



The Role of Women in Industry

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*European Foundation for the Improvement
of Living and Working Conditions*

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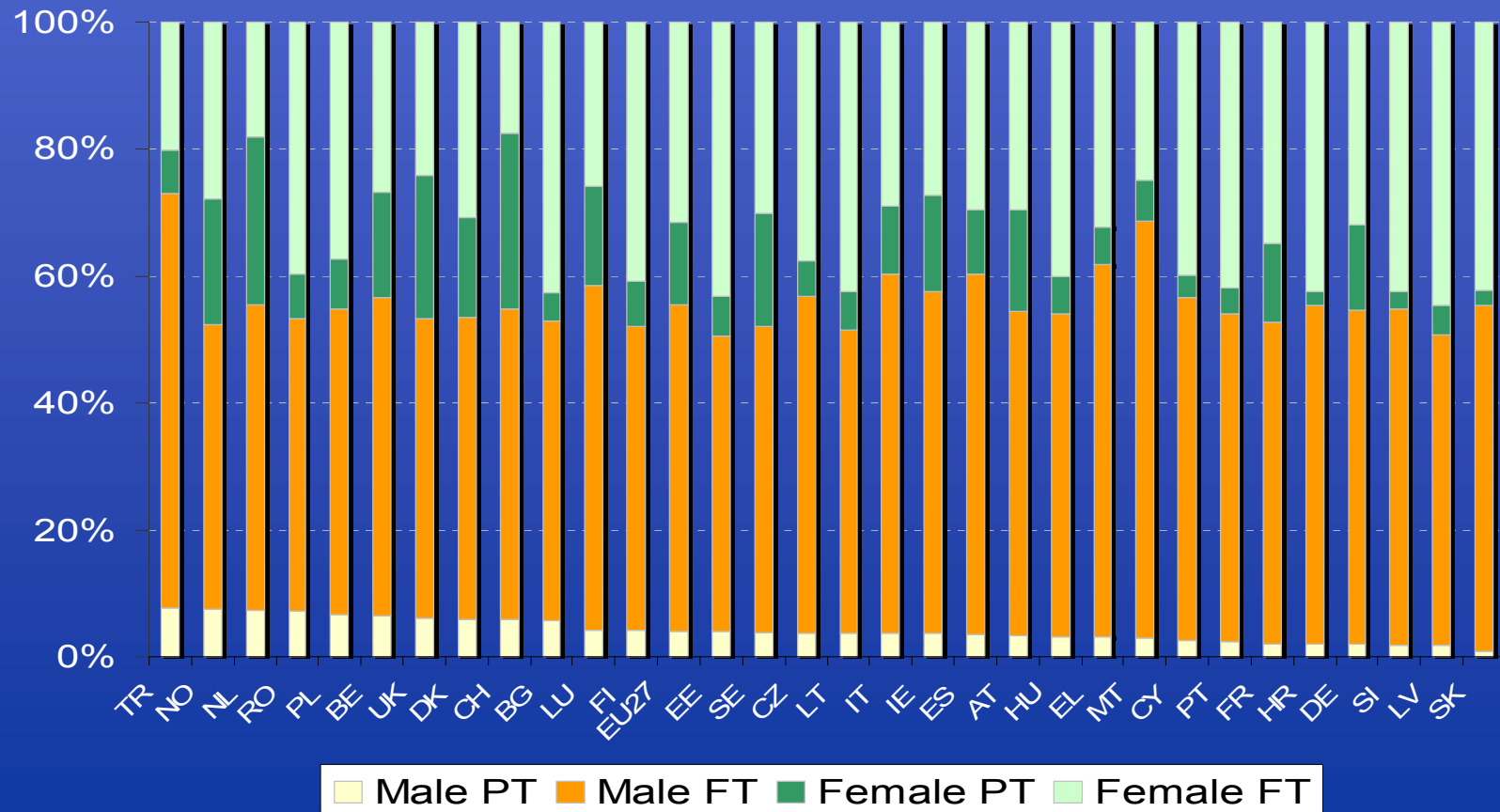


The Role of Women in Industry: structure of the presentation

- Labour market situation of women
 - ▶ vertical and horizontal segregation
- Restructuring in sectors with high female employment
 - ▶ textiles, commerce, financial services, health and social services
- Gender equality in Industrial Relations
 - ▶ actions taken by social partners
- Case of textiles – manufacturing sub-sector with predominant female employment; highly sensitive to restructuring;

