



A TOOLKIT FOR GENDER EQUALITY IN PRACTICE

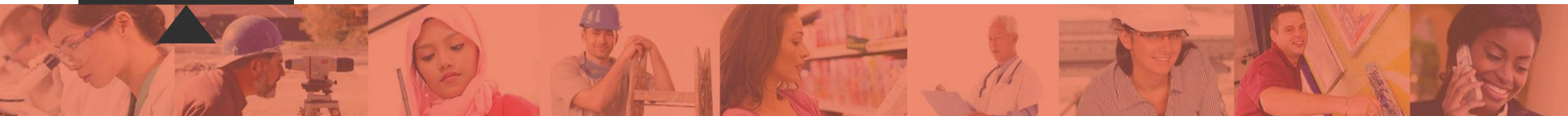
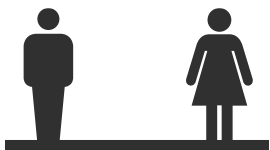
100 initiatives by social partners and in the workplace across Europe



CLOSING PANEL

Promoting and fostering gender equality at the workplace

A TOOLKIT FOR GENDER EQUALITY
IN PRACTICE

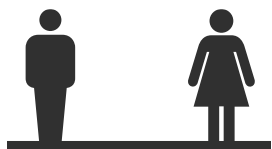


INITIATIVES BY SOCIAL PARTNERS AND IN THE WORKPLACE



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Equality between Women and Men in the EU: Progress and Challenges

**Maria Tomassetti,
Deputy Head of Unit, Gender Equality Unit,
European Commission**

07 May 2014, Madrid

EU Commitments on Gender Equality

- EU Treaty
- EU legislation
- Commission's Strategy for equality between women and men, 2010-2015
- European Parliament's resolutions
- Member States EU gender equality Pact, 2011-2020
- 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.

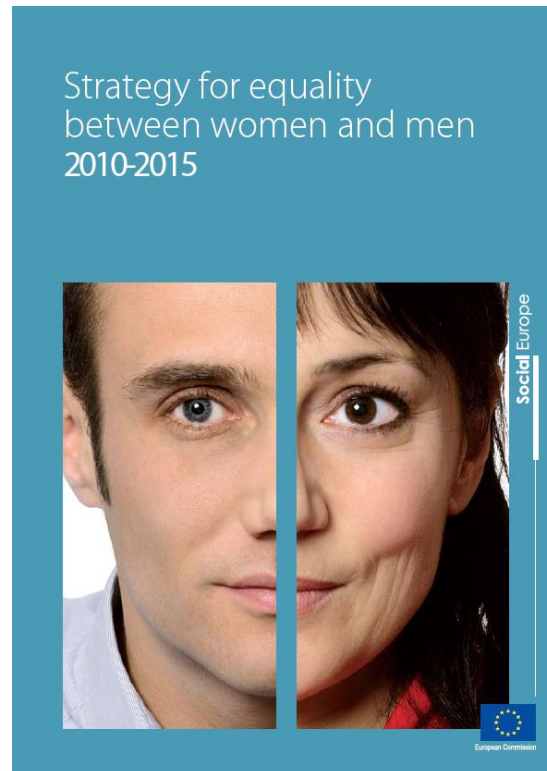
... results in the **underutilisation** of talent, imposing a heavy toll on the economy.

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.

