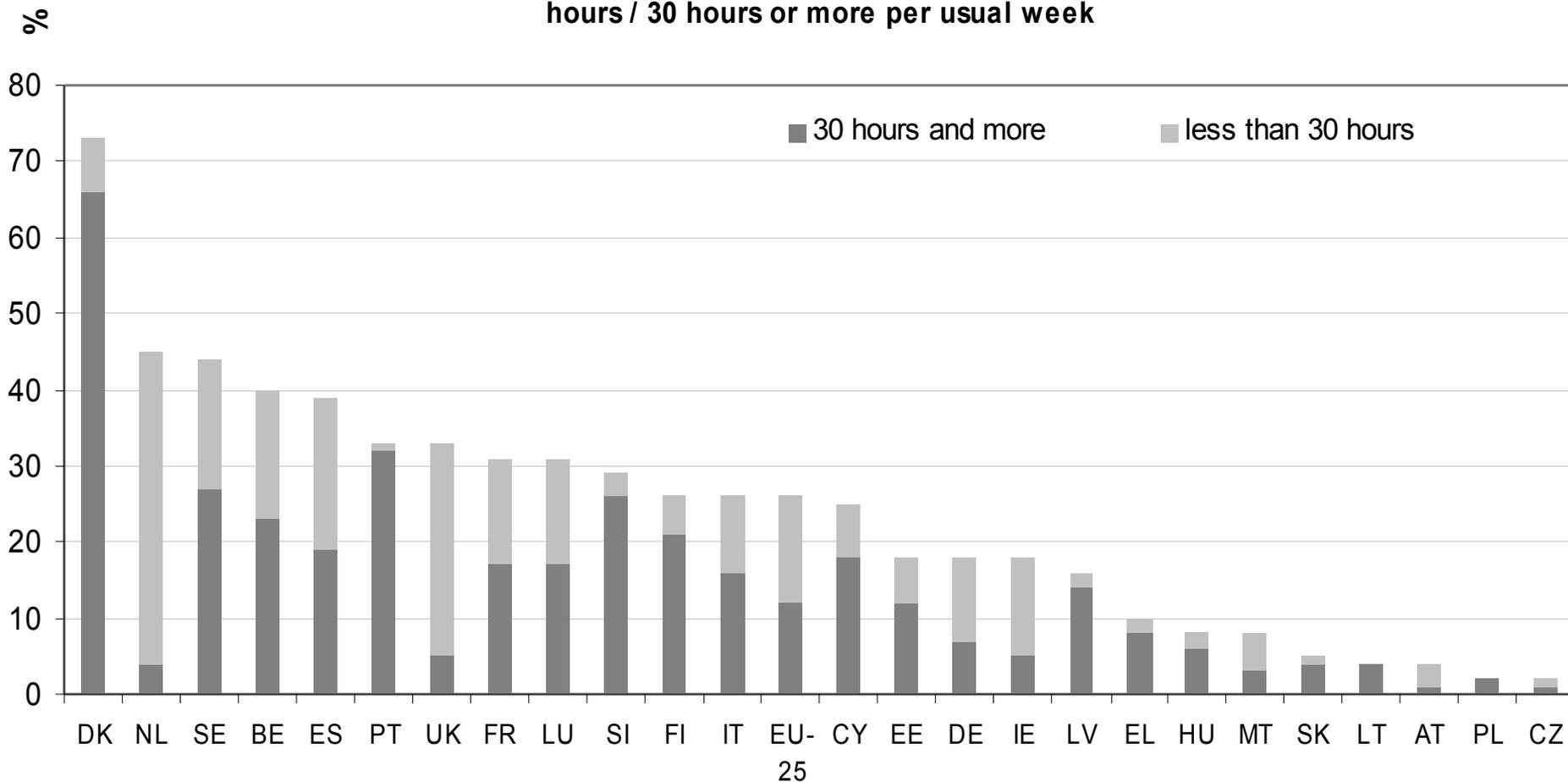


- Barcelona targets : coverage rate of :
 - 33% of children under 3
 - 90% of children between 3 and the mandatory school age
- Follow up report to be adopted :
 - MS have not reached the targets they set themselves in 2002
 - Most difficult : younger children
 - Hours of services
 - Affordability and quality
 - Cultural and financial issues for MS





