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REPORT

on gender aspects of the economic downturn and financial crisis

(2009/2204(INI))

Committee on Women's Rights and Gender Equality

Rapporteur: Raül Romeva i Rueda

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MOTION FOR A EUROPEAN PARLIAMENT RESOLUTION

on gender aspects of the economic downturn and financial crisis (2009/2204(INI))

The European Parliament,

- having regard to the Commission communication of 3 October 2008 entitled ‘A better work-life balance: stronger support for reconciling professional, private and family life’, (COM(2008)0635),
- having regard to the Commission communication of 26 November 2008 on A European Economic Recovery Plan (COM(2008)0800),
- having regard to the Commission communication for the Spring European Council on Driving European Recovery of 4 March 2009 (COM(2009)0114),
- having regard to the Commission working document on Consultation on the future ‘EU2020’ Strategy of 24 November 2009 (COM(2009)0647),
- having regard to the Commission report of 3 October 2008 entitled ‘Implementation of the Barcelona objectives concerning childcare facilities for pre-school-age children’ (COM(2008)0638),
- having regard to the Commission report of 27 February 2009 on equality between women and men – 2009 (COM(2009)0077),
- having regard to the Commission report of 18 December 2008 on equality between women and men – 2010 (COM(2009)0694),
- having regard to the Commission communication of 7 June 2000 entitled ‘Towards a Community Framework Strategy on Gender Equality (2001-2005)’ (COM(2000)0335) and the Commission’s annual reports on equality between women and men in the European Union for 2000, 2001, 2002, 2004, 2005, 2006, 2007 and 2008 (COM(2001)0179, COM(2002)0258, COM(2003)0098, COM(2004)0115, COM(2005)0044, COM(2006)0071, COM(2007)0049 and COM(2008)0010) respectively,
- having regard to Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)¹,
- having regard to the proposal for a directive of the European Parliament and of the Council on the application of the principle of equal treatment between men and women

¹ OJ L 204, 26.7.2006, p. 23.

engaged in an activity in a self-employed capacity and repealing Directive 86/613/EEC (COM(2008)0636), presented by the Commission on 3 October 2008,

- having regard to the proposal for a directive of the European Parliament and of the Council amending Council Directive 92/85/EEC on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding (COM(2008)0637), presented by the Commission on 3 October 2008,
- having regard to the state of progress with ratifications of the Council of Europe Convention on Action against Trafficking in Human Beings (CETS No 197),
- having regard to the framework of actions on gender equality, adopted by the European social partners on 22 March 2005,
- having regard to the motion for a recommendation of the Council of Europe on the impact of the economic and financial crisis on women, Doc 11891, 4 May 2009,
- having regard to the European Gender Equality Pact adopted by the European Council of 23 and 24 March 2006,
- having regard to the Advisory Committee on Equal Opportunities for Women and Men and its opinion on the gender pay gap adopted on 22 March 2007,
- having regard to its resolution of 24 October 2006 on women’s immigration: the role and place of immigrant women in the European Union¹,
- having regard to its resolution of 13 March 2007 on a roadmap for equality between women and men (2006-2010)²,
- having regard to its resolution of 3 September 2008 on equality between women and men 2008³,
- having regard to its resolution of 18 November 2008 with recommendations to the Commission on the application of the principle of equal pay for men and women⁴,
- having regard to its resolution of 6 May 2009 on the active inclusion of people excluded from the labour market⁵,
- having regard to its resolution of 8 October 2009 on the effects of the global financial and economic crisis on developing countries and on development cooperation⁶,

¹ OJ C 313E, 20.12.2006, p. 118.

² OJ C 301E, 13.12.2007, p. 56.

³ OJ C 295E, 4.12.2009, p. 35.

⁴ OJ C 16E, 22.1.2010, p. 21.

⁵ Texts adopted, P6_TA (2009)0371.