Commission's 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



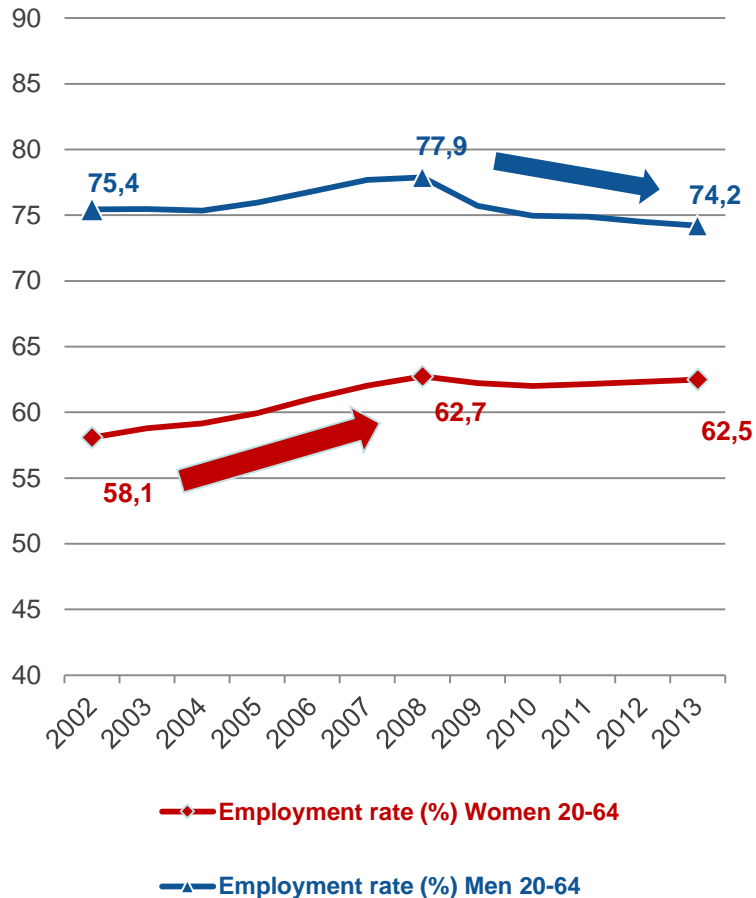
Horizontal issues

Equal economic independence



Equal economic independence

Male and female employment rates



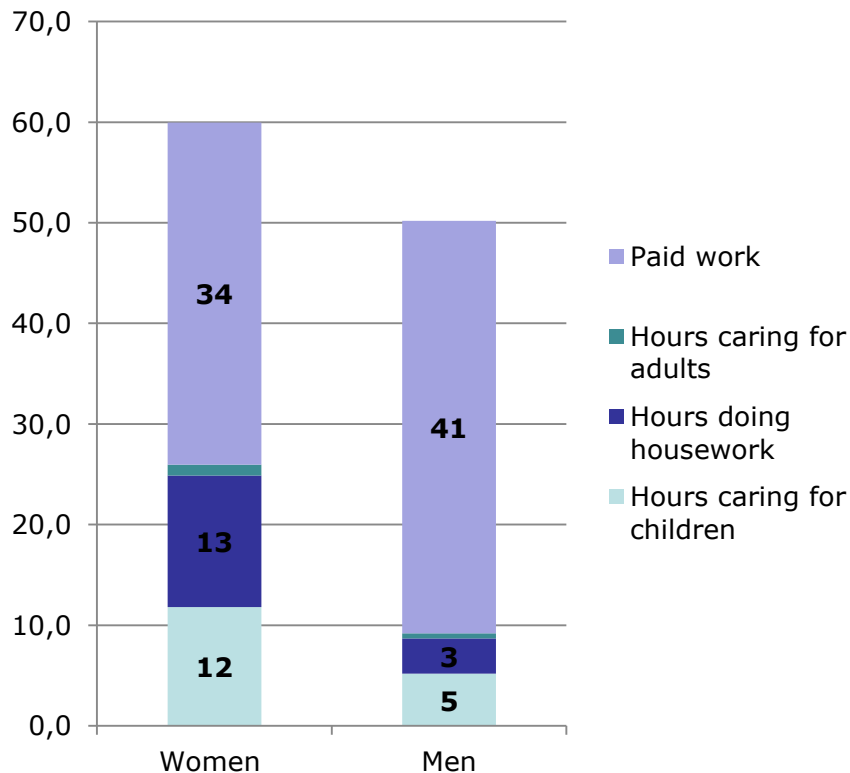
Since 2000 the female employment rate has increased thanks to targeted policies. The gender employment gap also shrank as a direct consequence of the economic crisis which affected particularly male dominated sectors.

Equal economic independence

- **Much of the pre-crisis increase in female employment is related to part-time employment.**
- The share of men working part-time is small (8%), whereas almost **a third of employed women across Europe work part-time (32%)**.
- This figure is over 40% in the UK, Germany, Austria, Belgium and the Netherlands.
- As a result, the gender gap in full-time equivalent employment is wide.

