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# Trends and differences in closing the gender gap in the EU

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## The EU may help upward convergence, but

- Country specific social, cultural and family models are partly different
- Globalization (including migration) reshuffles differences but also creates new ones
- The EU has initiated a long process of redefinition of gender roles
- But without touching important dimensions such as family legislation and partly also reproductive rights.
- Austerity policies have also weakened policies aimed at rebalancing gender relationships and inequalities, with particularly negative consequences in the countries that were late come in the process

According to the 2013 EIGE report, because of the crisis

- There has been a reduction of the gender gap in employment and wages, but because of a worsening of men's conditions
- Women have remained in the labour market
- Austerity measures may worsen the work-family situation
- In the large majority of countries no attention for the gender impact of austerity measures.

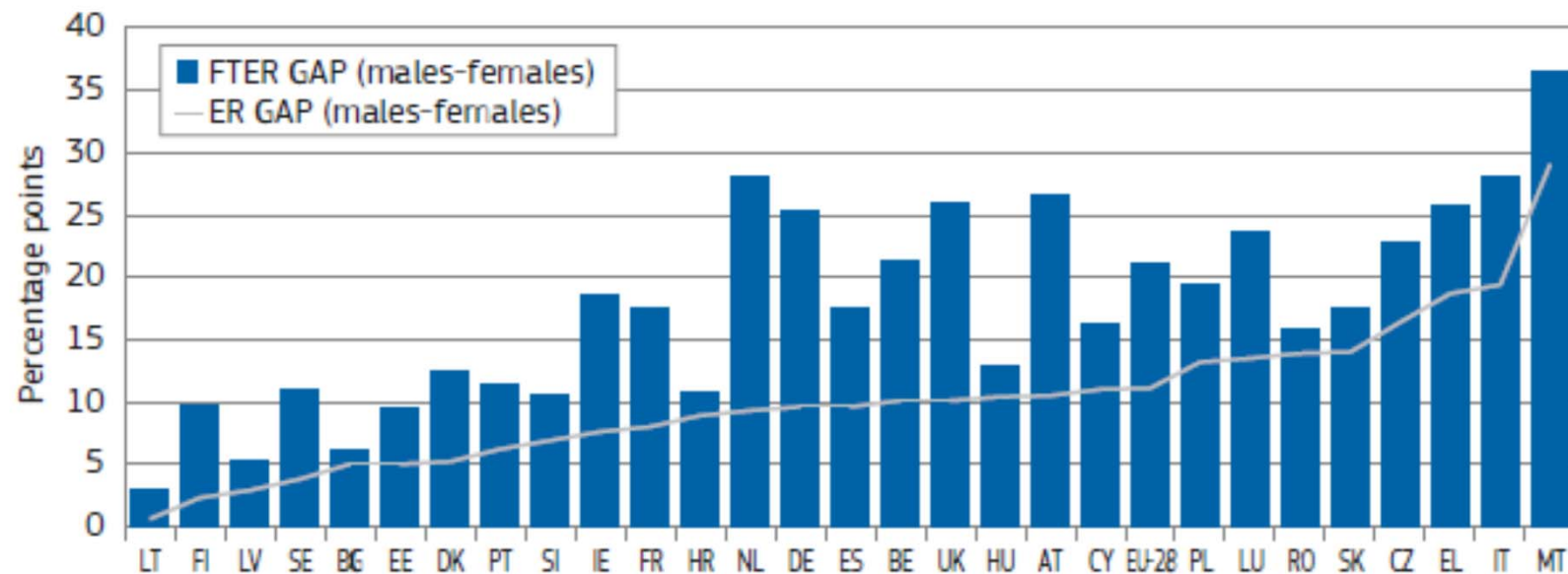
**But there are important cross country differences, also because of different starting points**

Employment, unemployment,  
inactivity

## With the crisis

- Men's employment has suffered more than women's
- Women are still more present among the inactive, but the increase has been higher among men
- Unvoluntary part time has increased everywhere, and more so where it was already high.
- Men loose their job more frequently, but find another one more quickly
- “added worker” effect: dual workers couples have increased, and, to a lower degree, also couples in which only the woman works.

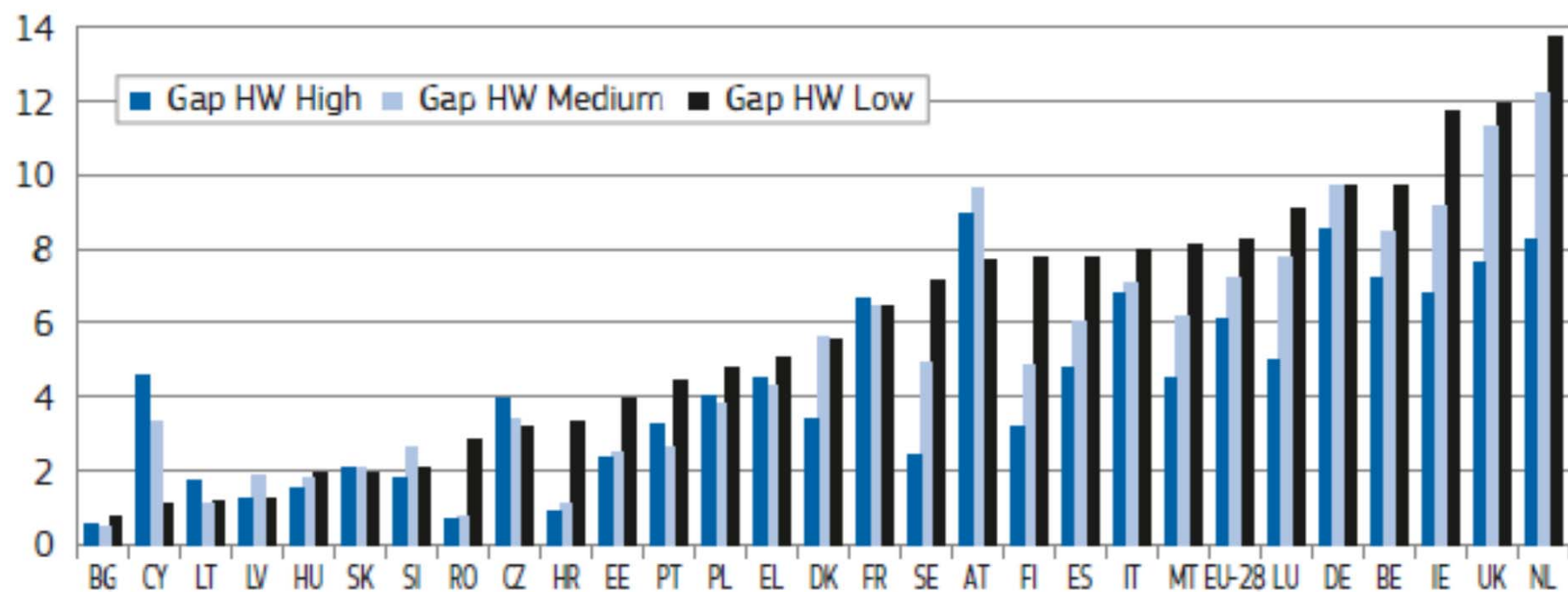
**Chart 23: Gaps between male and female full-time equivalent employment rates (FTER) and employment rates (ER) in 2012**



*Source:* Eurostat, Average number of usual weekly hours of work in main job, by sex, professional status, full-time/part-time and economic activity (from 2008 onwards, NACE Rev. 2) – hours [lfsa\_ewhun2], Employment rates by sex, age and nationality (%) [lfsa\_ergan].

*Note:* Age group 15–64.

