A new strategy for gender equality post 2015
Part I: Gender Mainstreaming, Economic Independence and Work-life balance

10.30–10.35 Welcome and introduction by the Chair

10.35–11.00 Gender Mainstreaming, Gender Budgeting and Monitoring
Professor Fiona Beveridge, University of Liverpool, UK

Q&A with expert
Gender Mainstreaming, Gender Budgeting, and Monitoring in post-2015 Gender Equality Policy
Gender Mainstreaming

- Dual strategy should be retained
  - Integration of gender in all policy areas (gender mainstreaming)
  - Specific measures
- An opportunity to review current six priority areas and progress made
- Review support strategies and tools for gender mainstreaming
Institutional Mechanisms

- European Institute for Gender Equality
- Gaps in data e.g. gender-based violence
- Gender Equality Index
- Gender Training
- Gender Impact Assessment
  - Weaknesses in EU Impact Assessment
  - Focussed gender impact assessment in key areas
Gender Stereotypes and the Media

- Gender stereotypes
  - limit individual choice and undermine economic strategy….
  - …in turn this undermines equality laws and strategies e.g. workplace segregation, girls and women in STEM subjects
- EU can explore a range of possible new interventions,
Gender Budgeting

- Gender analysis should be part of the budgetary process, incl. target-setting
- Gender budgeting is a tool for good governance, including transparency and accountability
- Particularly powerful to reveal the impacts of austerity policies: longer term good practice for EU and Member States
Part I: Gender Mainstreaming, Economic Independence and Work-life balance

11.00–11.55 Economic independence and the position of women on the labour market of the European Union

Marcella Corsi, Professor of Economics, Sapienza University of Rome, Italy

Q&A with expert
Economic independence and the position of women on the labour market of the European Union
General information

- Marginalisation of the working woman still reigns in the EU (high concentration of women in low value-added activities, low remuneration, …)
- The Gender Equality Index (GEI) shows that there is much room for improvement in the work and economic independence (money) domains. (Table 1)
Table 1: Scores of the Gender Equality Index (GEI) (%)

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Narrowing gender gaps

- The current crisis presents aspects that no other crisis has shown before.
- Gaps between men and women seem to be bridged but under the surface things are more complex.
- Gender gaps are closing not because women have improved their situation but because men saw theirs getting comparatively worse. (Figures 1-2)
Figure 1: Activity and employment rates by sex, 2006 to 2013 (%)

Source: Eurostat.
Figure 2: Unemployment rates by sex, 2006Q1 to 2014Q1 (%)

Source: Eurostat.
Quality of employment deteriorates

- Employers impose inferior conditions in an effort to curtail costs, or because employees are more willing to accept some worsening if it helps them to stay in employment.
- Worsening of working conditions has spared neither men nor women but has affected them differently. (Figures 4-5)
Figure 4: Involuntary part-time employment as percentage of the total part-time employment by sex, 2007-2013

Source: Eurostat.
Figure 5: Temporary employees as percentage of total number of employees by sex, 2008-2013

A) MEN

B) WOMEN

Source: Eurostat.
Gender pay gap (GPG)

- The GPG in Europe stagnates. (Fig. 6)
- GPG is related in a complex way to women’s labour market participation rates.
- Child rearing has a large impact on women's average wages.
- Workers in unionised sectors are better protected against gender pay gaps.
Figure 6: Gender Pay Gap (GPG) in unadjusted form, 2008 and 2012 (%)

Source: Eurostat.
Gender pension gap (GGP)

- GGP is very wide in the EU: it is more than twice the figure of the gender pay gap indicator. (Figures 7-8)
- Shorter careers are associated with larger pension gaps, though that relationship is not one-to-one.
- Lowest gender gaps are met in the public sector, and the largest for the self-employed.
Figure 7: Gender Gap in Pensions (GGP), pensioners aged over 65 years (%)

Source: Bettio et al. (2013).