Equal economic independence

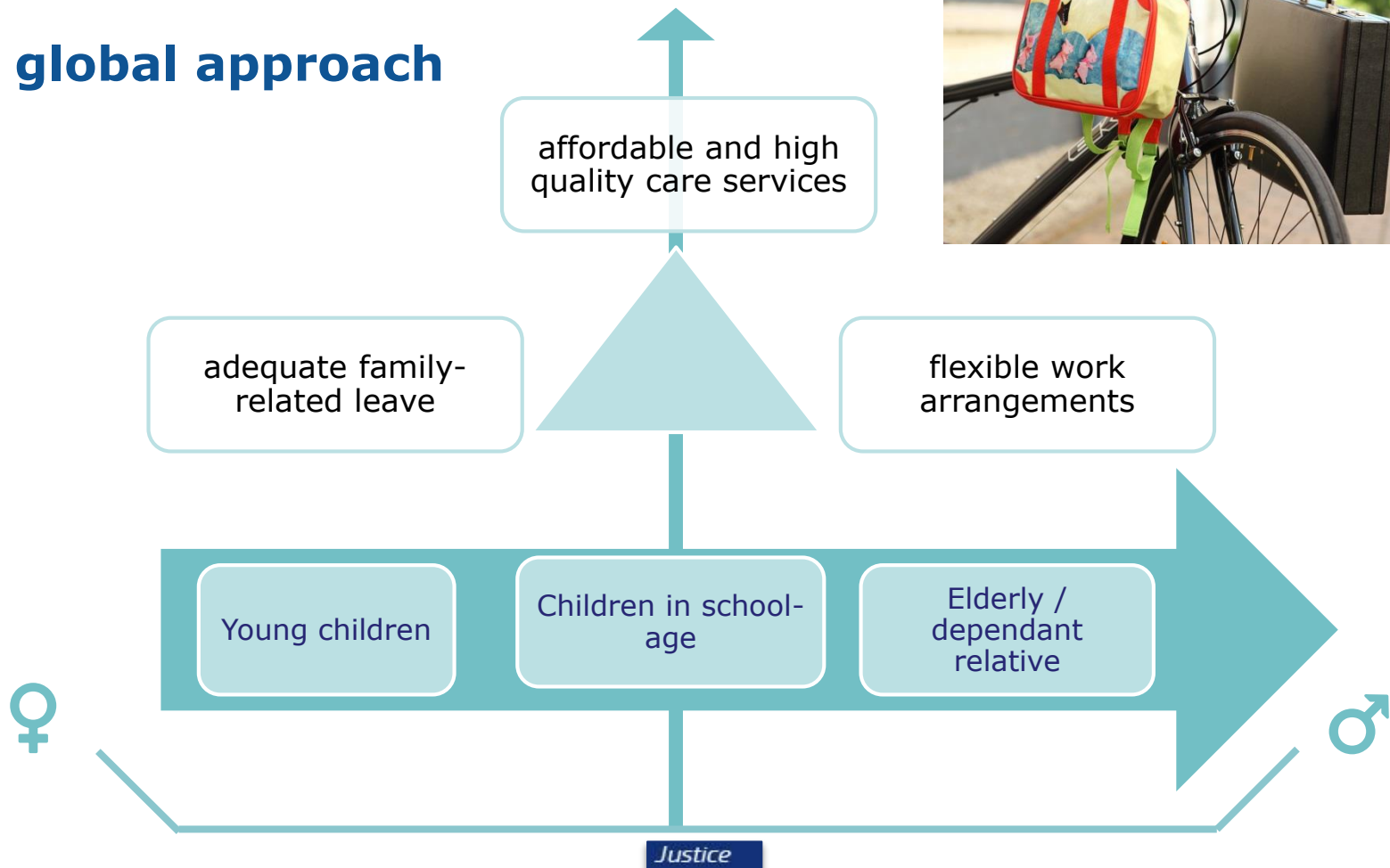
Average time spent by workers on paid and unpaid work per week



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.

Reconciliation between work and private life

A global approach



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.