⁶ Texts adopted, P7_TA (2009)0029

- having regard to Eurostat Statistics in Focus 53/2009, ‘Sharp increase in unemployment in the EU’,
 - having regard to Eurostat Statistics in Focus 97/2009, ‘Recession in the EU-27: length and depth of the downturn varies across activities and countries’,
 - having regard to Rule 48 of its Rules of Procedure,
 - having regard to the report of the Committee on Women’s Rights and Gender Equality (A7-0155/2010),
- A. whereas the world economy is facing the most severe recession since the Great Depression, with social consequences across the EU and beyond; whereas the economic and financial crisis in Europe is having a particularly harmful impact on women – ***who are more likely to be in insecure jobs, more liable to be made redundant and less likely to have social security cover – a circumstance*** which has so far not been given the attention it deserves by the Council, the Commission and the Member States,
- B. whereas ***the first wave of the crisis hit mostly the male-dominated financial sector as well as the construction and car industries, this way gaining more attention, however the second wave of the crisis*** equally negatively affected ***the mostly female-dominated*** retailing, ***general services sector*** and tourism; ***therefore*** it is ***necessary*** to address the gender dimension of the impact of and solution to the economic and social crisis in national and European recovery plans,
- C. whereas mainstream economists have pointed out that the credit crunch, which started the recession, was quite literally a man-made disaster; whereas responses at state and international level – ***which were not sufficiently gender-inclusive*** – have also been decided upon mainly by men; whereas it is important that women, ***who are generally better qualified than men***, be fully included in the decision-making process in the political, economic and financial spheres ***as well as social partners agreements***,
- D. ***whereas recent studies have shown that only 5% of those with decision-making responsibilities in the EU financial institutions are women and all 27 central bank governors in the Member States are men, and*** whereas gender studies have pointed out that women manage in a different way by avoiding risk and focusing more on a long-term perspective,
- E. ***whereas women’s participation in decision making is a decisive indicator of equality between women and men; whereas the presence of female managers in companies and universities remains slight and the number of female politicians and researchers is rising only very slowly,***
- F. ***whereas women accounted for 59% of first-degree graduates at universities in 2006; whereas women’s share of PhDs decreases to 43% and is lowest at full professor level; whereas only 15% of grade A full professors are women,***
- G. ***whereas women outnumber men in business, management and law faculties, but are in the minority in corporate and political positions of responsibility; whereas few women***

have IT, engineering or physics degrees and women are consequently under-represented in the private sector, which is crucial in economic recovery,

- H. whereas the economic slowdown is likely to affect women more than men; whereas there is a risk that the current recession will delay advances, or even reverse progress, with longer-term consequences for the social protection systems, social inclusion and demography,
- I. whereas gender equality measures have been cancelled or delayed and possible future cuts in public budgets will have a negative effect on female employment and on the promotion of equality; whereas the proper implementation of Directive 2006/54/EC mentioned above becomes increasingly important,
- J. whereas gender equality has a major positive impact on economic productivity and growth and women's participation in the labour market has a host of social and economic benefits,***
- K. whereas the gender pay gap across the EU27 has remained very high over the past 35 years since Directive 75/117/EEC¹ was implemented, rising to 18% on average in 2010 in the EU and in some Member States up to 30%; whereas the gap is greater in the private sector than in the public reflecting ongoing inequalities in the labour market, which in practice mainly affect women,***
- L. whereas the economic downturn should not be used to slow down progress on reconciliation policies and to cut budgets allocated to care services and leave arrangements, affecting in particular women's access to the labour market; ***whereas particular consideration must be given to the need for single-parent families and large families to be able to reconcile family and professional obligations,***
- M. whereas, according to the European Foundation for the Improvement of Living and Working conditions, women spend three times as much time as men on caring for children, dealing with domestic issues and looking after dependent relatives; whereas the sharing of family and domestic duties between men and women, not least by developing the use of parental leave and paternity leave, is a precondition for promoting and achieving gender equality; and whereas not counting periods of maternity and parental leave towards aggregate working times is discriminatory and places women in a worse situation on the labour market,***
- N. whereas the Council conclusions of 30 November 2009² under the Swedish Presidency called on the Member States and the Commission to strengthen the gender dimension in the EU 2020 strategy; whereas the Commission's EU 2020 consultation paper has failed to take this into account, as it lacks a single mention of gender mainstreaming; whereas it is, however, essential to integrate a gender perspective in a new financial and economic

¹ Council Directive 75/117/EEC of 10 February 1975 on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women (OJ L045, 19.02.1975, p.19)

² Council Conclusions on Gender equality: strengthening growth and employment -input to the post-2010 Lisbon Strategy, Employment, Social Policy, Health and Consumer Affairs Council meeting, Brussels, 30 November 2009.

architecture and policy and to ensure that recovery plans and structural adjustment programmes undergo a gender-impact assessment and integrate a gender perspective,