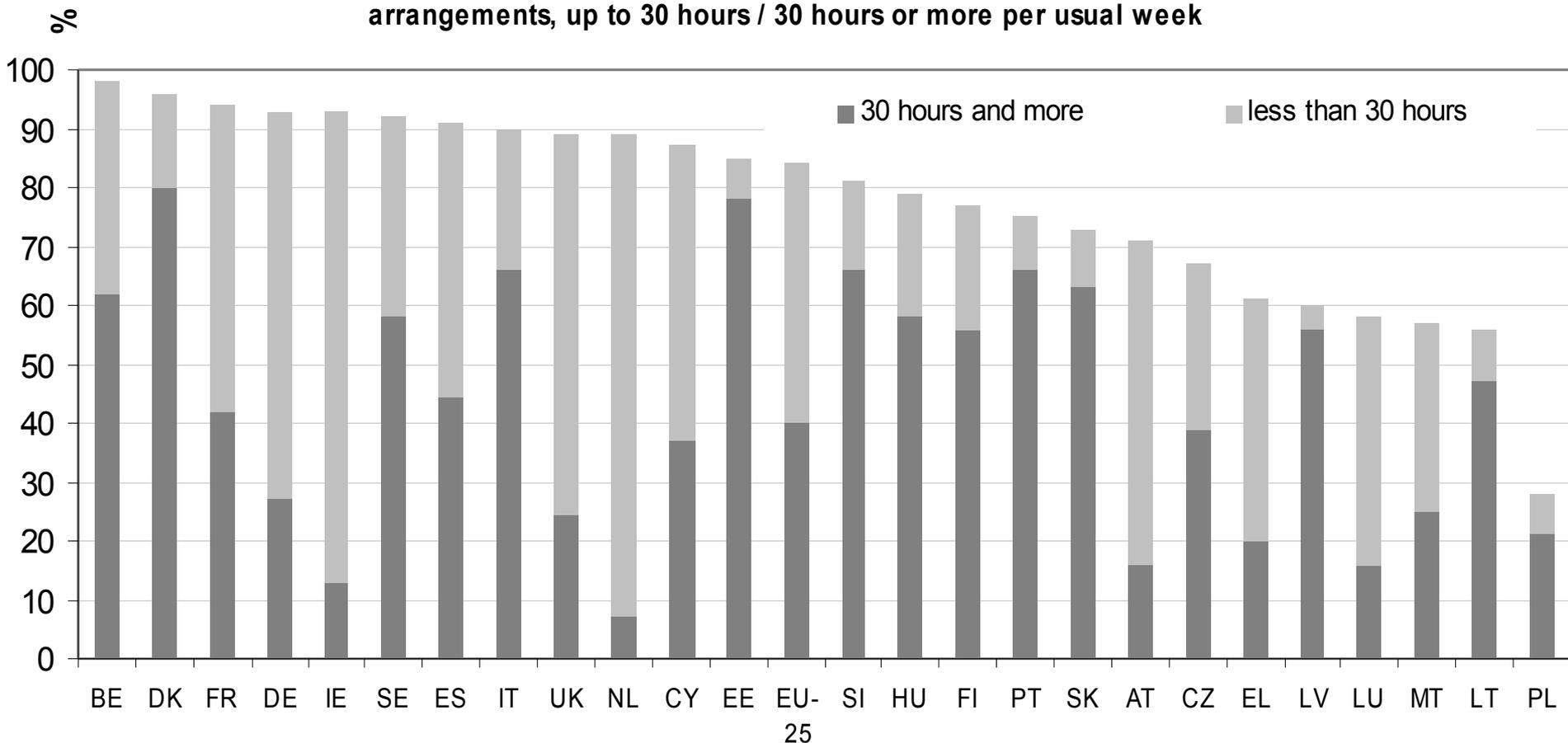
Graph 1 : Proportion of children up to 3 years cared for by formal arrangements, up to 30 hours / 30 hours or more per usual week



Childcare facilities



Graph 2 : Proportion of children (3 years to mandatory schooling age) cared for by formal arrangements, up to 30 hours / 30 hours or more per usual week





