

Equality between women and men in the European Union



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EU Commitments on Gender Equality

- EU Treaty
- EU legislation
- Commission's Strategy for equality between women and men, 2010-2015, and **new Strategic engagement, 2016-2019**
- Member States EU gender equality Pact, 2011-2020
- European Parliament's resolutions
- Social Partners' Framework of action on gender equality
- NGOs and civil society programs and activities

Gender equality...

... is a **right**: EU Treaty, EU Charter of fundamental rights.

... is a **driver for growth**: closing the gender gap in the labour force would lead to a GDP gain of over 12% by 2030.

Inequality w/m...

... violates fundamental rights.

... results in the underutilisation of talent, imposing a heavy toll on the economy.

Women are better educated than men and more active on the labour market than in the past

... but still

women are less likely to be in paid employment and to hold senior positions than men.

Strategy for equality between women and men 2010-2015



Equal economic independence



Equal pay for equal work and work of equal value



Equality in decision-making



Dignity, integrity and an end to gender-based violence



Gender equality in external actions

Strategy for equality
between women and men
2010-2015



Social Europe

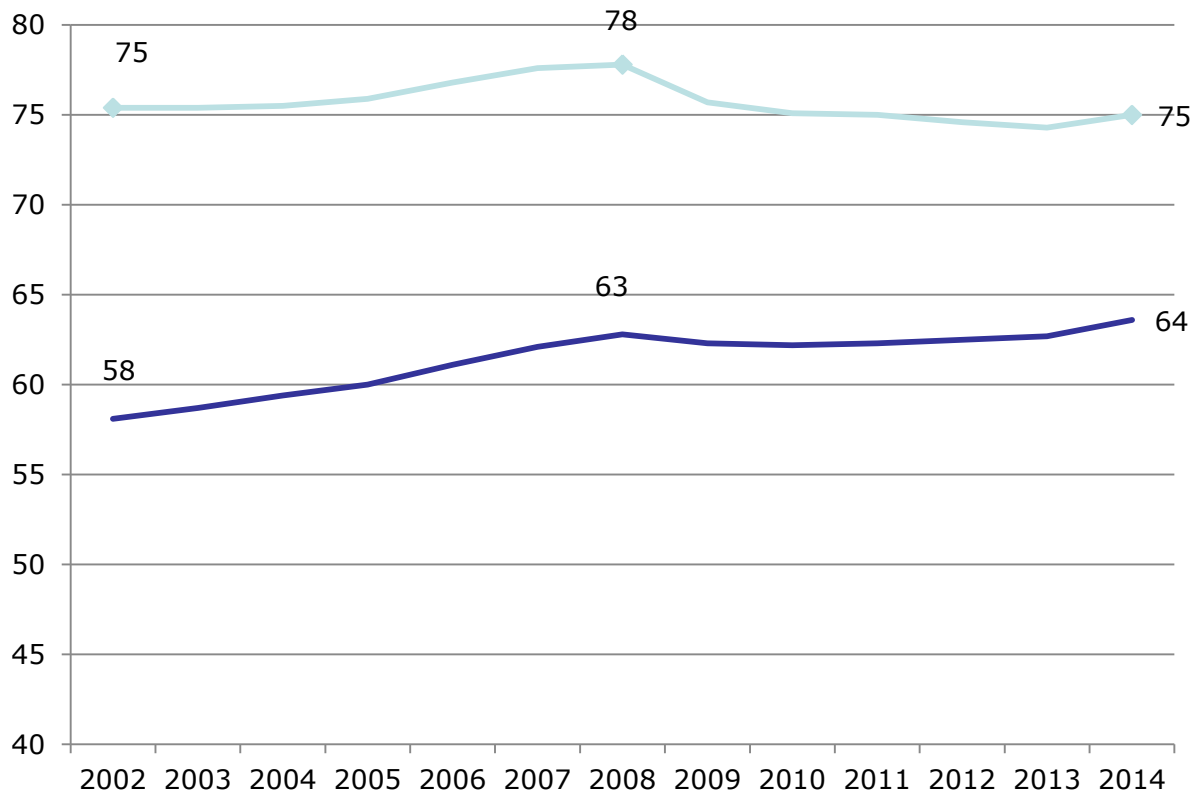


European
Commission

Equal Economic Independence



Employment rates in the EU

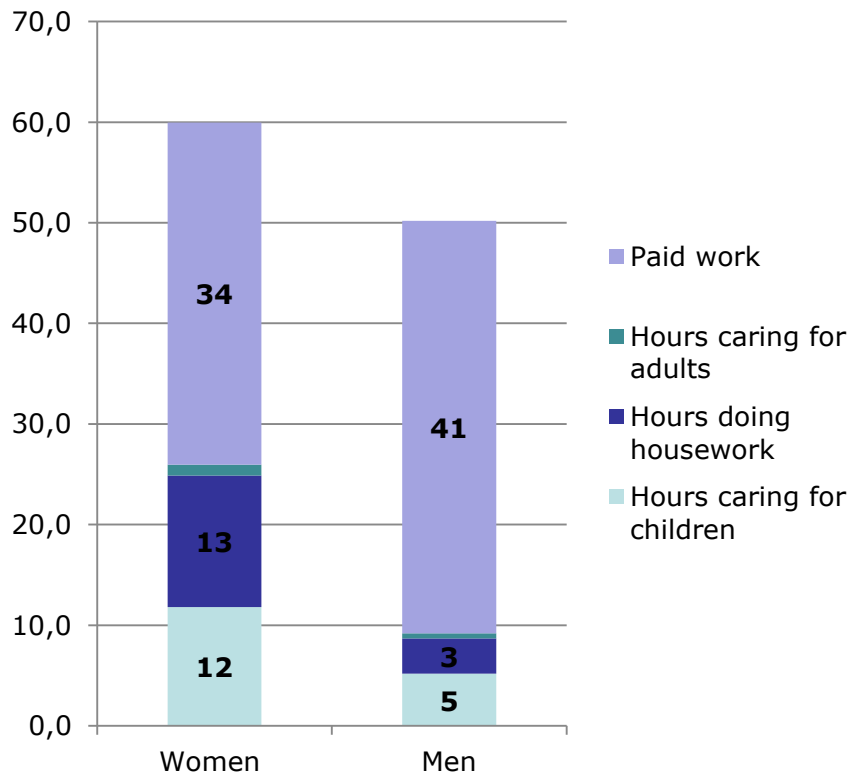


Men's employment rate
(20-64 years old)

Women's employment
rate (20-64 years old)