- O. *whereas there is a need to step up the efforts to mainstream the gender perspective into public policy,***
- P. *whereas in times of economic recession particularly, people who are already at risk of falling into poverty, **the majority of whom are women, especially female migrant workers and those belonging to a minority group**; whereas efforts and complete solutions to eradicate poverty as agreed upon by the Lisbon European Council as long ago as 2000 have become a matter of urgency; whereas special attention should be paid to protecting those groups facing multiple disadvantages, especially the Roma, and to ensure their inclusion into society,*
- Q. *whereas quality full-time employment with **rights** is a safeguard against poverty and social exclusion as well as a springboard to financial and psychological independence; whereas by addressing universal access to quality public services, it is crucial to design and implement policies, that respond to the needs of women and men respectively, including access to affordable, accessible and quality care services for children, the elderly and other dependents,*
- R. *whereas, as well as ensuring respect for differences and for cultural diversity, developing policies that facilitate access to the labour market for women belonging to specific cultural or minority groups reduces social exclusion and enhances social cohesion, which in turn stimulates economic growth,*
- S. *whereas domestic violence, which mainly affects women, is a widespread problem in every country and every social class; whereas studies have shown that violence against women intensifies when men experience displacement and dispossession as a result of the economic crisis; whereas economic stress often leads to more frequent, more violent and more dangerous abuse; whereas the cost of domestic violence to the EU is in the region of EUR 16 million per annum,*
- T. *whereas employment is a key factor for social inclusion; whereas focused and broad efforts need to be introduced in order to eradicate poverty against the background of rising income inequality, poverty and the economic and financial crisis,*
1. Points out that *equal treatment of* women and men is one of the objectives of the EU and therefore *one of the key principles* in any policy response to the economic and financial crisis and the transition towards the post-crisis era;
 2. Emphasises the Commission's findings that the current crisis has raised concerns that the achievements in gender equality are at risk and that the effects of the recession *are liable to affect women in particular*;
 3. *Stresses the need to prevent the current financial and economic crisis, and future economic issues, endangering what has been achieved so far in the field of gender equality and to avoid the recession being used, as is already the case in some Member States, as an argument for scaling back gender equality measures, as in the long term*

this would hinder growth in employment, economic growth in the EU, increases in tax payments and in birth rates and the promotion of gender equality;

- 4. *Emphasises that gender equality policies must be viewed as part of the solution to ending the crisis, harnessing and fully exploiting the skills and abilities of all Europeans and, in the future, forging a more competitive economy;***
5. Points out that women's integration into the workplace in recent decades means not only a greater direct impact of the crisis on women themselves but also on households, where incomes will be significantly affected by female job losses; calls on the European Union institutions and the Member States to take into account the hidden cost of the crisis, including the different and often unacknowledged gendered consequences;
- 6. *Points out that the experience of previous crises shows that the male employment rate generally recovers more quickly than that for women;***
7. Points out that macro-economic policies are predominantly associated with an increase in the gender segregation of labour, destabilisation of women's employment through subcontracting, increases in the gender pay gap, reduction in women's access to health and education, increased inequality in access to credit, land and property, and deepening of the feminisation of poverty;
- 8. *Recalls that wage differentials between women and men persist and are liable to be aggravated by the economic and financial crisis; calls on the European Institutions and the Member States to adopt clear objectives and propose binding measures to combat wage differentials;***
- 9. *Urges the Commission to submit a legislative proposal on the revision of the existing legislation relating to the application of the principle of equal pay for men and women (Directive 75/117/EEC mentioned above) as already requested by the Parliament in 2008; welcomes the Commission's recent initiative on improving the provisions on sanctions in case of a breach of the right to equal pay, to ensure that they are dissuasive and proportional (for instance, higher sanctions in cases of repeated offences);***
- 10. *Regrets that cuts in public expenditure are adversely affecting preventive measures to ensure women's sexual and reproductive health and calls therefore on the Member States and regional and local authorities to sponsor free and comprehensive annual check-ups for all women from puberty, regardless of economic circumstances;***
11. Regrets that many women have already lost or are expected to lose their jobs, particularly those working in retailing, services, and tourism as well as women in part-time and precarious jobs; underlines the fact that, at the same time, a fall in the supply of micro-credit is expected to result in a decrease in earnings among self-employed women workers, *especially those in the agricultural and rural sectors*; stresses that female unemployment can be expected to rise disproportionately as public sector budget cuts are announced, since women are disproportionately employed in education, health and social services;
- 12. *Emphasises the positive effect that gender equality has for economic growth; points out***

in this respect that some studies estimate that if employment, part-time employment and productivity rates for women were similar to those for men, GDP would increase by 30%;