Figure 8: Gender Gap in Pensions vis-à-vis Gender Pay Gap (%)*

Note: (*) GPG data for Greece are missing in 2012.
Towards a *Pink New Deal*

- The entire economic policy has so far ignored gender inequalities and might tend to ignore them even more now, due to the shortage of resources.
- Introducing a gender perspective in the recovery measures would help to get out of the current situation sooner and better.
Gendered investment plan

- Investment in social infrastructure generates employment and encourages qualified female employment.
- With a **gendered investment plan**, European GDP would increase gradually, reaching a level 2.4 p.p. higher by 2018 than without the investment plan (Hansen and Andersen, 2014).
Recommendations (1)

- National Governments and national Parliaments should fully acknowledge the scope for fiscal policies to enhance female labour force participation:
  - Replacing family income taxation with individual income taxation.
  - Using Tax credits or benefits for low-wage earners to stimulate labour force participation, including among women.
Recommendations (2)

- The European Parliament should urge all institutional actors to remove labour market distortions and create a level playing field for measures that would help boost the demand for women’s labour:
  - Increasing the awareness of legal rights to equal treatment.
  - Providing the right incentives.
  - Empowering national equality bodies.
Recommendations (3)

- **European Commission** should reconsider the formulation of **indicators of gender equality** to monitor the social impact of the crisis:
  - Cooperate with EIGE to improve the quantity and quality of sex-disaggregated data.
  - Monitor (with EIGE) the area *Women and the Economy* of the Beijing Platform for Action.
  - Include outcomes into annual report(s).
Part I: Gender Mainstreaming, Economic Independence and Work-life balance

11.55–12.25 Maternity leave, paternity leave, parental leave and unpaid care work

Dorota Szelewa, PhD, University of Warsaw, Poland

Q&A with expert
Maternity leave, paternity leave, parental leave and unpaid care work
Female employment in the EU

- Female employment rates continued to grow in the last decade, but
  - persistence of gender gaps could also be observed;
  - there are differences between Member States;
  - Employment rates of young women (15-29) grew slower;
- „Motherhood penalty” (gaps between mothers and non-mothers): CZ, SK, DE, UK, IE.
Maternity and paternity leave

- **Maternity leave**: All MS comply with 14 weeks standard
  - East Central European MS – at least 18 weeks;
- **Paternity leave**: no EU-level standard but a variety of solutions
- Mostly women take this leave for family reasons.
Parental leave and fathers’ quota

- Long leave only for mothers tend to increase “motherhood penalty” (CZ, SK)
- Parental Leave Directive: low common denominator
  - Variety of solutions in response to the Directive
  - Low take-up when no adequate payment is attached to the earmarked period of the leave
Flexible working time arrangements

This policy instrument is aimed at helping to achieve more work-life balance;

- However, mostly women use it
- As flexible working time is associated with lower pay (when comes with reduced working hours), it might contribute to the gender pay gap.
New caring needs of the family

- Barcelona targets 2012
  - of 33% of under 3 year olds → 9 countries
  - of 90% of children between 3 years old and the mandatory school age → 11 countries

- Ageing and the challenge of re-defining the existing intergenerational and gender contract
  - challenge of long-term care
Selected recommendations

- EU Legislator: should adopt a revised Maternity Leave Directive that (among others):
  - extends the duration of the leave to 18 or 20 weeks
  - introduces at least two weeks of paternity leave
- EC and EP should ensure full implementation of the Parental Leave Directive through monitoring and recommendations:
  - new Employment Guidelines; CSRs under the European Semester;
- The Council: should re-affirm the Barcelona targets and develop objectives for the long-term care.
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Temporary employees as percentage of the total number of employees (%)
Percentage of children under three cared for by formal arrangements, by weekly time spent in care

Barcelona target of 33%

above 30 hours
from 1 to 29 hours
Percentage of children from 3 years of age to mandatory school age cared for by formal arrangements, by weekly time spent in care.

Barcelona target of 90%
Reasons for difficulties concerning the usage of childcare (%)

- Availability (e.g. waiting lists, lack of services)
- Access (e.g. distance or opening hours)
- Quality of care
Part I: Gender Mainstreaming, Economic Independence and Work-life balance

12.25–12.30 Wrap-up and closure of Part I by the Chair
Part II: Fundamental rights, decision-making, and development

15.00–15.45 Women in political and economic decision-making

**Eléonore Lépinard**, Professeure associée, Université de Lausanne, Switzerland

Q&A with expert
Women in political and economic decision-making
International and European trends

- Women are still vastly **under-represented** in decision-making.
- **Gender quotas** = **preferred tool**
- **Expansion of quotas:**
  - More countries
  - Higher threshold (40/60)
  - New type of decision-making bodies
Types of quotas:

- Gender quotas in politics:
  - Legislated electoral quotas (LEQ) – 8 EU member states (MS)
  - Voluntary party quotas (VPQ) – 14 MS

- Gender quotas in the economic sphere:
  - Corporate board quotas (CBQ) – 7 MS

- Gender quotas in public institutions
  - Public bodies quotas (PBQ) – at least 9 MS

- Gender quotas in civil society / publicly financed organizations – new trend
Strengths of gender quotas