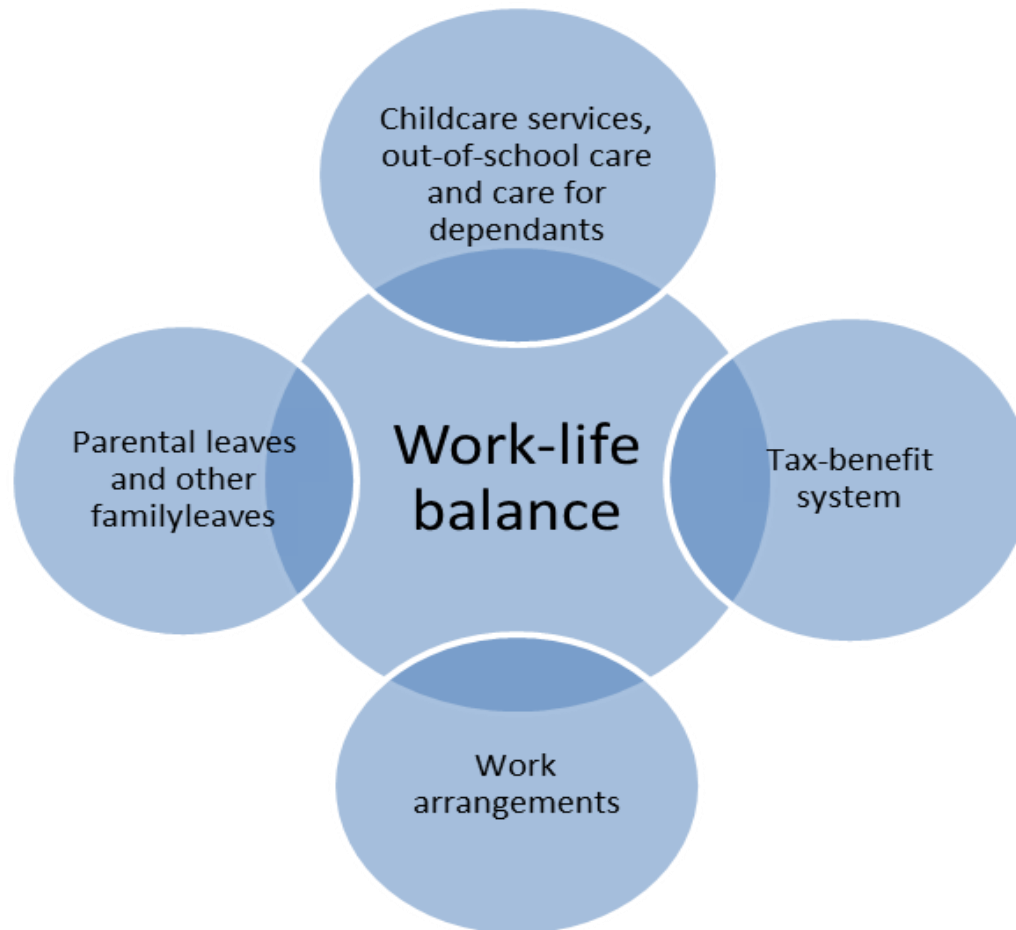
Equal economic independence

Average time spent by workers on paid and unpaid work per week



Even though men devote more time to paid work, women work in total 60 hours a week, 10 hours more than men, spending on average 26 hours on caring activities, compared with 9 hours spent by men.

The work–life balance policy-mix

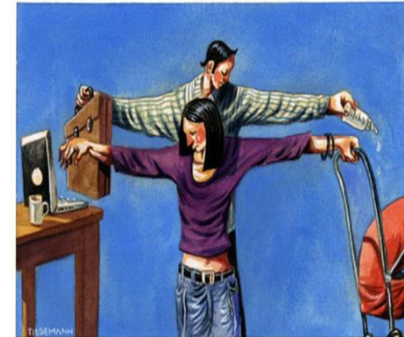


Reconciliation between work and private life

The role of the EU

Legislation

- Ensures equal treatment of men and women;
- Sets out minimum requirements on parental leave (4 months for both parents, one non-transferrable);
- Provides protection to pregnant workers and recent mothers.



... but also financial support and "soft law"

- Country-specific recommendations on work-life balance policies and female employment;
- Use of the Structural Funds to develop childcare facilities: 3,2 billion over the period 2007-13. Gender equality as a priority in many Member States for the new financial period;
- Monitoring the Barcelona targets;
- Exchange of good practices, studies.

A new start to address the challenges of work-life balance faced by working families /possible options

Increased protection and more flexibility in maternity and parental leave
New incentives for take-up of parental leave by fathers

New provisions on carers' leave and /or on paternity leave

A legal right to request flexible working for family reasons

*A
consistent
package
of
legislative
and non
legislative
measures*

EU level benchmarks agreed with Member States and Social Partners on family related leaves, flexible work arrangements, care infrastructure, tax and benefit systems + improved Barcelona targets

Strengthened monitoring in the European Semester

Mobilising the EU financial tools available to support Member States

Reconciliation between work and private life

Examples of social partners' contributions

- Specific role in the EU legislative process provided by the EU Treaty + role at national level;
- Key role in promoting a gender equality-friendly work environment, for **both** w/m;
- Promoting flexible work arrangements for **both** w/m;
- Combating gender stereotyped roles and stereotyped functions in the workplace ;
- Contributing to innovative care facilities solutions.

Equal pay for equal work and work of equal value



Gender pay gap

- On average, women in the EU earn 16.3% less than men (2013).
- The Gender Pay Gap stagnates.

Gender gaps in pensions

- The average pension gap is 39%, more than twice as large as the gender pay gap.
- In some Member States, more than a third of women have no pensions.
- High poverty rate of women in old age.

Gender pay gap

Closing the gender pay gap: the role of the EU

- The existing EU legal framework on equal pay.
- Commission Recommendation on strengthening the principle of equal pay between men and women through transparency.
- The gender pay gap in the Europe 2020.
- Awareness raising activities: European Equal Pay Day.
- Exchange of good practices.