- 13. *Recognises that many women have been empowered by recent job losses to establish their own businesses; calls on the Commission to bring forward legislation specifically aimed at SMEs to fulfil its objective of reducing administrative burdens on business by 25% by 2012 to help foster this entrepreneurial spirit;***
14. Welcomes Eurostat's gender-disaggregated statistics; believes, however, that more attention should be paid to part-time unemployment (an area often excluded from unemployment statistics); points out that long-time unemployment, lower wages and lower average working hours are likely to have profound consequences especially for women's earnings, social security allowances and, in the longer run, their pensions;
- 15. *Calls on the Commission to draw up a study at Union level on the relation between the number of women on company boards and companies' financial performance, taking into account the study drawn up by Catalyst Inc. in 2007 which concluded that companies with three or more women on the board have an 83% higher return on shares and a 73% higher return on sales;***
- 16. *Emphasises that the crisis will have the worst effect on vulnerable groups of women: disabled women, immigrant women, women from ethnic minorities, women with few qualifications, women who are long-term unemployed, single women without means and women caring for dependents, etc.;***
17. Points out that migrant workers are likewise affected by the crisis, as are their families back home; refers to the fact that the scale of female migration is often under-reported and with it the impact on families dependent on their wages for survival, as a result of which women may find themselves in an even more vulnerable position when they return home, rejected by their communities and families;
18. Underlines ***and welcomes*** the fact that interventions and solutions require a contextual understanding of the crisis and recognition that there is not a 'one-size-fits-all' response; stresses that, at the same time, the recession can be used as a unique opportunity to make economic and social policies more gender-***inclusive*** and to move towards creating a more gender-equal society;
- 19. *Stresses the need to combat stereotypes in all walks and at all stages of life, since these are one of the most persistent causes of inequality between men and women in affecting their choices in the field of education, training and employment, the distribution of domestic and family responsibilities, participation in public life and participation and representation in decision-making positions, and in their choices regarding the labour market;***
20. ***Notes with regret*** the fact that policy responses to the crisis, including recovery packages, have failed to acknowledge, analyse and rectify the gender impact of the crisis; ***regrets*** the fact that gender mainstreaming in the post-Lisbon strategy is basically non-existent; calls on the Council, the Commission and the Member States to integrate a chapter ***on gender***

equality with specific targets into the employment and macro-economic guidelines and the EU 2020 Strategy, and to introduce gender budgeting in all policies;

21. *Considers that although women's employment in the EU is close to meeting the target of 60% in 2010, there is a need to set a more ambitious target of 75% by 2020; also emphasises the need to reduce the pay gap to 0-5% by 2020 by adopting a zero tolerance approach through application of sanctions;*
22. *Calls on the Commission, the Council and the Member States to take the necessary steps to mainstream the gender perspective into all EU policies and to review the existing legislation so as to ensure that gender equality is correctly applied and that positive discrimination measures can be applied where these are necessary;*
23. Calls on the Council, the Commission, the Member States and especially Parliament's Special Committee on Financial, Economic and Social Crisis (CRIS) to ensure that recovery plans and structural adjustment programmes undergo a gender-impact assessment (ex-post assessment in cases where it has not been done ex-ante) and integrate a gender perspective including gender-disaggregated data and statistics;
24. Urges the Council, the Commission and the Member States to ensure that regression and financial cuts do not affect the policies and the functioning of the structures aimed at achieving equality between women and men at all levels in the governmental and non-governmental sector; regrets that such financial cuts have already taken place in some countries;
25. Calls on the Council, the Commission and the Member States to analyse and counteract the negative effects of reductions in public spending and social benefits, especially in the context of cuts in public spending at local level, in order to ensure that women are not left with a disproportionate burden of care (children, the elderly, and dependent persons);
26. Points out that the lack of care policies and infrastructure has led to an increase in female migrant domestic workers filling these gaps in private homes without access to social and work-related protection and benefits; calls on the Member States to urgently **combat illegal employment and** integrate **legal** migrant workers into social security and healthcare schemes;
27. Calls on the Member States to develop affordable, accessible and quality care services for children and other dependants, in line with the European targets, **and to ensure that the availability of those services is compatible with women and men's full-time working schedules; urges the Commission and the Member States to fully capitalise on** the potential of the Structural Funds and of the European Agricultural Fund for Rural Development **and to facilitate access to** the financing of quality services; urges the Commission to propose a directive on paternity, adoption and filial leave;
28. Points out that violence against women **and men** increases in times of economic upheaval; therefore **encourages** the Member States **to use national legislation to address** all forms of gender-based violence and welcomes the Spanish Presidency's initiative to set up an Observatory on Violence against Women; likewise welcomes the initiative by a

group of Member States regarding the overarching instrument on the protection of victims (European Protection Order);

