



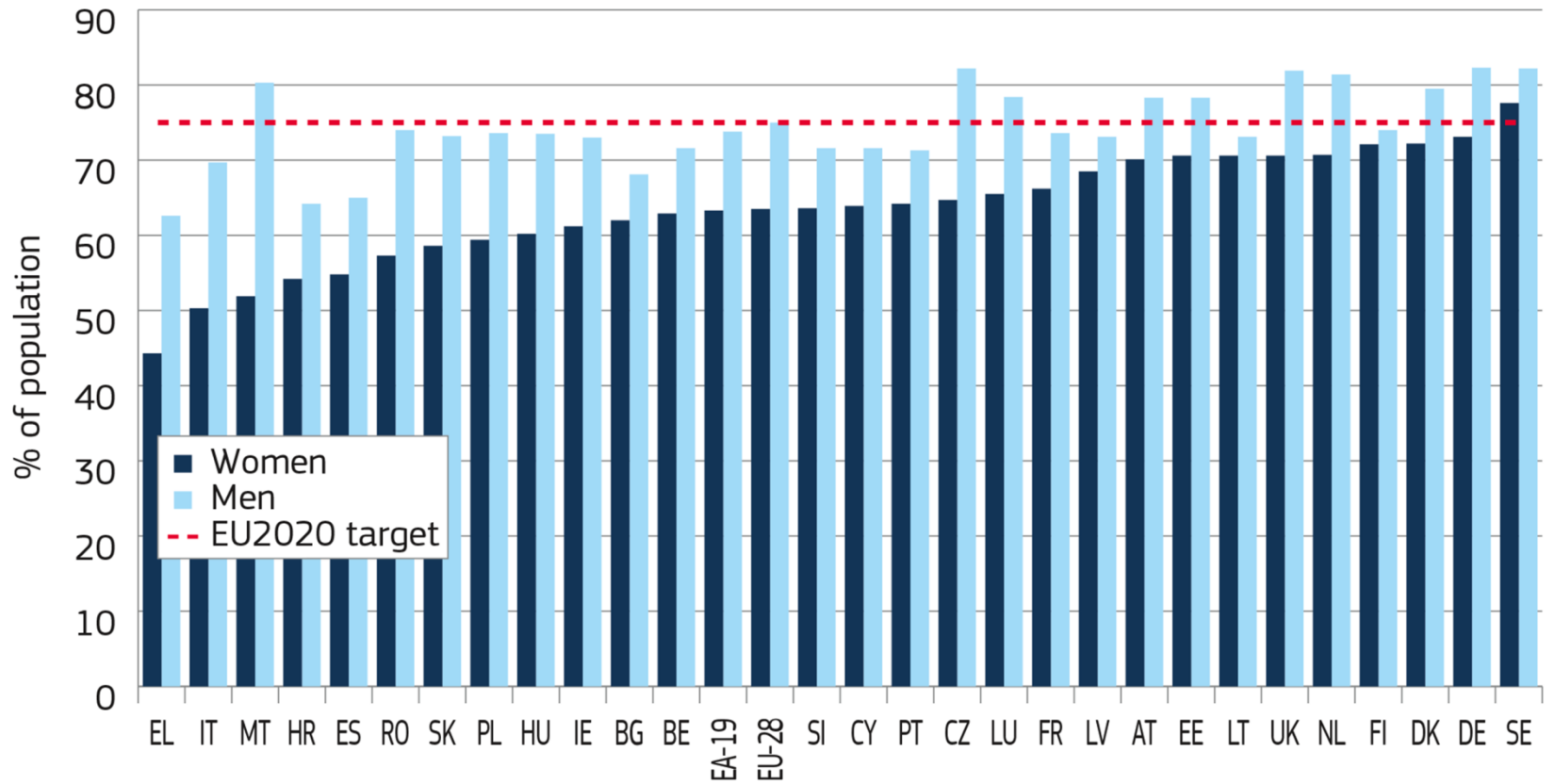
EU's role in promoting gender equality

Amsterdam, 19 April 2016

Manuela GELENG
Acting Director, Social Affairs
DG Employment, Social Affairs and Inclusion