Reconciliation between work and private life

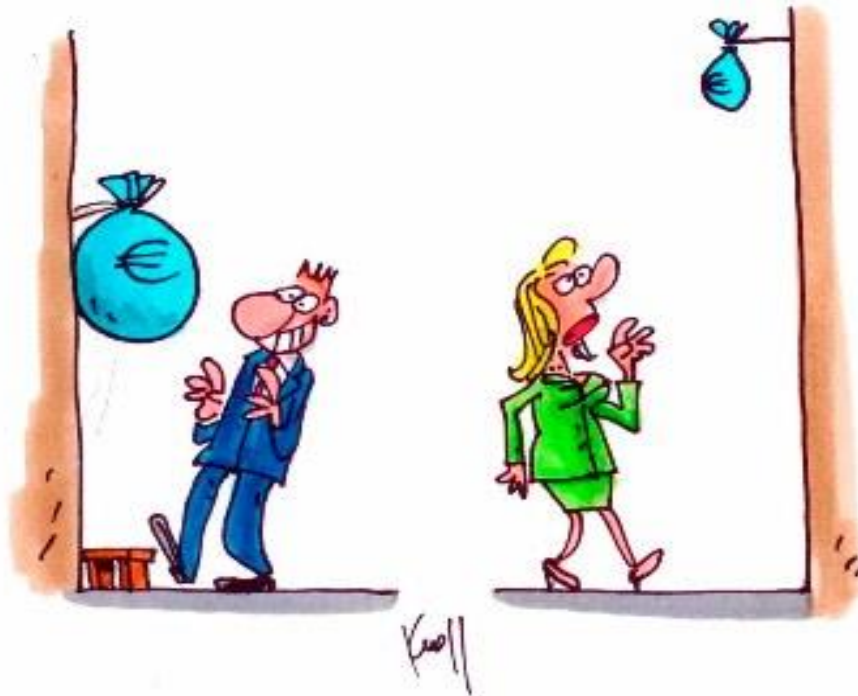
The role of the EU

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

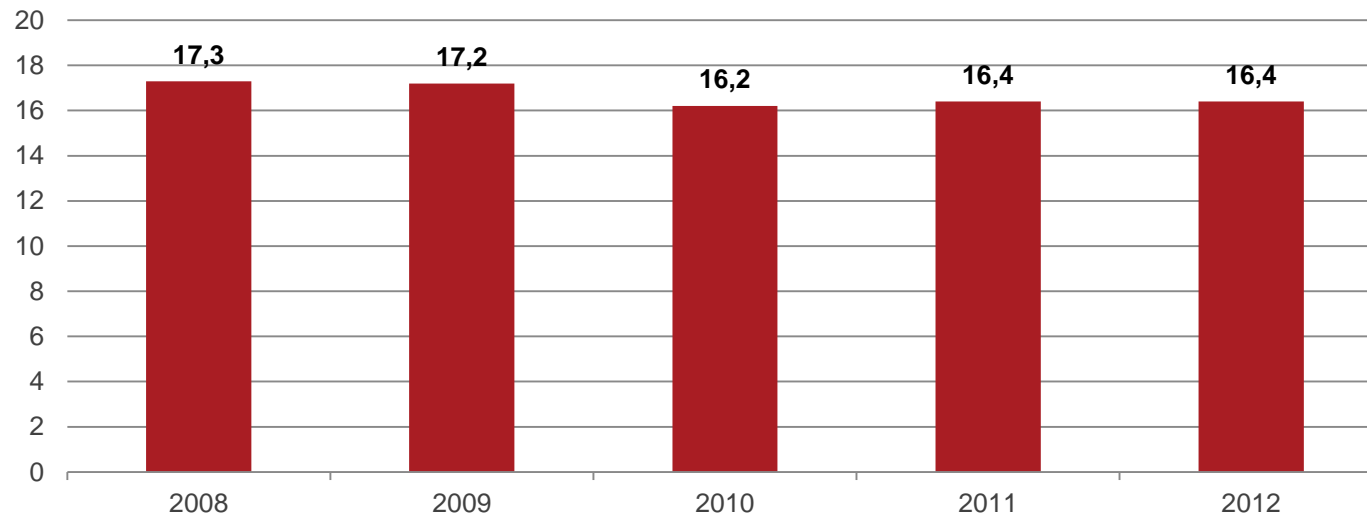
- Country-specific recommendations on work-life balance policies and female employment (13 countries);
- Use of the Structural Funds to develop childcare facilities: 3,2 billion over the period 2007-13. Gender equality as a priority in many Member States for the new financial period;
- Monitoring the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

Gender pay gap

Equal pay for equal work and work of equal value



Gender pay gap



- On average, women in the EU earn 16.4% less than men.
- The Gender Pay Gap stagnates.

Gender pay gap

Gender gaps in pensions

- The average pension gap is 39%, more than twice as large as the gender pay gap of 16%.
- 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.

Commission Recommendation on equal pay and transparency: main points

- Rights of employees to information on remunerations levels.
- Regularly communicate information on remunerations levels.
- “Gender-friendly” remunerations audits.
- GPG in collective bargaining.
- Statistics and administrative data.
- Tackle the issue of “work of equal value”.
- Gender-neutral classification systems and functions evaluation.
- Role of equality bodies.
- Monitoring.
- Awareness raising.