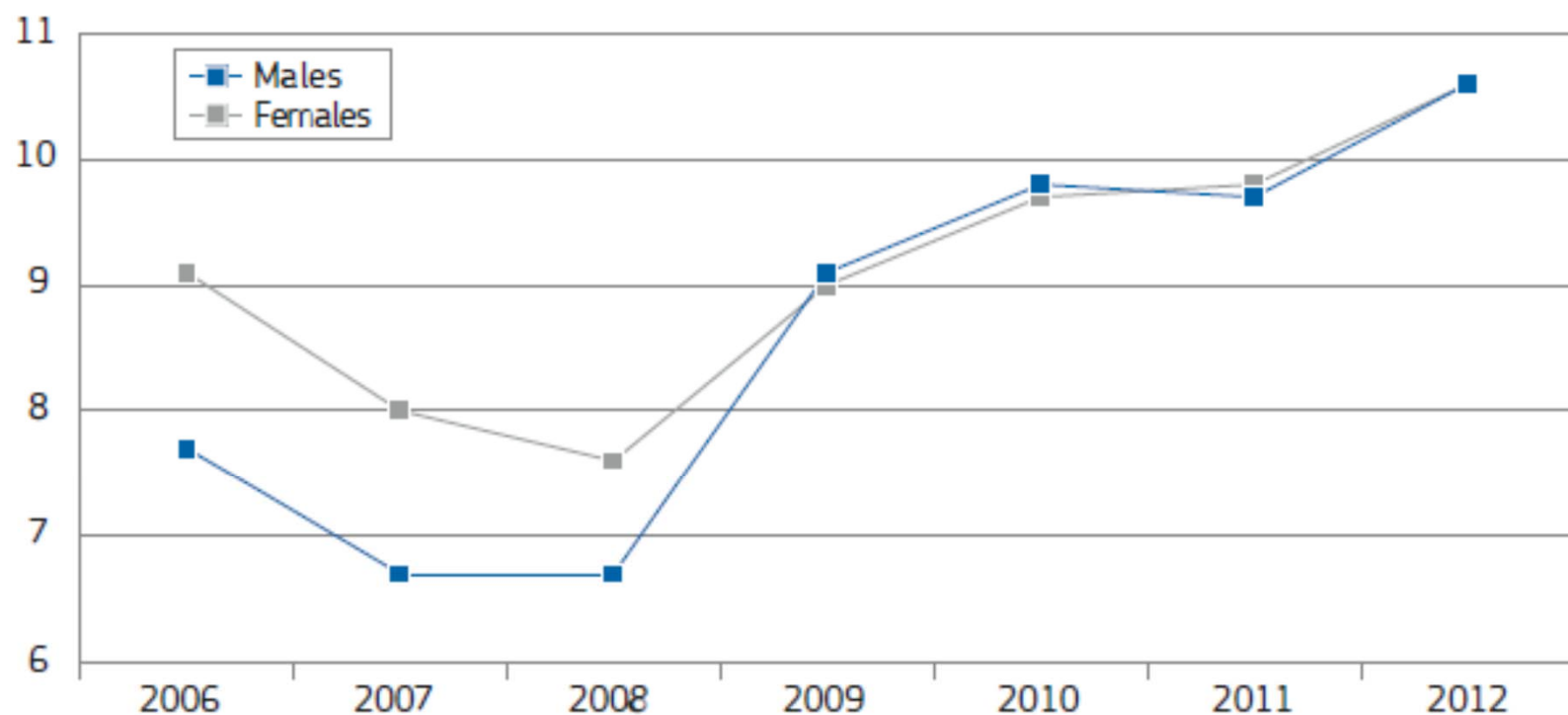
**Chart 28: Gender gaps in average number of usual weekly hours worked (males-females) on various education levels in the Member States in 2012**



*Source:* DG EMPL calculation based on Eurostat, Average number of usual weekly hours of work in main job, by sex, professional status, full-time/part-time and economic activity (from 2008 onwards, NACE Rev. 2) – hours (lfsa\_ewhun2).

*Note:* ‘Gap HW’ stands for the gender gap (males-females) in average number of usual weekly hours worked; ‘High’ stands for high education (ISCED 5-6); ‘Medium’ stands for medium education (ISCED 3-4) and ‘Low’ stands for low levels of education (ISCED 0-2). Age group: 15–64. Gap=corresponding figure for males – corresponding figure for females.

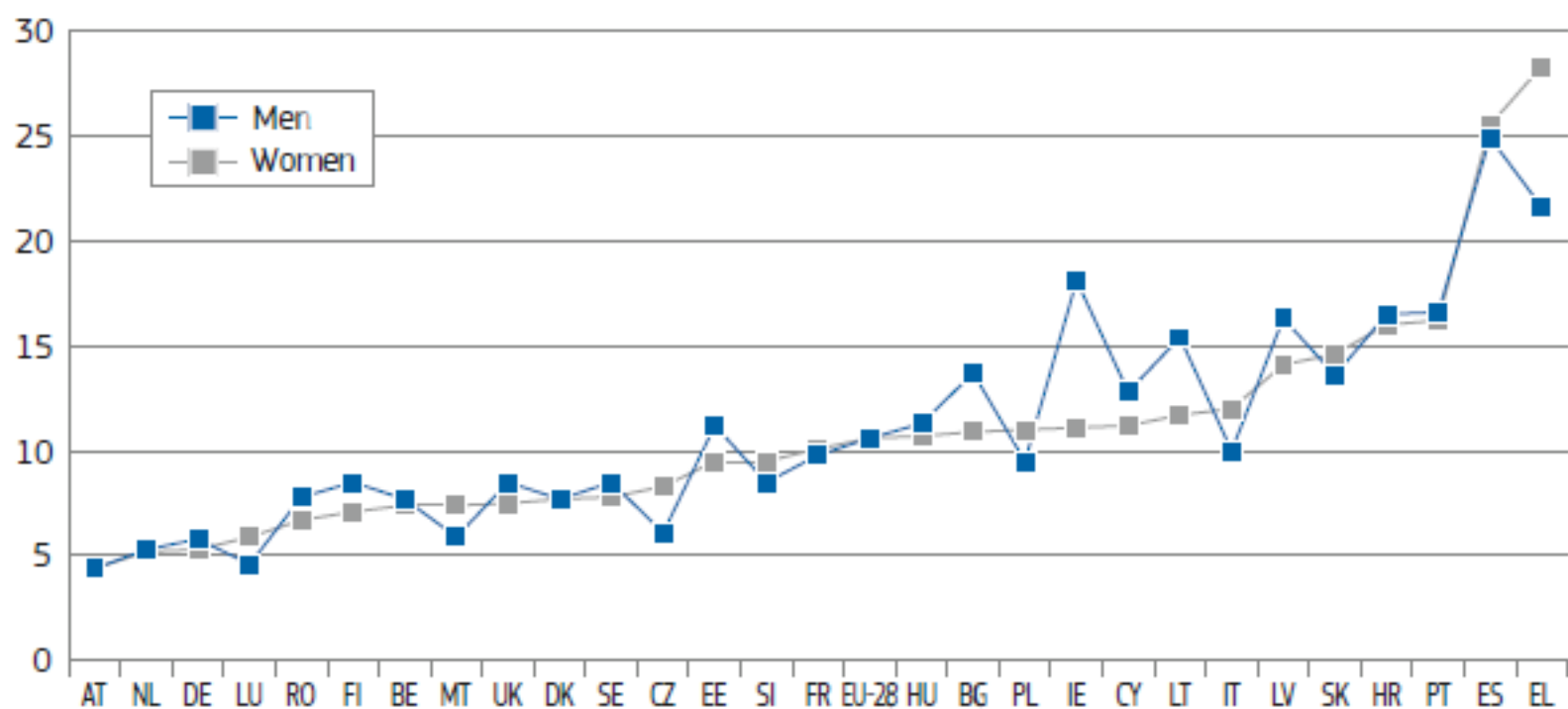
**Chart 15: Unemployment rate in the age group  
15–64 in the EU-28**



Source: Eurostat, Unemployment rates by sex, age and nationality (%) [lfsa\_urgan].



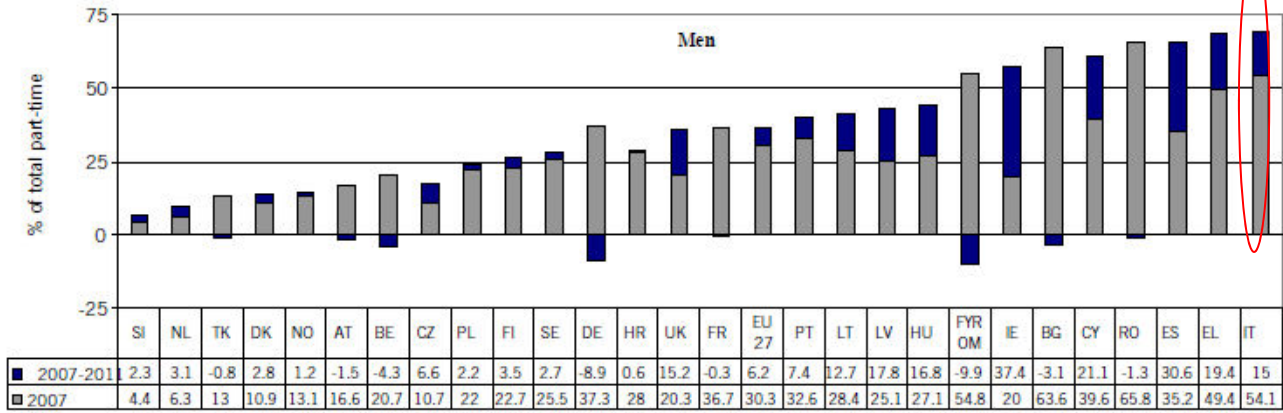
**Chart 16: Unemployment rate of men and women in EU Member States in 2012**