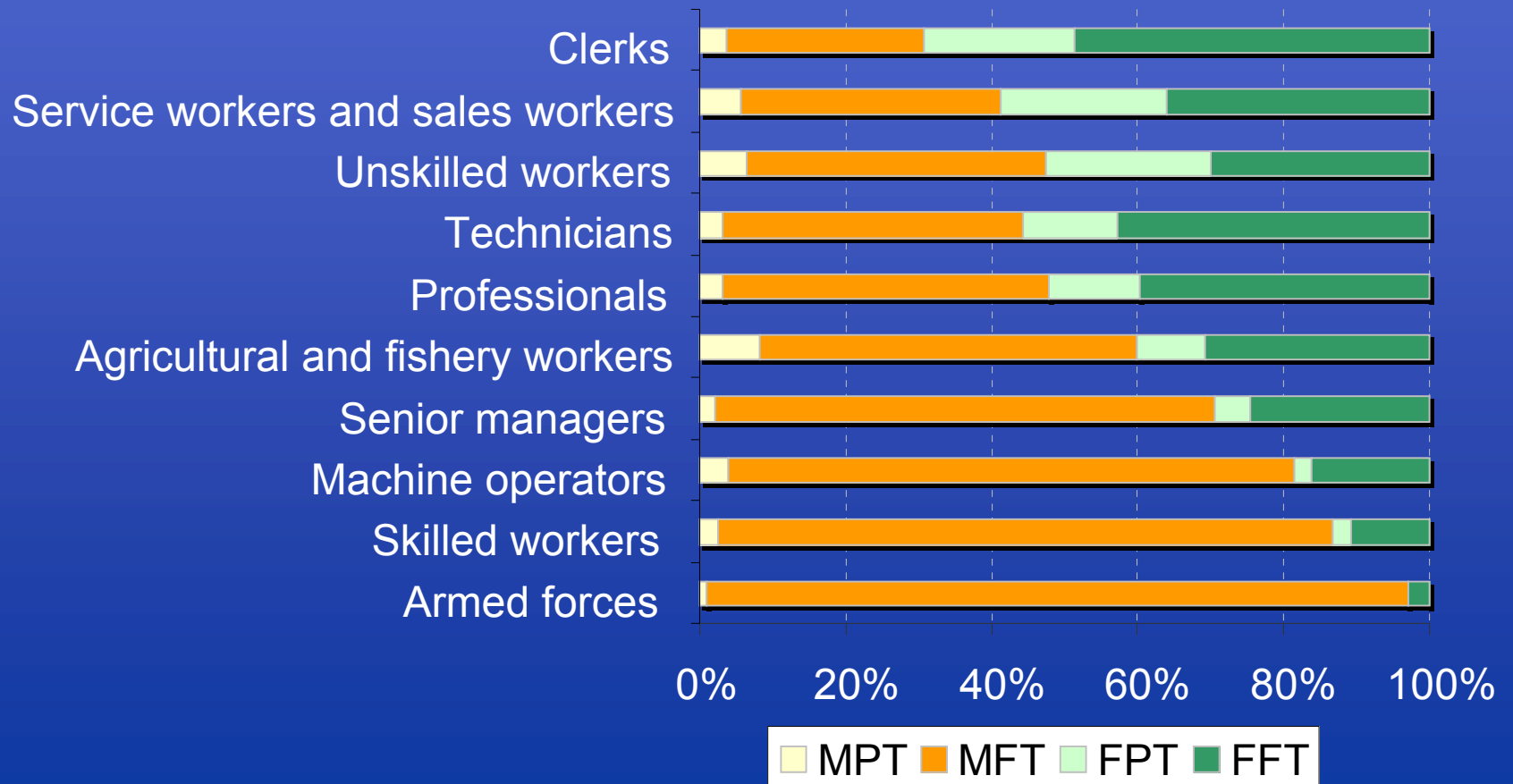


Gender breakdown of employment by country and part-time



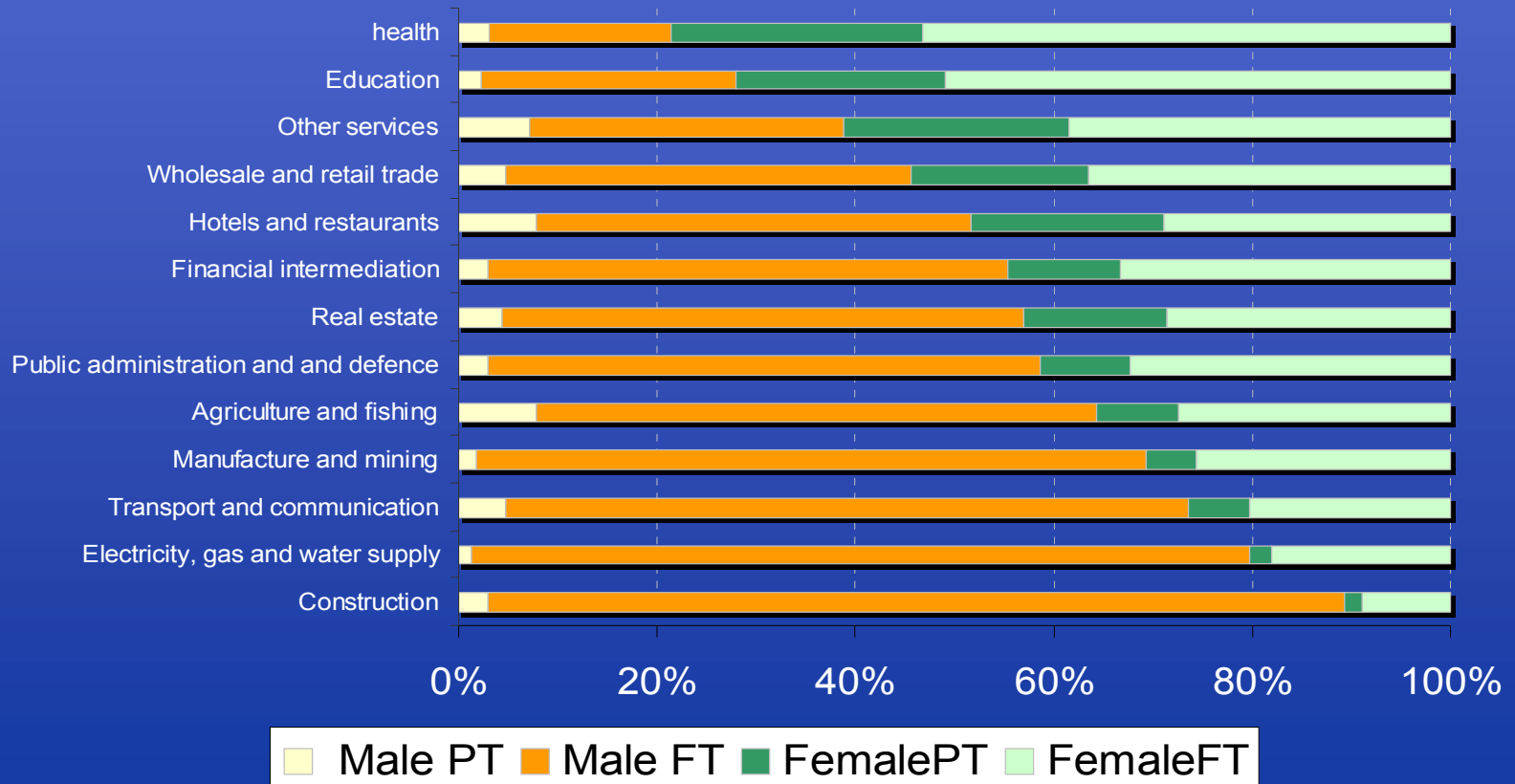


Occupational segregation of women's and men's employment





Distribution of employment by sector, sex and part time / full time status





Restructuring cases in sectors with high proportion of female workers

*(examples from textiles, commerce, financial services
and health and social services sector)*