Gender pay gap

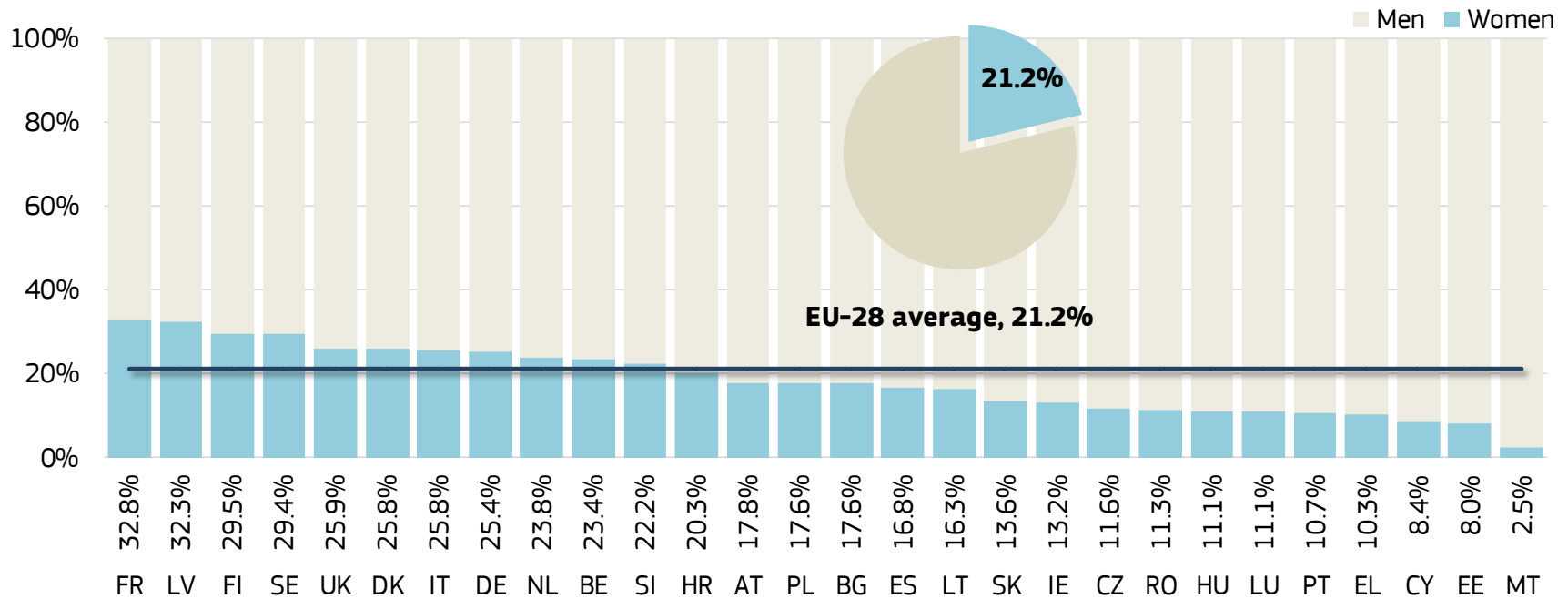
Closing the gender pay gap: examples of social partners' contributions

- Contribute to the promotion of equal pay and equal opportunities in the workplace and fighting discrimination.
- Contribute to the effective implementation of the Commission's recommendation on Equal pay.
- Include the GPG in bargaining.
- Combating gender segregation and stereotypes in sectors and occupations.
- Awareness raising activities.
- Exchange of good practices.

Equality in decision-making



Gender balance on company boards - April 2015



Equality in decision-making

Political and regulatory pressure at EU level

The European Commission's proposal (November 2012):

- 40% target for non-executive directors combined with binding rules on a transparent selection process;
- Selection based on qualifications and merit and a preference rule in case of equal qualification;
- Companies have to set individual targets for executive board members.
- Companies listed on stock exchanges, except (SMEs);
- High degree of flexibility for Member States, subsidiarity-friendly;
- The EP's first reading report largely endorsing the Commission's approach (November 2013);
- Discussion still at the Council.

Equality in decision-making

Our objectives: Business performance and economic growth

- Stop wasting talents;
- Increase return to education investment;
- Better allocation of human resources;
- Increased ability to attract and retain top talent;
- Higher levels of innovation;
- Enhanced client insight;
- Stronger performance and better board effectiveness through the use of a wider range of talents, experience and skills.

Progress towards genuine gender equality has been made, but at a slow rate. At this rate of change, it will take...



30 years to reach the EU's target of 75% of women in employment

almost 40 years to ensure that housework is equally shared

over 70 years to make equal pay a reality

Conclusions

Gender equality in the EU: a long-lasting engagement through...

- Monitoring the application of the legislative acquis
- New legislative proposals where relevant

Legislation

- Organising exchanges of good practices
- Targets
- Recommendations and Guidelines

Knowledge
and
capacity-
building

- Managing financial programmes

Funding

- European Campaigns
- Funding of national campaigns and stakeholders

Awareness
raising

Conclusions

Time for a renewed commitment: the new strategic engagement for gender equality 2016-2019



- Continuation of the Commission Strategy 2010-2015;
- Sets the framework for the Commission's future work on gender equality until 2019;
- Continue working on the priorities of the current strategy as recommended by stakeholders:

Increasing female labour market participation and equal economic independence; reducing the gender pay, earnings and pension gaps and fighting poverty among women; promoting equality between women and men in decision-making; combating gender-based violence and protecting and supporting victims; and promoting gender equality and women's rights across the world.

Thanks for your attention!