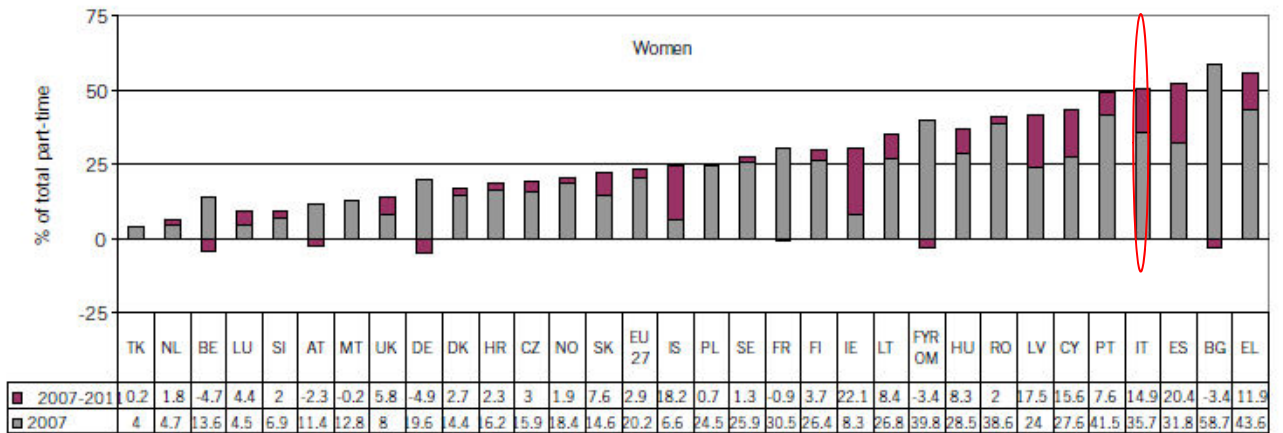
Source: Eurostat, Unemployment rates by sex, age and nationality (%) [lfsa\_urgan].

Figure 1.8. Involuntary part-time, 2007-2011

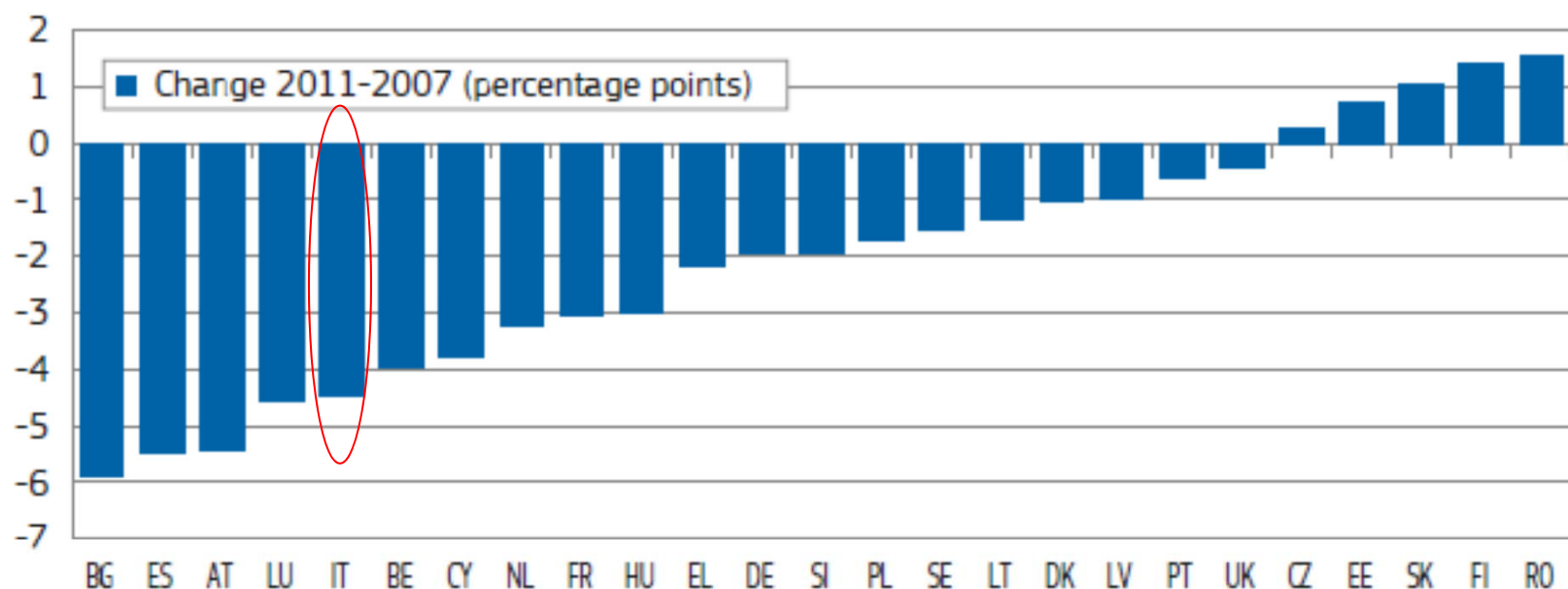
A. Men



B. Women



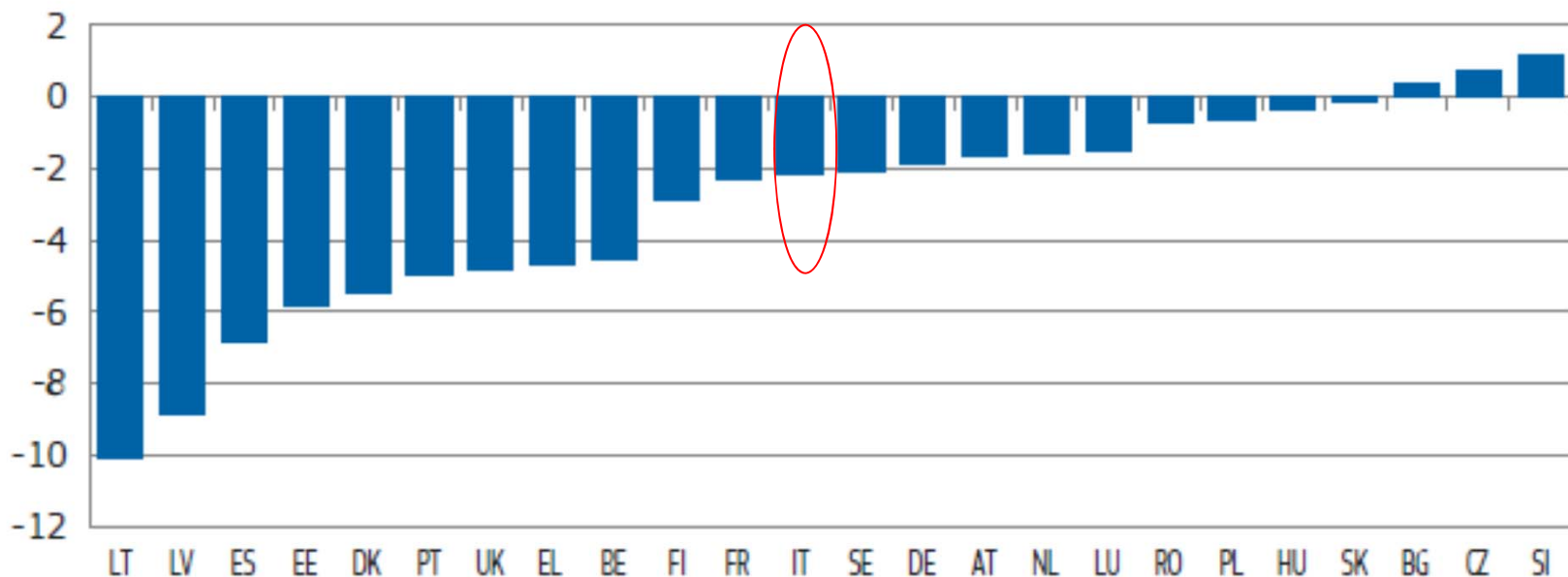
**Chart 10: Change in the sample share of non-working females with a working male partner between 2007 and 2011 (percentage points)**



*Source:* DG EMPL calculations using EU-SILC data for 2007 and 2011.

*Note:* Only partnered women are considered where both partners are between the ages of 18 and 59; as to work status, the self-defined current economic status is considered. The term working includes full-time and part-time employment, while non-working includes inactivity and unemployment; a more detailed breakdown is not feasible due to insufficient observations.