29. ***Calls on Member States to promote collective awareness of the phenomenon of violence against women, particularly by means of public information campaigns; recalls that education and measures to raise young people's awareness are essential in order to combat this type of phenomenon;***
30. Asks the European institutions, the Member States ***and the local and regional authorities*** to take effective steps, notably through legislation, to encourage gender balance in corporate and political positions of responsibility, ***including on boards of directors, and in local, regional, national and European public institutions, administrations and organisations which should set an example;*** therefore calls for binding targets to ensure the equal representation of women and men;
31. Stresses that women are under-represented in financial decision-making - in fact women are one of the groups currently excluded from financial decision-making that are adversely affected by financial risk; calls on the Council, the Commission and the Member States to improve women's participation at all levels of decision-making, especially in the areas of budgeting and of governance arrangements for European financial systems, including the European Central Bank; ***in this context, stresses the need to promote financial literacy for girls and women;***
32. Welcomes the Norwegian Government's decision to increase the number of women on the boards of public limited companies to at least 40 %, ***which has made it possible to raise the proportion of women on boards to the current figure of 41%;*** calls on the Commission and the Member States to take the Norwegian initiative as a positive example and move in the same direction ***for listed companies;***
33. ***Welcomes the need for increasing the number of women on boards of public limited companies, but stresses that national governments should take action which is appropriate to their own needs;***
34. Points out that investment in social infrastructure is an opportunity to modernise Europe and promote equality and can be seen as a parallel strategy to investment in green technologies modernising the physical infrastructure; considers that gender equality should therefore be a policy priority and an essential tool;
35. ***Notes that, in the light of the EU 2020 Strategy, the 'green economy' is crucial; underlines*** the fact that 'green jobs' have the potential to become a key growth segment of the future European labour market, that today more than 20 million jobs in the European Union can be considered as 'green' and that recent evidence shows that jobs in the renewable energy sector alone have a potential to double to 2.8 million by 2020;
36. Points out that the ecological conversion of the economy and the transition to a low-carbon economy will create a huge demand for skilled workers; refers to the fact that female workers are strongly under-represented in the renewables sector and especially in science and technology-intensive jobs; asks the Council, the Commission and the Member States to make sure that female workers are ***included more in*** training projects and

programmes on ecological transformation, i.e. in the renewable sector, science and technology-intensive jobs; ***calls on the Member States to encourage women in local entrepreneurial initiatives in these fields by facilitating access, through dissemination of data and training workshops, to available European Structural Funds;***

37. ***Encourages employers in the Member States to create more opportunities for female workers in new technologies in order to strengthen the high-tech sector in accordance with the EU 2020 objectives;***
38. Calls on the Council, the Commission and the Member States to ***promote*** full implementation at national level of European Structural Funds to address the effects of recession through retraining and upskilling initiatives on the basis of Article 16 of the General Regulation¹ and Article 6 of both Regulations on the European Social Fund² and on the European Regional Development Fund³;
39. ***Calls for the EAFRD Regulation to be amended to enable proactive measures to be taken in support of women in the 2014-2020 programming period, which was possible in previous periods but not in the current one, and which will have very beneficial effects on women's employment in rural areas;***
40. Invites the Council, the Commission and the Member States to set up a financial reserve within each Fund for equal opportunity activities; calls on the Member States to develop mechanisms for equality governance to include gender expertise within governmental departments and other agencies that implement measures under the Cohesion and Structural Funds and promote women's organisations and networks;
41. Encourages the European Institute for Gender Equality to undertake ***a gender impact analysis of the economic and financial crisis; considers that this impact assessment should be performed with the aid of precise indicators taking account of the specific context of the crisis;*** calls on the other European institutions, such as the European Foundation for the Improvement of Living and Working Conditions, to ***propose responses to*** gender issues in their ongoing work;
42. ***Stresses the need to develop programmes and financial incentives to encourage and promote the participation of women in small and medium-sized enterprises;***
43. Calls on the Council, the Commission and the Member States to recognise and provide support for the contribution that civil society can make in addressing the financial and economic crisis, particularly in the light of the European Year on Poverty and Social Exclusion;

¹ Council Regulation (EC) No 1083/2006 of 11 July 2006 laying down general provisions on the European Regional Development Fund, the European Social Fund and the Cohesion Fund (OJ L 210, 31.7.2006), p. 25).