- Quotas bring women in
- And at a fast rate (leap change)
Strength/Weakness

... Only if:

• S: placement mandate in politics;
• S: high threshold (40%);
• S: Sanctions
• S: Monitoring

➢ W: Voluntary measures, ‘comply or explain’ or financial sanctions do not work
Strengths when well implemented

- Redress gender discrimination in recruitment and promotion processes
  - In politics, women need more encouragement instead of less
- Gender de-segregation
- Provide role models
- Diversify decision-making bodies
  - Quotas must be complemented
Opportunity/Threat

- **O**: Momentum has built in Europe for action by EU institutions to promote gender quotas in political and economic decision-making.
- **O**: The EU is a crucial actor to promote the adoption of positive action for women in decision-making.
- **O/T**: An EU Directive on CBQ could pass the review of the European Court of Justice.
Recommendations for Political parties

- Adopt VPQ and collect data on sex ratio
- Include gender equality in parties’ constitutions
- Outreach, training, mentoring for women
- Training on gender mainstreaming and gender discrimination for party members
- Exchange of good practices through European parties
- Review party nomination procedure and expenditure for gender impact
- Promote and integrate parties’ women’s sections
Recommendations for national parliaments (1)

- Adopt LEQ, CBQ, PBQ
- Regulate media coverage of campaigns for gender balance
- Improve pension schemes and family/parental/sickness leaves for elected representatives
- Adopt measures to facilitate the return on the job market
Recommendations for national parliaments (2)

- CBQ should be complemented with an obligation to set up a gender equality plan and an annual gender monitoring report to be reviewed by the Board.
- Reforms in gender quotas should be articulated with reforms on paternity leave.
Recommendations for the EP

- Continue to raise awareness about women’s underrepresentation in decision making (own-initiative reports) and gender equality;
- Encourage the entrenchment of positive action through Commission guidelines;
- Support the commission’s proposal on CBQ, extend it to executive members, and add gender equality plan.
## Part II: Fundamental rights, decision-making, and development

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<td>Dignity, integrity and the elimination of violence against women</td>
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<td>16.20-16.50</td>
<td>The post 2015 framework for gender equality policy in foreign affairs and development cooperation</td>
<td>Petra Debusscher, PhD, University of Antwerp</td>
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The post-2015 framework for gender equality policy in foreign affairs and development cooperation
Strengths

- Strong EU policy framework in place.
- High-level reporting tools create momentum and raise awareness.
- Investments in institutional expertise and capacity-building (mainly DEVCO).
Weaknesses

- Policy development and follow-up uneven across policy areas.

- Effective implementation of EU policy framework remains unclear.

- Institution-wide gender-competence is insufficient, situated at the lower levels of the hierarchy and leaking away.
Opportunities and Threats

- O: Consensus among donors that gender-equality should be central in post-2015 agenda.

- T: Insufficient resources and priority overload in a context of economic crisis.

- O/T: Global shift towards budget support.
Recommendations (1)

Ensure policy coherence in the promotion of gender equality in all areas of EU external action.

• Strategy for Equality between Women and Men 2016-2020 should outline concrete and ambitious targets for EEAS, DEVCO, ECHO, ENLARG and TRADE.

• TRADE, ENLARG and EEAS should develop Action Plan outlining how to systematically mainstream gender in their policy + examine use of gender marker & GFP network.
Recommendations (2)

Broaden and deepen EU gender policy in external relations and development

• Systematic results-oriented reporting (supported by rigorous collection of sex-disaggregated data).
• Include women’s economic empowerment and political participation in all post-2015 strategies.
• Gender mainstream EU budget support.
• Increase financing for GM, specific projects and women’s organisations + systematically track allocations.
Recommendations (3)

Strengthen political leadership and senior management accountability

• Incorporate gender expertise in job descriptions and performance assessments of senior management in HQ and Delegations. Also work plans should include targets linked to the post-2015 strategies.

• Monitor whether gender equality became a mandatory agenda item for political dialogue with third countries on human rights, development, accession, trade…
Recommendations (4)

Increase investment in institution-wide expertise and capacity-building

- *All* trainings in *all* external policy services should involve gender perspective + policy-specific gender mainstreaming training available in each DG.
- For certain categories of staff gender training of at least 4 hours should be mandatory.
- GFPs in HQ and Delegations should be able to work on gender full time + recruit additional gender experts at senior levels.
Part II: Fundamental rights, decision-making, and development

16.50-17.00  Wrap-up and closure of the Workshop by the Chair