**Chart 13: Change in the sample share of couples where a woman has no earnings/earns less than a man (percentage point change between 2007 and 2010)**



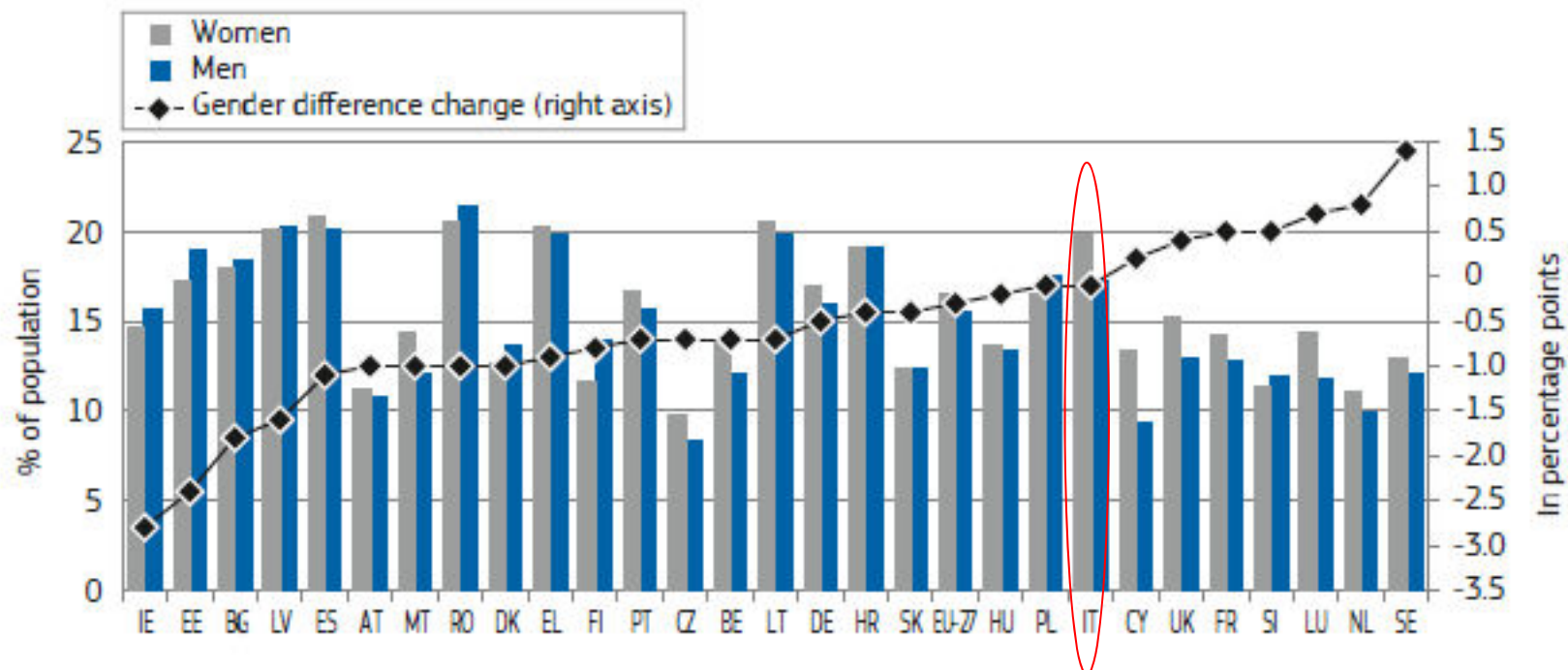
*Note: A woman earns less/more than a man if her income is below 45% / above 55% of the joint income of the couple. Only 2 adult households with at least one working partner are considered. Households where at least one partner is self-employed or retired are excluded. DG EMPL calculation using EU-SILC 2007, income data for 2006 and EU-SILC 2010, income data for 2009.*

# Poverty risk

- In most countries women have a higher risk of poverty than men, but
- Due to the crisis, in many countries, men's risk of poverty has increased (including in work poverty), causing a reduction in the gender gap without any improvement for women
- → the family status plays a different role in men's and women's risk of poverty



**Chart 21: At-risk-of-poverty rate by gender in 2011 and changes in gender difference in the at-risk-of-poverty rate between 2008 and 2011, population aged 18–64 years**



*Source:* DG EMPL calculations based on Eurostat, At-risk-of-poverty rate by poverty threshold, age and sex [ilc\_li02].

*Notes:* a) a positive value of gender difference change indicates that the relative position of women has worsened, while negative values reflect a relative worsening of the position of men; b) AROP is measured at 60% of median equivalised income after social transfers; c) Pensions are included in social transfers.

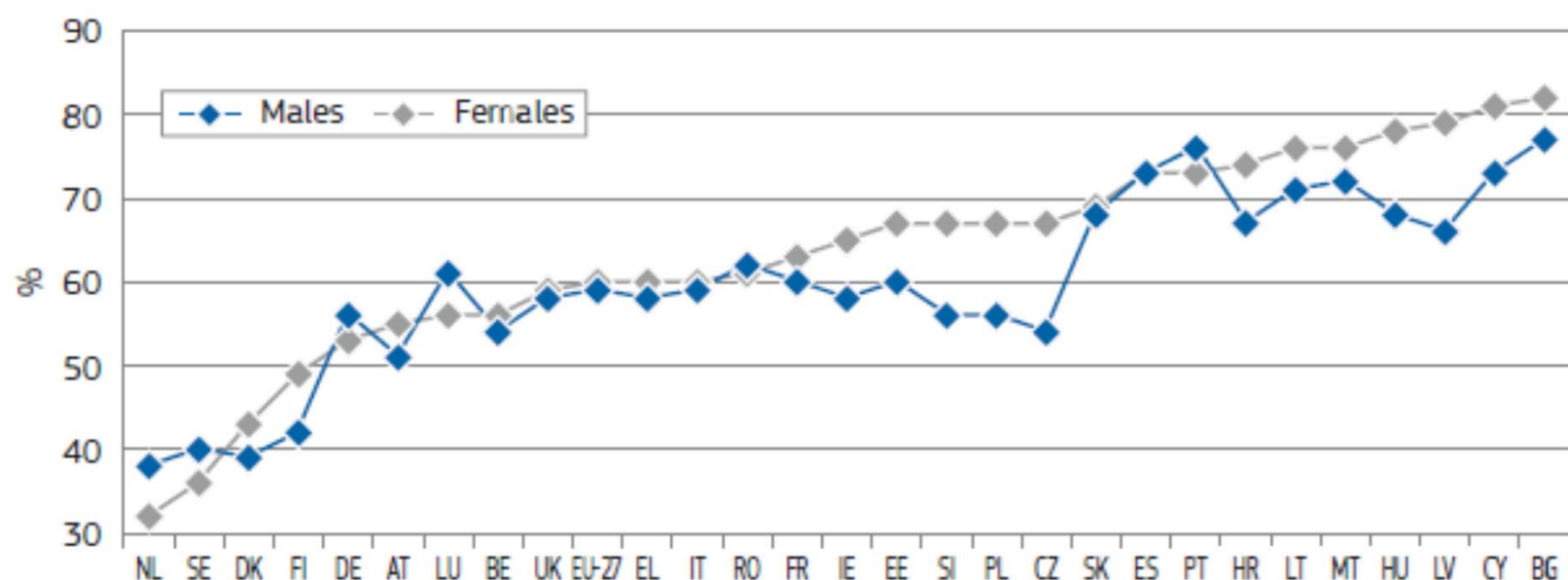
# Work-family conciliation



# Crucial dimensions pertain to

- Work organization
  - Men's behaviour
  - Time and services policies
- All three these dimensions show cross countries variation

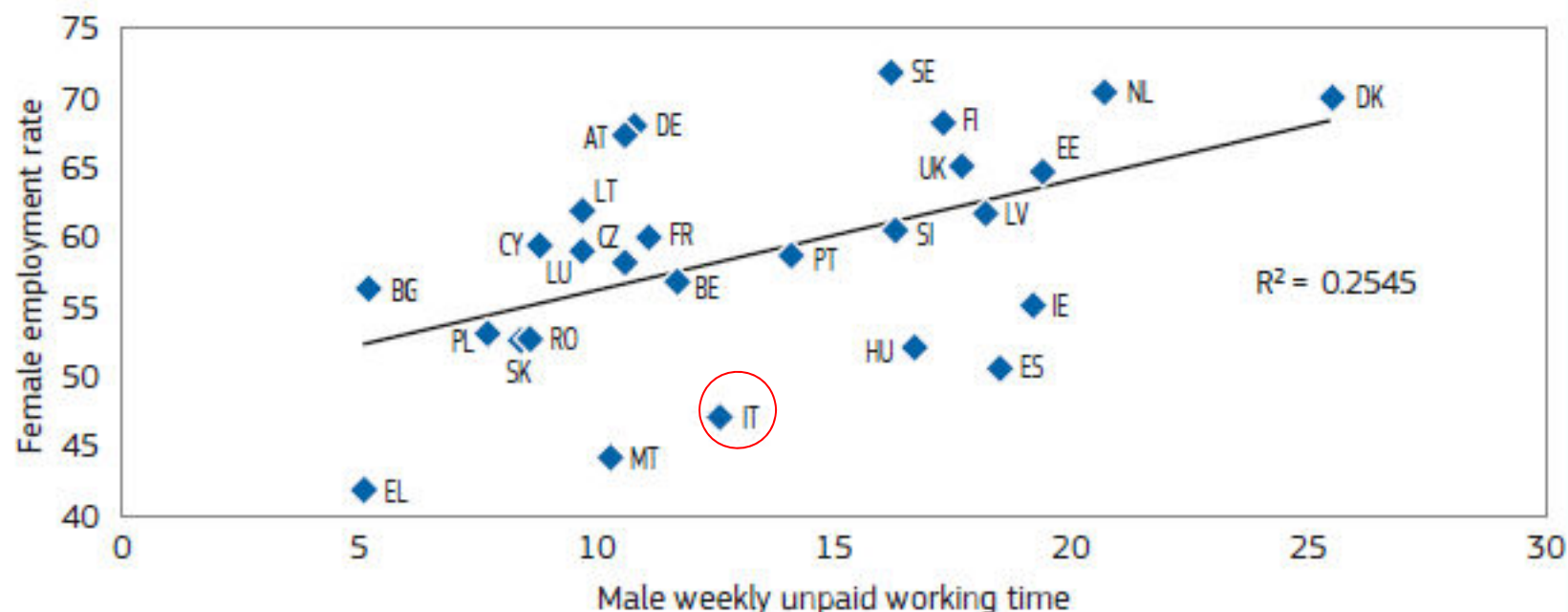
**Chart 42: Share of respondents whose working time arrangements are set entirely by the employer**



Source: EWCS 2010; Q39 How are your working time arrangements set?