Equality in economic decision-making



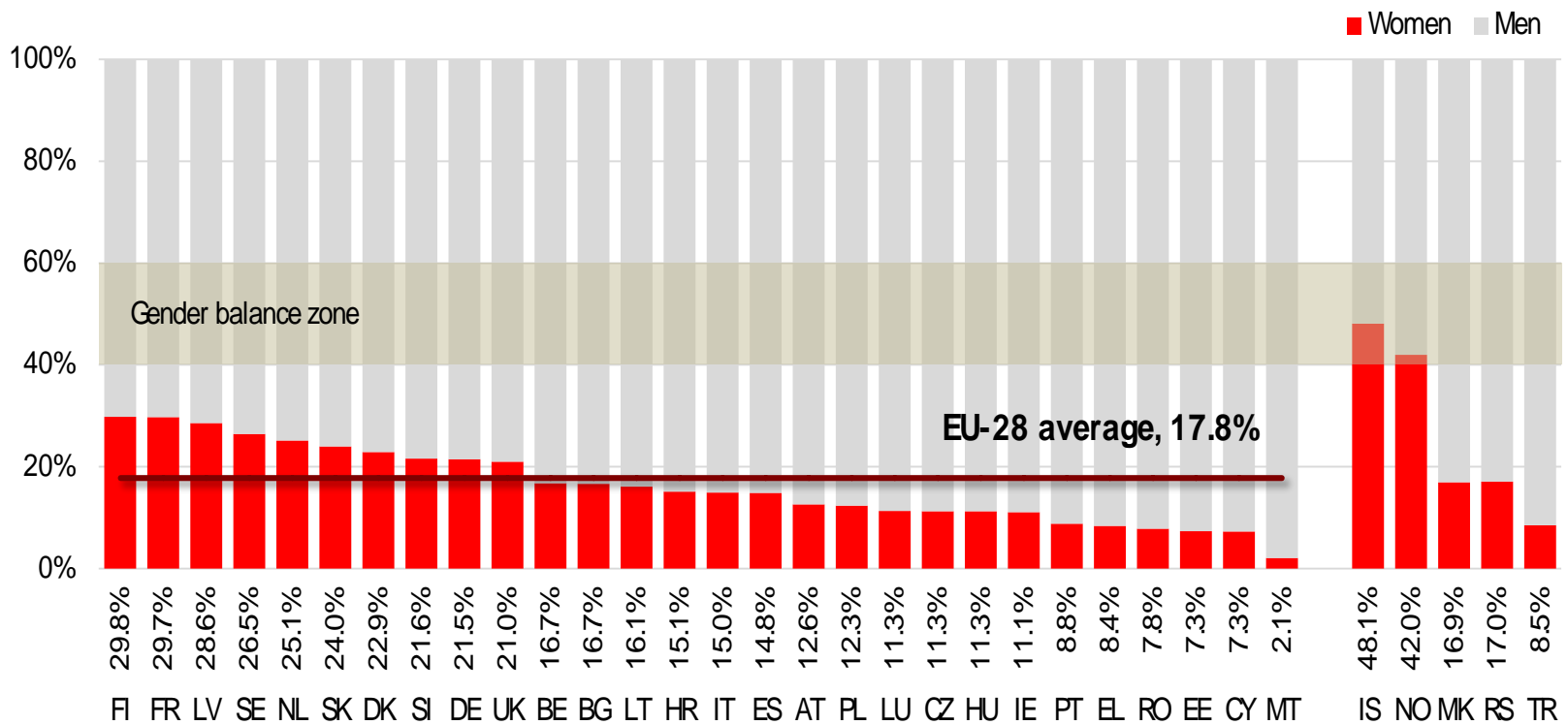
Equality in economic decision-making

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.

Equality in economic decision-making

Representation of women and men on the boards of large listed companies in the EU, October 2013



Source: European Commission, Database on women and men in decision-making

Equality in economic decision-making: the European Commission's proposal (November 2012)

- 40% target for non-executive directors combined with binding rules on a transparent selection process by 2020 (2018 for public undertakings)
- Individual targets for executive or management board members to be set at company level (same deadline and reporting)
- Selection based on qualifications and merit and a preference rule in case of equal qualification
- Companies **listed** on stock exchanges, privately or publicly owned
- Except: small and medium-sized companies (SMEs)
- High degree of flexibility for Member States

Conclusions

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

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

Legislation

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

Knowledge
and
capacity-
building

- Managing financial programs

Funding

- European awareness-raising campaigns and national campaigns and activities

Awareness
raising

Conclusions

Time for a renewed commitment and for speeding-up progress



- New European Commission;
- New European Parliament and new Women's Rights Committee;
- Program of actions by social partners;
- United Nation level: 20th anniversary of the Beijing Platform for Action and new post-2015 framework.



European
Commission

Thanks for your attention!





Thank you!



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