² Regulation (EC) No 1081/2006 of the European Parliament and of the Council of 5 July 2006 on the European Social Fund (OJ L 210, 31.07.2006, p. 12).

³ Regulation (EC) No 1080/2006 of the European Parliament and of the Council of 5 July 2006 on the European Regional Development Fund (OJ L 210, 31.7.2006, p. 1).

44. Instructs its President to forward this resolution to the Council, the Commission, the governments of the Member States, the social partners and the relevant NGOs.

EXPLANATORY STATEMENT

Introduction

The world economy still finds itself amid the most severe recession since the Great Depression and the global financial crisis has only increased in scale. There has been a crash of the global financial system, speculative bubbles and wild swings in values attached to housing, stocks, food and energy. Over-financialisation of the economy resulted in consequent instabilities, bankruptcy and near-bankruptcy of banks and other major financial institutions. The failure in the provision of credit to the 'real economy' has led to consequent detrimental effects on the real economy and the quality of people's lives'¹ Hundreds of millions of people have lost their jobs, their income, their savings and their homes. Though the worst of the crisis might be behind us, experts agree that the social consequences of the crisis will outlast a positive recovery.

Gender inequality is both cause and consequence of the financial and economic crisis

The financial and economic crises are gendered in their nature and effects. All categories of the recovery policies are gendered: reforming financial governance; supporting industrial sectors and companies; supporting labour markets; supporting investment; and supporting household purchasing power.

Press articles focus on male industry, manufacturing plants closing down and bankers losing their bonuses. Women are nonexistent in this picture; there has been no detailed analysis of the female dimension and the differing impacts the crisis has on women. What, for instance, is the gender breakdown of employment in the industrial sector and in companies that are given financial support? This question matters because supporting for the future of men's rather than women's employment does not enhance, rather undermines gender equality.

Equality between women and men is one of the objectives of the European Union and must be an inherent part of all political responses and national and international recovery plans, as well as the transition towards the post-crisis era. The initial crisis and subsequent recovery plans at European, national and international (G20) level however have failed to acknowledge, understand, analyse and rectify the gender impact of the crisis.

Women are under-represented in financial decision making. The European Commission's 2009 'Report on equality between women and men' indicates that the central banks of all Member States were led by a male governor. Furthermore, the Commission's 2007 Report indicated that on average, the highest decision-making bodies of EU central banks boast five men for every woman. At the European level, all three of the financial institutions (European Central Bank, European Investment Bank and European Investment Fund) are led by men and women with women accounting for only 16% of the highest decision-making bodies of these institutions.²

¹ Walby, Sylvia, Gender and the Financial Crisis, April 2009, page 3

² European Commission, Report on Equality between women and men 2009

Including women in financial decision making is a way of implementing different priorities and practices that have the potential to bear positive outcomes not just for women, but for the society as a whole. One of these practices is the approach to risk taking. Others include preferences for public service provision of education and health, which support not only gender equality but also long-term development of human capital¹.

Is feminization of management a protection against the crisis?

If Lehman Brothers had been Lehman Sisters, run by women instead of men, would the credit crunch have happened? Both feminist and mainstream economists have pointed out that the credit crunch is quite literally a man-made disaster. The crunch has emboldened advocates of boardroom diversity, who insist that, as a matter of urgency, we need to have more women at the top of financial institutions. Male failure might open up opportunities for women to smash through the glass ceiling².

Iceland is leading the way. Since its humiliating economic collapse, the island nation in the North Atlantic has turned over key levers of finance to women. It now has a female prime minister, while women have to lead two of its major banks, replacing men who were blamed for crashing the institutions with reckless excess.³

Michel Ferrary, a professor at Ceram in France, believes that gender balance is the key to taming the culture of risk taking that has dominated the financial sectors of many countries. According to Ferrary, banks with greater gender balance have navigated the economic crisis far better than banks lacking this element. 'Several gender studies have pointed out that women behave and manage in a different way than men. They tend to avoid risk and to focus more on a long term perspective. A larger proportion of female managers balance the risk taking behaviour of their male colleagues'⁴.