European Restructuring Monitor 2005 and 2006

Sector	# Planned job reductions	% Planned job reductions	# planned job creation	% planned job creation	# Cases	% Cases
Motor	111460	9.71%	114835	12.37%	391	10.9%
Metal and machinery	80812	7.04%	60765	6.55%	374	10.43%
Food, beverage and tobacco	45381	3.95%	15926	1.72%	262	7.3%
Commerce	47124	4.11%	157182	16.93%	260	7.25%
Transport and storage	59165	5.16%	78704	8.48%	246	6.86%
Chemical	29168	2.54%	37688	4.06%	231	6.44%
Post and telecommunications	142437	12.41%	79355	8.55%	210	5.85%
Electrical	39492	3.44%	50589	5.45%	191	5.32%
Construction and woodworking	29891	2.6%	35276	3.8%	189	5.27%
Financial services	93009	8.1%	33667	3.63%	165	4.6%
Textiles and leather	25991	2.26%	10038	1.08%	156	4.35%
Information technology	15840	1.38%	55446	5.97%	152	4.24%
Consultancy business services	7312	0.64%	68127	7.34%	131	3.65%
Public Sector	250599	21.84%	39930	4.3%	127	3.54%
Pulp and paper	16071	1.4%	3681	0.4%	80	2.23%
Glass and cement	12483	1.09%	6516	0.7%	78	2.17%
Health and social work	29587	2.58%	34066	3.67%	72	2.01%
Publishing and media	10495	0.91%	2005	0.22%	61	1.7%
Extractive industries	38471	3.35%	5633	0.61%	54	1.51%
Energy	26576	2.32%	9590	1.03%	41	1.14%
Performing arts	16583	1.45%	10344	1.11%	41	1.14%
Hotel, restaurant and catering	2381	0.21%	7262	0.78%	26	0.72%
Agriculture and fishing	11321	0.99%	3151	0.34%	19	0.53%
Maintenance and cleaning	2180	0.19%	2216	0.24%	13	0.36%
Education	3017	0.26%	2900	0.31%	11	0.31%
Hair and beauty care	712	0.06%	3400	0.37%	6	0.17%
Total	1147558	100%	928292	100%	3587	100%



Textiles sector, 2005-2006, by type of restructuring

Type of restructuring	# Planned job reductions	% Planned job reductions	# planned job creation	% planned job creation	# Cases	% Cases
Bankruptcy / Closure	10715	41.23%	145	1.44%	50	32.05%
Internal restructuring	9293	35.75%	0	0%	39	25%
Business expansion	0	0%	9523	94.87%	34	21.79%
Offshoring / Delocalisation	4899	18.85%	0	0%	23	14.74%
Merger / Acquisition	661	2.54%	300	2.99%	6	3.85%
Relocation	100	0.38%	70	0.7%	3	1.92%
Outsourcing	323	1.24%	0	0%	1	0.64%
Other	0	0%	0	0%	0	0%
Total	25991	100%	10038	100%	156	100%



Commerce, 2005-2006, by type of restructuring

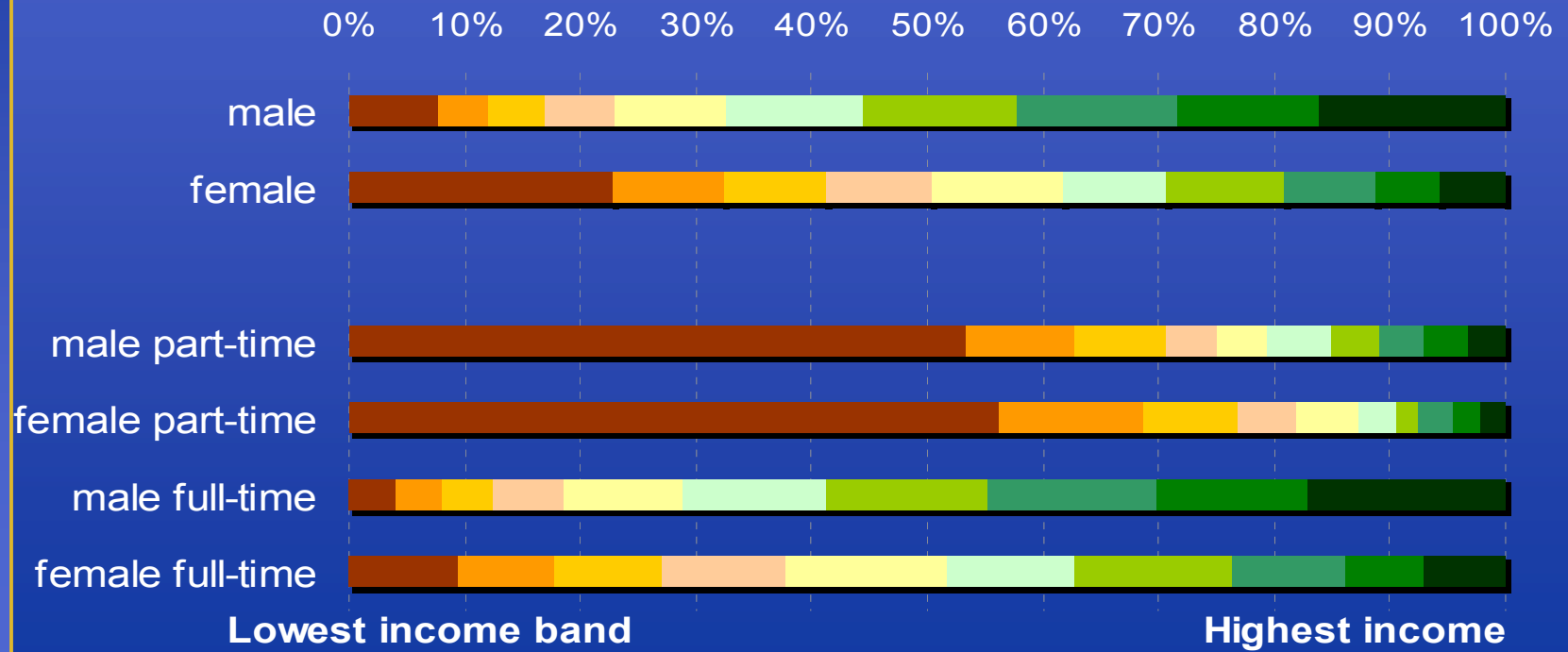
Type of restructuring	# Planned job reductions	% Planned job reductions	# planned job creation	% planned job creation	# Cases	% Cases
Business expansion	0	0%	156982	99.87%	166	63.85%
Internal restructuring	17463	37.06%	0	0%	40	15.38%
Bankruptcy / Closure	16306	34.6%	0	0%	29	11.15%
Merger / Acquisition	11000	23.34%	0	0%	15	5.77%
Relocation	480	1.02%	0	0%	3	1.15%
Other	600	1.27%	200	0.13%	3	1.15%
Outsourcing	745	1.58%	0	0%	2	0.77%
Offshoring / Delocalisation	530	1.12%	0	0%	2	0.77%
Total	47124	100%	157182	100%	260	100%