- There is a positive correlation between women's employment and men's participation in paid work, at the country and at the individual level.
- But with important cross countries differences (cultural models?)

**Chart 45: Correlation between the employment rate (%) of women and male weekly unpaid working time (hours)**

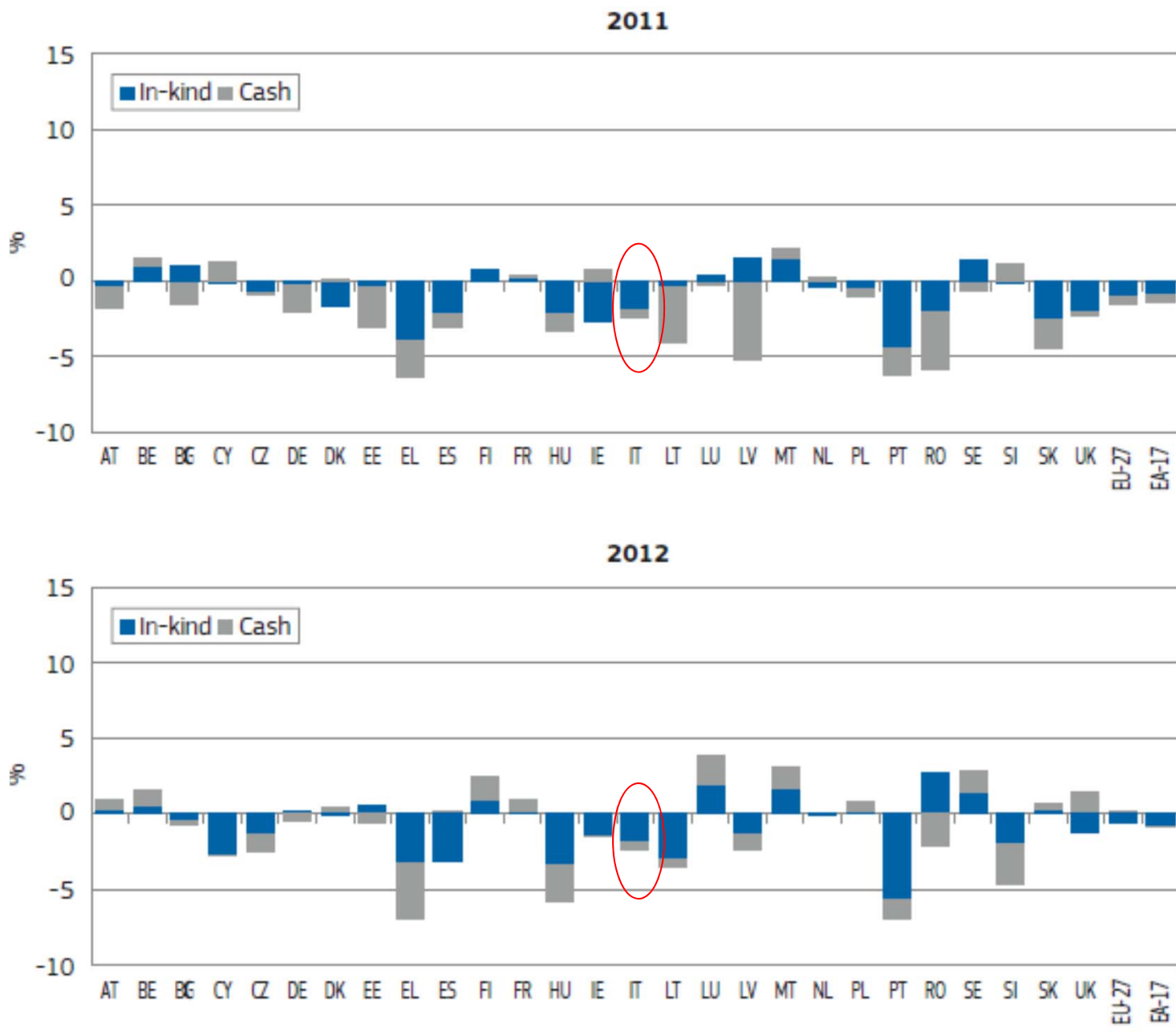


*Source:* European Commission (2012f), Annex 4.1 Average weekly paid and unpaid working time by gender, by country, 2010.

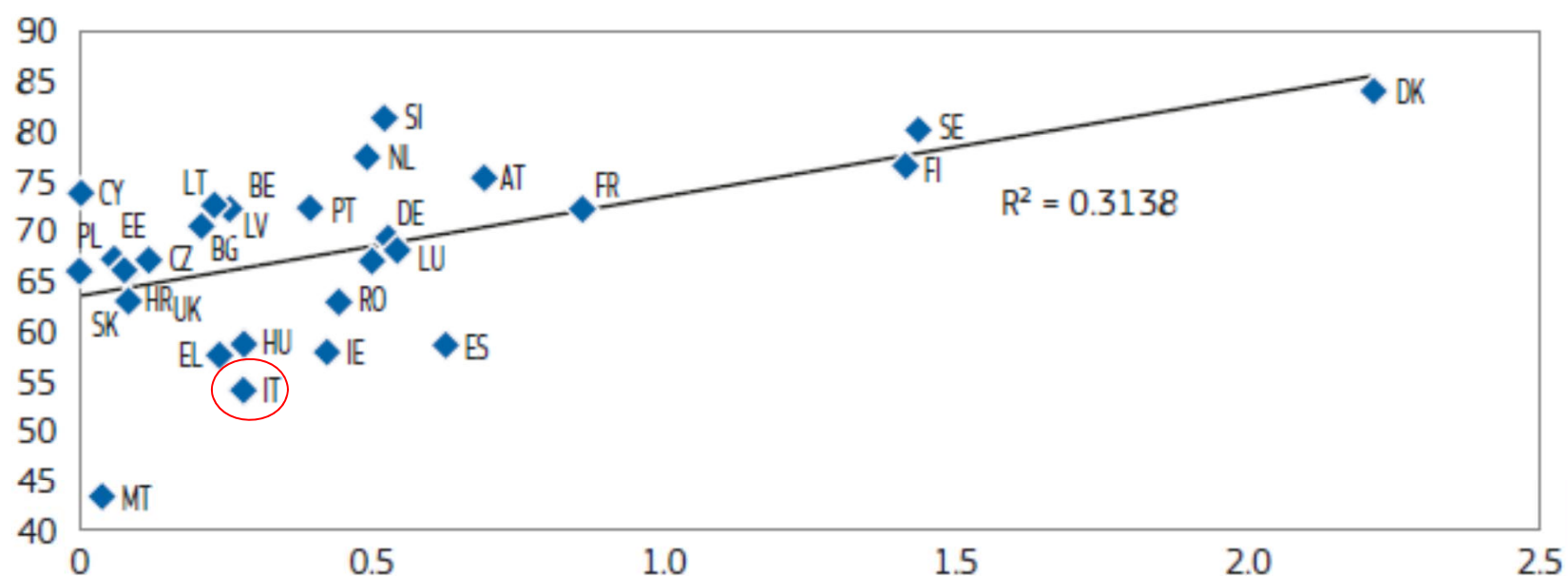
*Note:* No data was available for Croatia. Eurostat: Employment rates by sex, age and nationality (%) [lfsa\_ergan].

*Note:* Correlation coefficient: 0.50.