Employment inequality is still the norm in boardrooms across the globe, where men in suits continue to dominate both executive and non-executive roles. Legislation in Norway has effectively addressed this imbalance. In June of 2003, the Norwegian government submitted a legislative proposal aimed at achieving 50% female representation on the boards of all public and larger private companies⁵. On 1 January 2006, rules on gender representation on company boards came into force in Norway. The new regulations state that there should be a minimum proportion of 40% of both sexes on every board. Spain has passed a similar law; within seven years, public companies must give four out of 10 board seats to women.

¹ Walby, Sylvia: Auditing the gender implications of recovery policies for the financial and economic crisis, April 2009, 7

² Ruth Sunderland, The real victims of this credit crunch? Women. The Observer, Sunday, 18 January 2009.

³ The Washington Post, 'In Banking Crisis, Guys get the Blame' by Kevin Sullivan and Mary Jordan, 10 February 2009,

⁴ Ferrary in CERAM Business School Research, February 2009

⁵ Dublin Foundation Eurofound, EIROnline, 2003/06 Government proposes gender quotas on company boards

Segregated labour market

This current crisis is unlike previous recessions: the economic slowdown is likely to affect women more than men. In contrast to past periods of economic downturn, women now account for a much greater proportion on the labour market. Women's integration into the workplace means that the crisis will not only have a greater direct impact on women themselves, but also on households, where income will be significantly affected by female job losses among females. And with employment patterns characterised by gender segregated labour markets, gender gaps in pay, higher levels of part-time and precarious work among women, and a higher concentration of women in the so called informal sector which provides lower earnings and less social protection, women are far from being in an advantageous position to weather the crisis.

There is not doubt that gender equality should be a key principle in any policy response. Considering the various roles that women play, the effects of the economic and financial crisis go beyond the scope of women in the labour market, impacting society's overall stability as well. In times of economic upheaval, women often experience the negative consequences more rapidly and are slower to enjoy the benefits of recovery. Before the crisis even began, the majority of working women already formed part of the informal economy, receiving lower earnings and less social protection.

Women's concentration in public sector services has, in the past, helped protect them from the initial impact of recessionary conditions. However, as employees of the public sector and as beneficiaries of services such as childcare, women are particularly sensitive to budget cuts when the impact of falling tax receipt takes hold¹. One ought to also keep in mind that governments must pay back their huge deficits throughout the following decade.

State income and expenditure are gendered; while men tend to be the main contributors to state revenue in terms of taxation due to their higher earnings, women tend to be the prime beneficiaries of State expenditure through the provision of services that are also gendered: childcare, dependent persons care, housing, education and health.² Reductions therefore in public expenditure are far more likely to directly impact women .

Reductions in public expenditure also result in the transfer of services such as childcare back to women, who are therefore restricted from participating in society beyond the domestic sphere. Similarly, in socio-economically disadvantaged economies, the impact of cuts to support services results in a greater reliance on women both within families and in the community.³

Impacts on labour and employment

Women are more likely to have a disadvantaged position in the labour market due to various factors: a higher rate of precarious contracts and voluntary part-time positions, as well as a persistent unfavourable pay gap (17.4% on average in the EU in 2007 with figures up to

¹ Smith, Marc, Analysis Note: Gender Equality and Recession, May 2009, page 6

² EWL: Women, the Financial and Economic Crisis - the Urgency of a Gender Perspective, page 3

³ EWL: ibid

30.3% in Estonia) which has grave repercussions on their lifetime earnings, social security protection and pensions, and results furthermore in higher ‘at-risk of poverty rates’, especially once in retirement. In 2007, the at-risk of poverty rate was higher for women (17 %) than it was for men (15 %). This gap was especially high for older persons (22 % for women compared to 17% for men) and single parents (34 %)¹, mainly women.

However, the unemployment rate does not necessarily capture the full impact of the changing economic conditions on both women and men. Indeed, national data confirm that falling employment rates for women are not necessarily accompanied by similar rises in unemployment rates. Women are often employed part-time and are not classified as unemployed rather as partially employed. Therefore, women’s unemployment can be regarded as underestimated in relation to men’s. In order to measure women’s unemployment on equal ground with that of men’s, greater attention should be paid to part-time unemployment, which should be treated and published in the same comprehensive way as full-time unemployment. The trends in employment and the data they are based on can be questioned. In the EU, it has been decided that individually-based statistics household be disaggregated by sex. However, this is only the first step in having data accurately reflect the employment differences between women and men.²

Opportunities in policy responses and recovery plans

In December of 2009, the EU Heads of Government agreed on an economic recovery package worth 200 billion Euro, the purpose of which was to directly boost employment using a mix of coordinated national and European spending schemes³.