Gender equality in industrial relations



Gender pay gap





Actions taken by the social partners

- FI, No, DK, B, D, NL: social partners work together to tackle discrimination
- UK: due to occupational segregation > skills shortages in traditionally male dominated industry sector > employers take active policies
- In some countries (eg CZ, GR, H, I, LV, R, SK) neither of the social partners viewed equal opportunities in career management to be a priority
- Employers: in some countries unconvinced (Au, Est, Lt, SK), individual and voluntaristic solutions; diversity management; gender issues addressed at the managerial level; but..
- Trade unions: statutory and compulsory measures; all workforce; most activity



Gender and social dialogue

- Equality issues included more commonly at intersectoral level
- Intersectoral agreements provide also recommendations for lower bargaining levels
- Few sectoral and few company level agreements
- Few collective agreements on reconciliation of work, family and private life in 2006:
 - ▶ Ferrero (It)
 - ▶ Arcor Telecommunications company, IBM (D)
 - ▶ Renault (Fr)



Works councils

- Finland: equality between women and men as part of the staff and training plans, childcare facilities
- Belgium: obligation of private sector companies to draw up an annual report on gender equality presented to w.c. (Only 10% meet this obligation)
- Germany: improve representation of women in wc. (A study in 2003 found that only 8% of all companies had agreements on family friendly policies)
- DK: gender mainstreaming is a potential issue
- European Works Councils: equal opportunities, either substantively or in the application of principles or policies



Examples of specific tools used by the Social Partners (1)

- **Equality pay increment** included in national wage agreement, designed to favour low-wage and female dominated sectors (Finland)
- **Equality plans at the workplace** drawn up by employers, listing equality promotion measures and ways to monitor progress (most comprehensive in Sweden, but also Finland and Norway)
- **Job (re-) evaluation** of present job classification schemes, based on objective criteria with a gender perspective can lead to a favourable valuation of typically female occupations (Lithuania)



Examples of specific tools used by the Social Partners (2)

- **Equality reviews** of policies and procedures at the workplace with a view of making an action to plan to promote greater diversity and equality (Ireland)
- **National inter-sectoral agreements** covering issues such as gender equality, gender balance in the workforce composition (France 2004)
- **Voluntary pay audits** (TUC, UK 2004) – one of key instruments to address gender pay gap;