# Trends in social spending 2011-2012



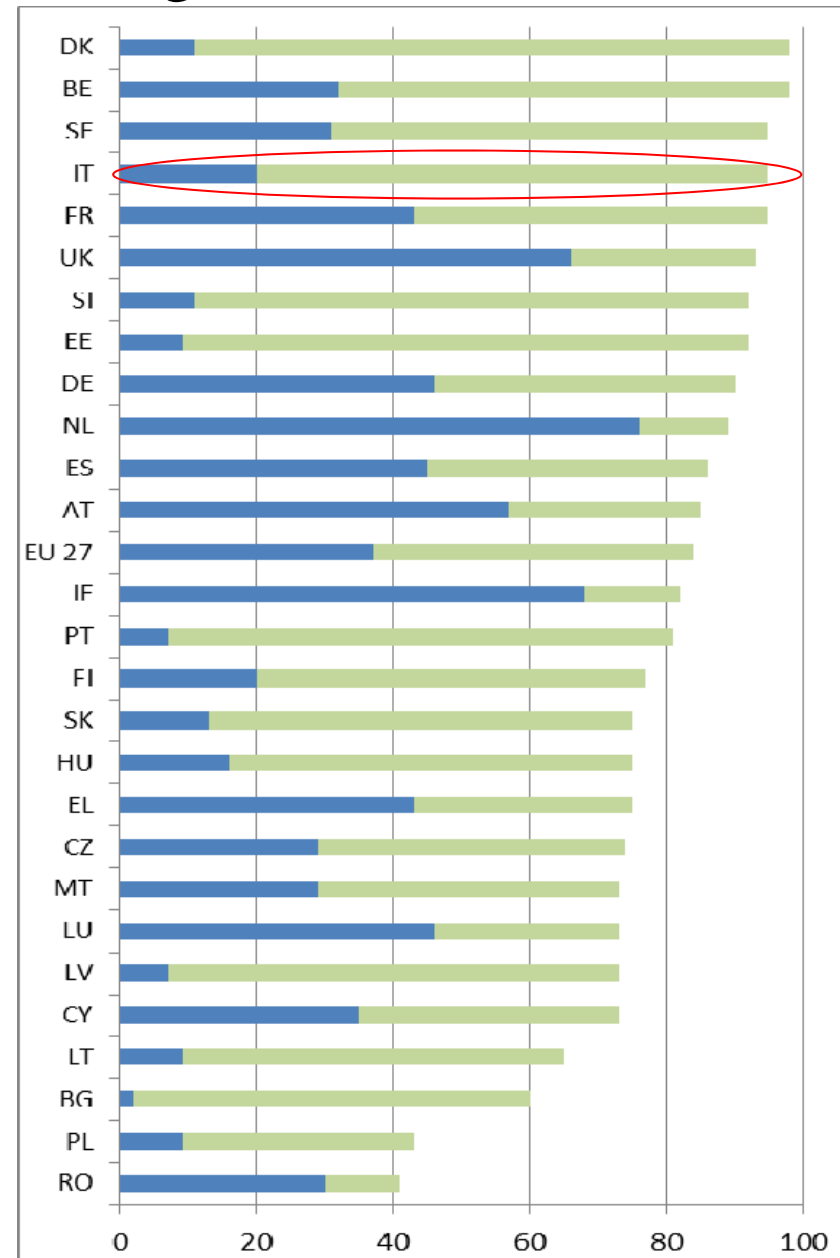
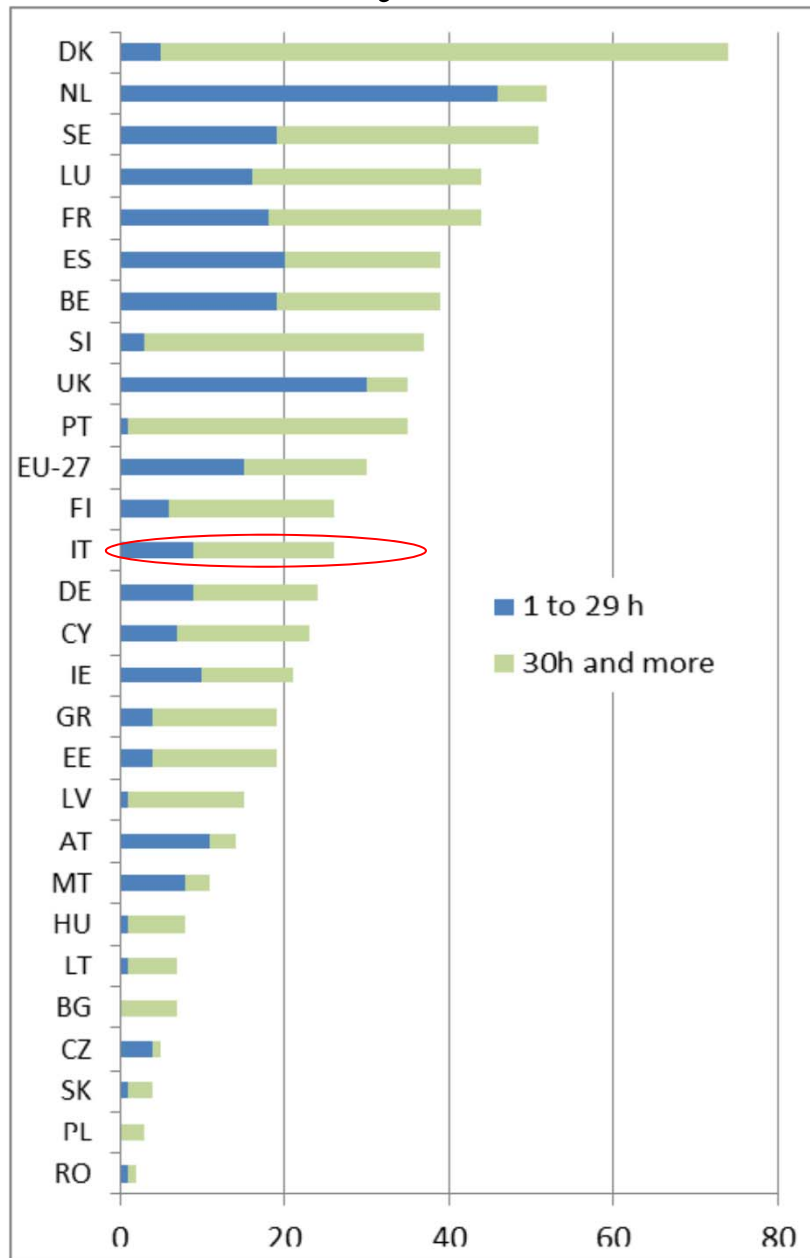
**Chart 54: Correlation between spending on in-kind benefits (% of GDP) and the employment rate of adult women with children (2010)**



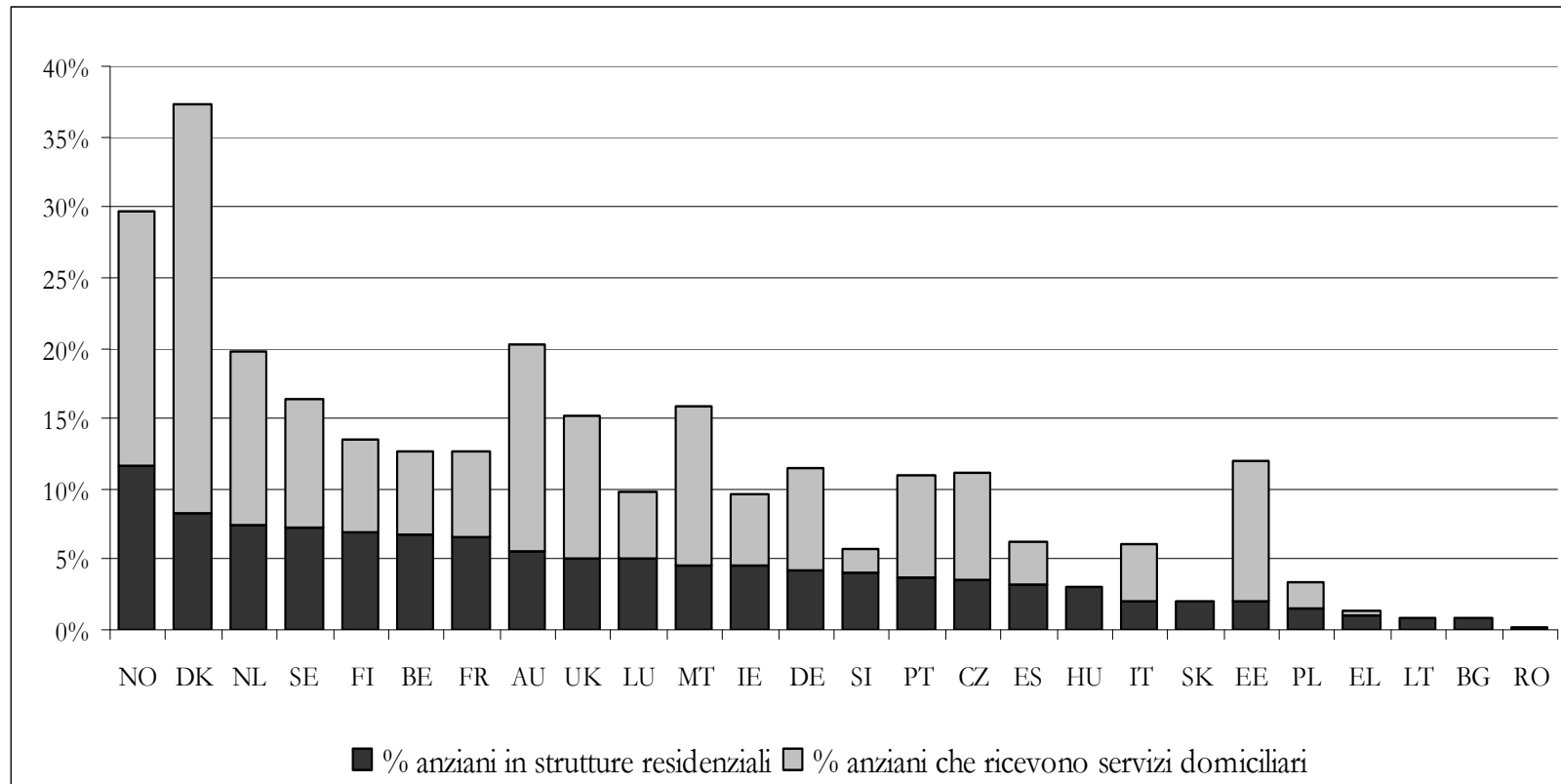
*Source:* Eurostat, Tables by benefits – family/children function [spr\_exp\_ffa], Employment rate by sex, age groups, highest level of education attained and household composition (%) [lfst\_hheredy].