The European Commission underscored that ‘Green jobs’ have the potential to become a key growth segment of future European labour market, already today more than 20 million jobs in the European Union can be considered as ‘green’ (10% of total employment), and recent evidence shows that jobs in the renewable energy sector alone have a potential to double to 2.8 million by 2020⁴. We know that the ecological conversion of the economy and the transition from so-called ‘sunset industries’ to low-carbon economy will create a huge demand for workers in skilled trades or professions. Filling the green collar jobs will require adequate training programs, re-training and education programmes.

However, looking at the huge amount of studies available, we find that green jobs are almost entirely male-dominated, especially in area of alternative energy area. Women are strongly under-represented in the renewable sector and especially in science and technology-intensive jobs⁵. Yet, a fair, just and equitable ecological conversion, cannot afford women’s exclusion from the transition to the green economy, i.e. certain trades and professions and training and re-training programmes. The European Commission has also recognised that ‘we need women

¹ European Commission, 2010 Equality report, page 4

² Smith, Marc: Analysis Note: Gender Equality and Recession, page 12

³ Communication from the Commission the European Council, A European Economic Recovery Plan, COM (2009) 800 fin.

⁴ COM (2009) 257, page 4

⁵ Renner, Michael; Sweeney, Sean; Kubit, Jill (2008): Green Jobs towards decent work in a sustainable, low-carbon world, Nairobi, page 309

in exactly the same sort of jobs as men'¹.

As equality between citizens is one of the Union's fundamental values, men and women with equal skills should have equal access to all jobs, in the private and public sector alike. There also exists an additional thoroughly pragmatic argument: women's potential is indispensable for the ecological transformation of society. Europe can no longer afford to neglect its female human resources by treating women as a back-up plan to boost the workforce only when economic conditions dictate the demand.

The responses to the recession at the European and national levels also represent an opportunity and transformational moment to promote gender equality, the financial and economic crisis also provides us with an opportunity to develop responses and perspectives and identify policy spaces for intervention and alternative solutions. A gender-sensitive analysis at this moment also has the advantage of avoiding unintended consequences of ineffective policies or unintended outcomes. Investing in social infrastructure ought to be seen as an opportunity to modernise Europe and promote equality as well as a parallel strategy to investing in green technologies modernising our physical infrastructure.²

In its working document on the consultation of the 'Future EU 2020 Strategy' the EU Commission stressed that gender equality is a key concern. It is of major importance to ensure that a gender perspective is built into the future revision of the Lisbon Strategy after 2010, including the European Employment Strategy and Macro-economic Strategy and that the differentiated impact of the economic and financial crisis on women is taken into account in that context. Likewise important by Council, Commission and the Member States is to ensure that all proposed policies are subject routinely to gender impact assessment and to undertake gender impact assessment of the measures currently being taken under the European Economy Recovery Plan, the European Global Adjustment Funds and others.

¹ New Europe, Green Economy, Green Jobs, Interview with Nikolaus G. van der Pas, Director General 16 June 2008.

² Smith, Marc, Analysis Note: Gender Equality and Recession, page 2.

RESULT OF FINAL VOTE IN COMMITTEE

Date adopted	4.5.2010
Result of final vote	+: 25 -: 1 0: 1
Members present for the final vote	Regina Bastos, Edit Bauer, Marije Cornelissen, Silvia Costa, Ilda Figueiredo, Iratxe García Pérez, Zita Gurmai, Teresa Jiménez-Becerril Barrio, Philippe Juvin, Astrid Lulling, Barbara Matera, Angelika Niebler, Siiri Oviir, Antonyia Parvanova, Raül Romeva i Rueda, Joanna Katarzyna Skrzydlewska, Eva-Britt Svensson, Marc Tarabella, Marina Yannakoudakis
Substitute(s) present for the final vote	Nicole Kiil-Nielsen, Elisabeth Morin-Chartier, Norica Nicolai, Rovana Plumb, Zuzana Roithová, Joanna Senyszyn
Substitute(s) under Rule 187(2) present for the final vote	Alajos Mészáros, Sylvana Rapti