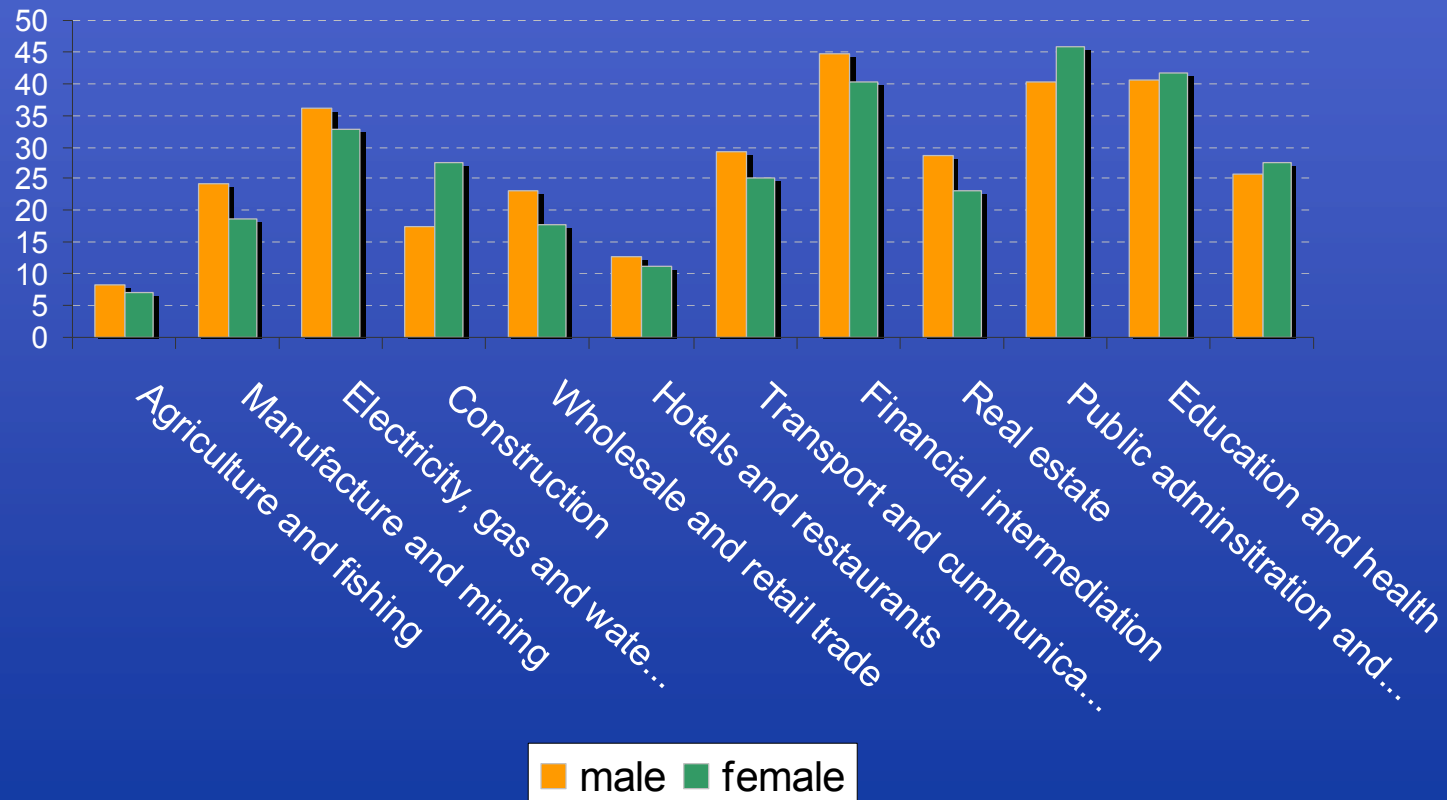


Training

- General trend of lower access to training in part-time jobs as compared to the full-time ones can be observed; women constitute substantial majority of part-time workers;
- Only in case of Norway women in part-time employment are receiving an equal opportunity to access training and development opportunities at work



Training paid for by the employer (or yourself) by sector





Specific case of textiles



Training in the Textiles Industry

- 4EWCS: Less than 20% of women in manufacturing industries received training in the past year
- Lack of training plans in textile enterprises, especially in SMEs
- Limited awareness of future skills and resources needed
- Training is organised on an ad-hoc basis, for example when new equipment is introduced
- Training provided is very specific with a technical focus and does not improve generic and transferable skills



Actions taken to assist in case of restructuring in textile sector

- **Joint Social Partners Platform** for development of textile sector (IT): improving quality of products and emphasising the origin of the product (“Made in Italy/EU”)
- **Financial support** for redundant workers in textile granted by the Ministries of Finance and Employment; possibility to claim full pensions for employees at the age 50+(Naussa, EL)
- One stop shop for the redundant workers (provision of **training** and **assistance in finding alternative employment**) by Public Employment Services agency in Malta to the ex-employees of the Denim Service Group of Companies (Malta)



Thank you!

- More information:
- <http://www.eurofound.europa.eu>