*Note:* Correlation coefficient: 0.56.

# Nursery school (0-3) and kindergarden attendance



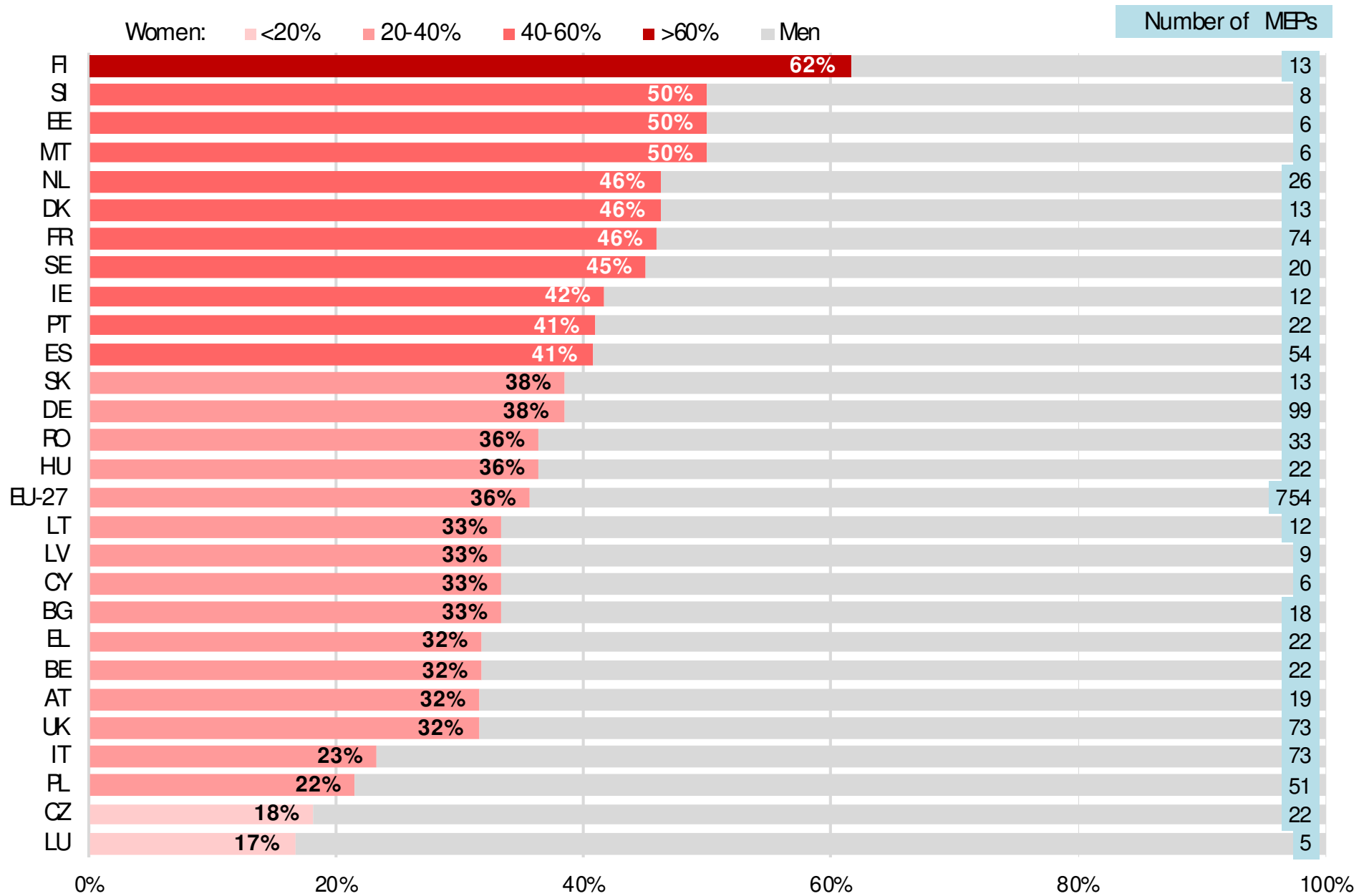
## Care for the frail old. Coverage rates through home and residential care, for the > 65 anni population