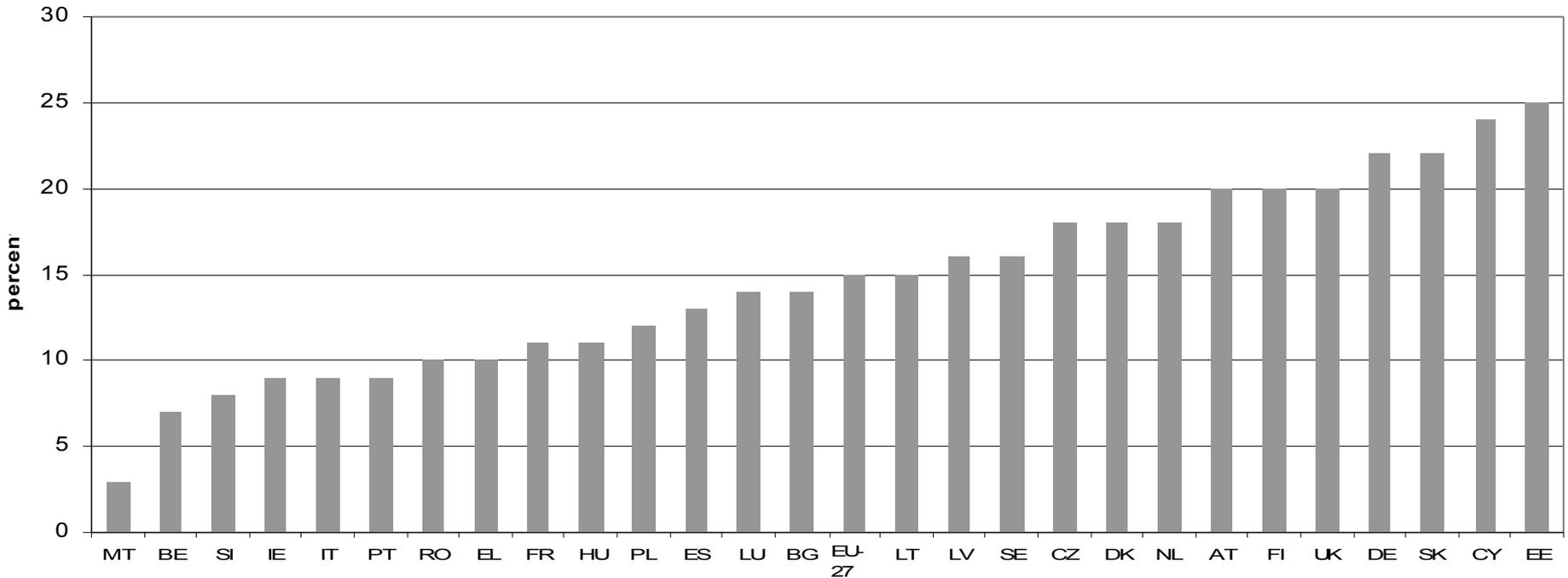
- Current situation
- A complex issue (not only direct discrimination)
- Developments at EU level
 - Legislation
 - Communication on gender pay gap (July 2007)
- Policies at national level: examples of good practices :
 - Report on the level, evolution and causes of the gender pay gap
 - Legislation
 - Equal pay reviews in companies
 - Implication of social partners and collective bargaining
 - Gender-neutral systems of job evaluation
 - Public sector





Pay gap between women and men in unadjusted form in EU Member States - 2006

(Difference between men's and women's average gross hourly earnings as a percentage of men's average gross hourly earnings)



Source: Eurostat. Administrative data are used for LU, Labour Force Survey for FR and MT. Provisional results of EU-SILC (Statistics on Income and Living Conditions) are used for BE, IE, EL, ES, IT, AT, PT, and UK. All other sources are national surveys. EU27, BE, IE, EL, ES, FR, CY and SI: Provisional results.

Exception to the reference year : (1) 2005: DK, DE, EE, IT, LT, NL, PT and UK

NB: EU27 estimates are population weighted averages of the latest available values. CZ: calculations based on the median earnings.



Thank you for your attention !

Laurent Aujean

Laurent.aujean@ec.europa.eu