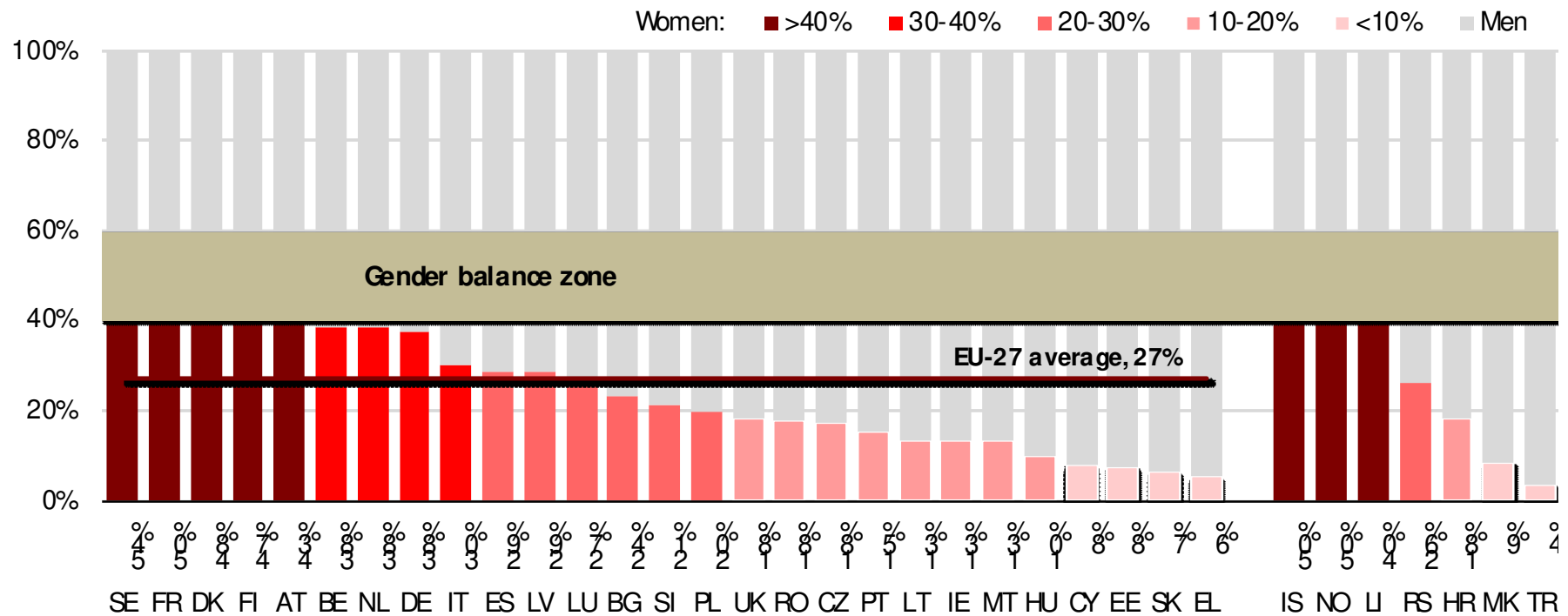


# Men and women in decision making

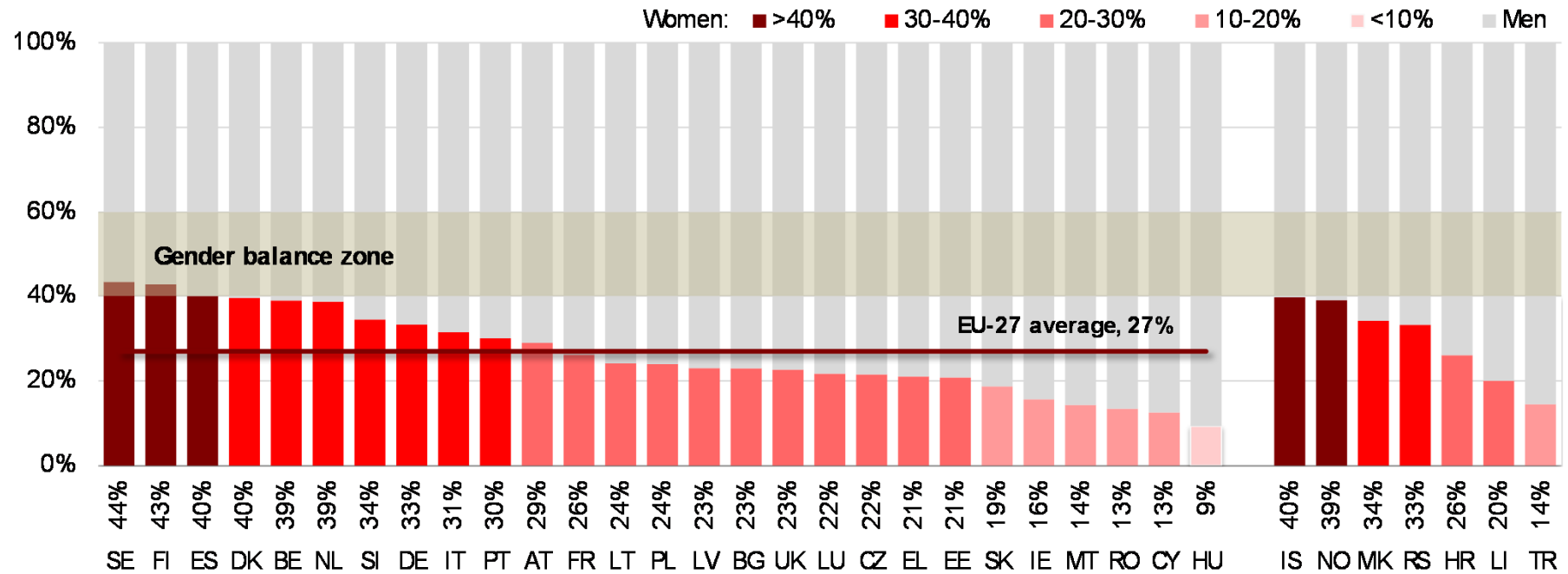
# In the EU parliament



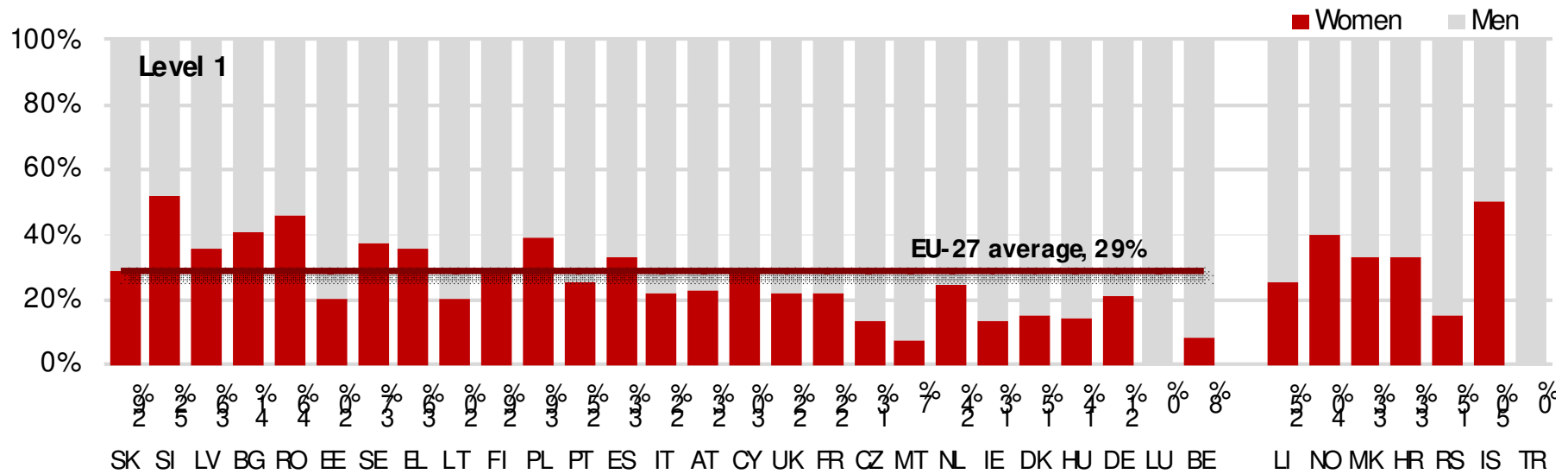
# Ministers with portfolio in national governments



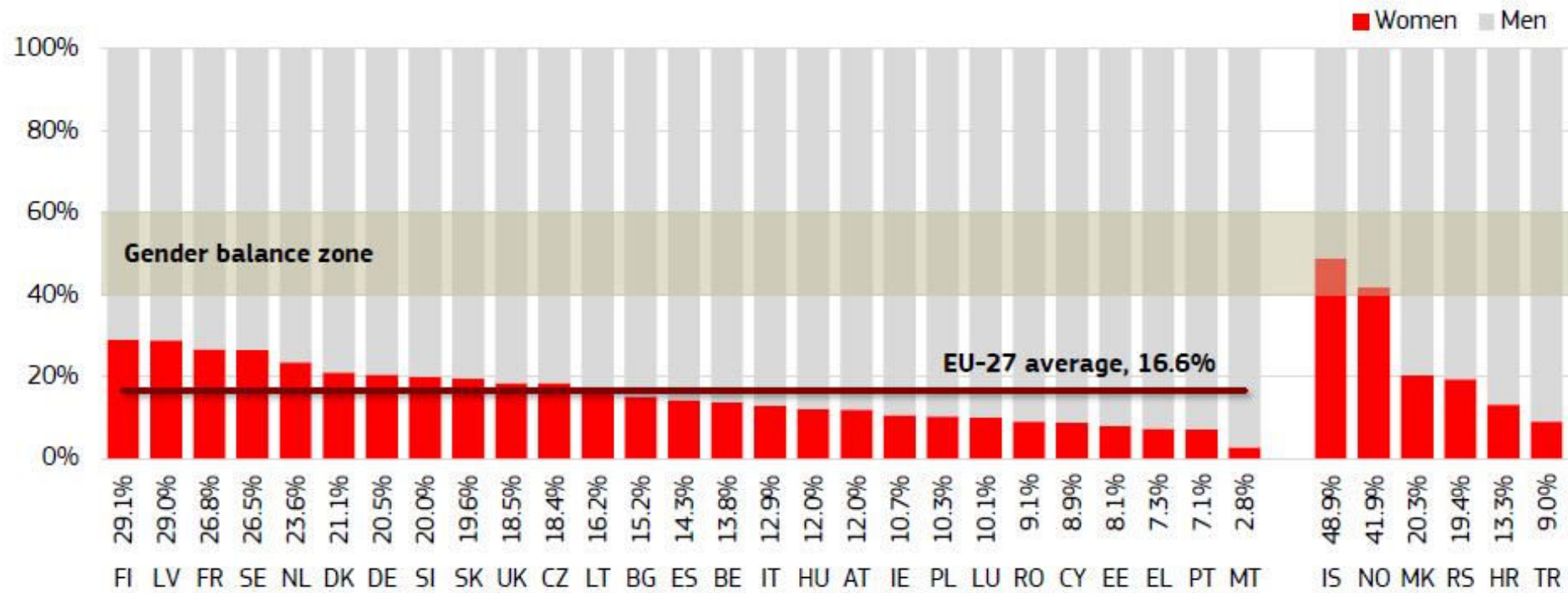
# MPs in national parliaments 2013



# In top position in public administration



# Men and women in administration boards. April 2013. Increasing, but..And still very few at the very top



Within the university, still far from balanced and cross country differentiation

- From 36% in Romania to 20% in Italy and Sweden, to 17% in Austria, Estonia, Regno unito e Spagna, down to 15% in Germany and Denmark and 9% in Luxemburg.

# Concluding remarks



## Trends towards an upwards closing of the gender gap

- Appear more, although still partially, in the higher section of distribution (administration boards, parliaments), less so for the majority of women.
- Austerity policies, in so far they affect services and income transfers, are in contrast with gender equality goals and are likely to affect more negatively women in the middle and lower end of the distribution
- The contrast is particularly evident in countries that were farther from those goals to begin with (see e.g. the Spanish case)

Furthermore, crucial issues for gender equality and women's autonomy are left to national legislation and their differences, e.g.:

- Contraception and abortion
- Access to reproductive technology
- Divorce
- Marriage
- Protection against violence