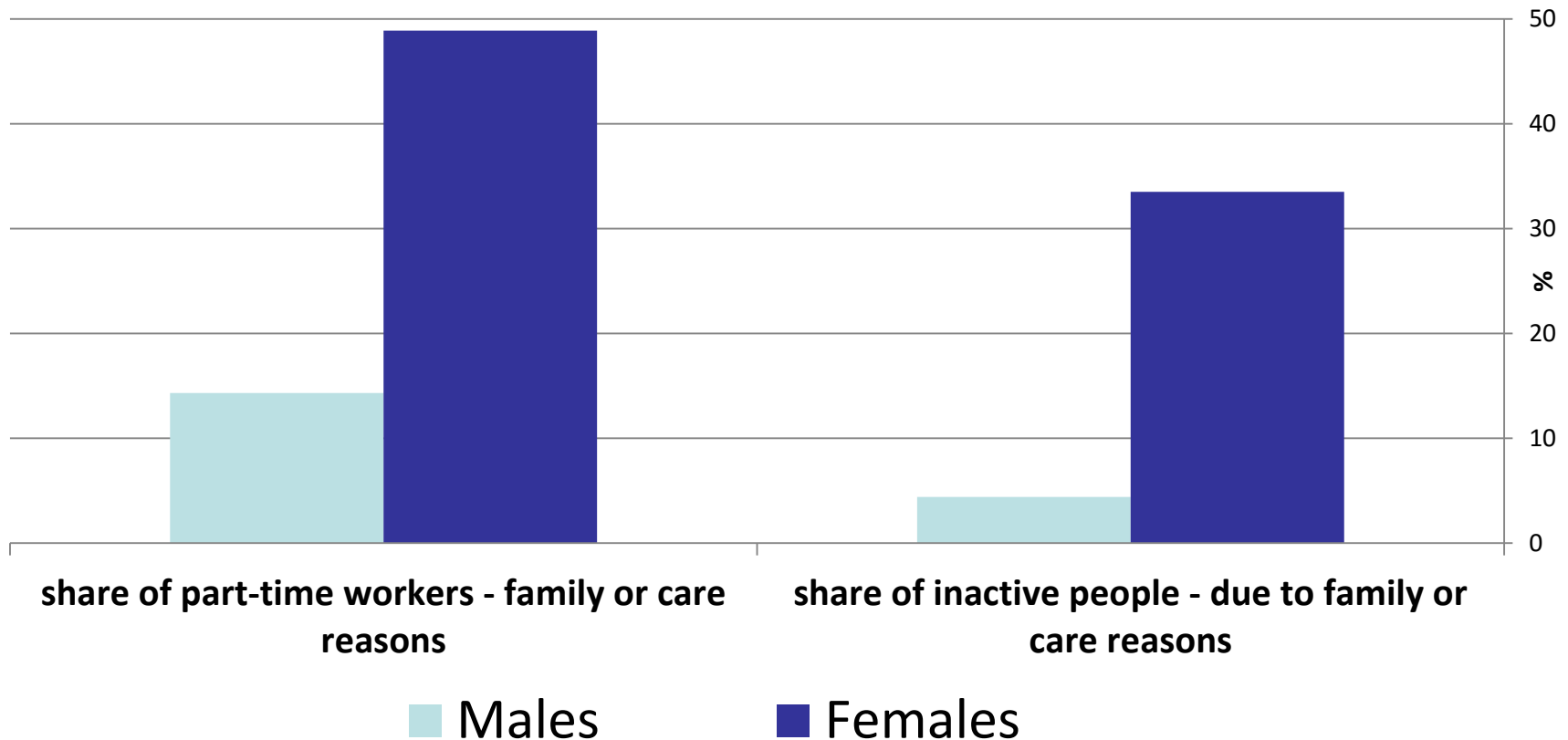


Employment rate and the EU2020 employment target, 2014



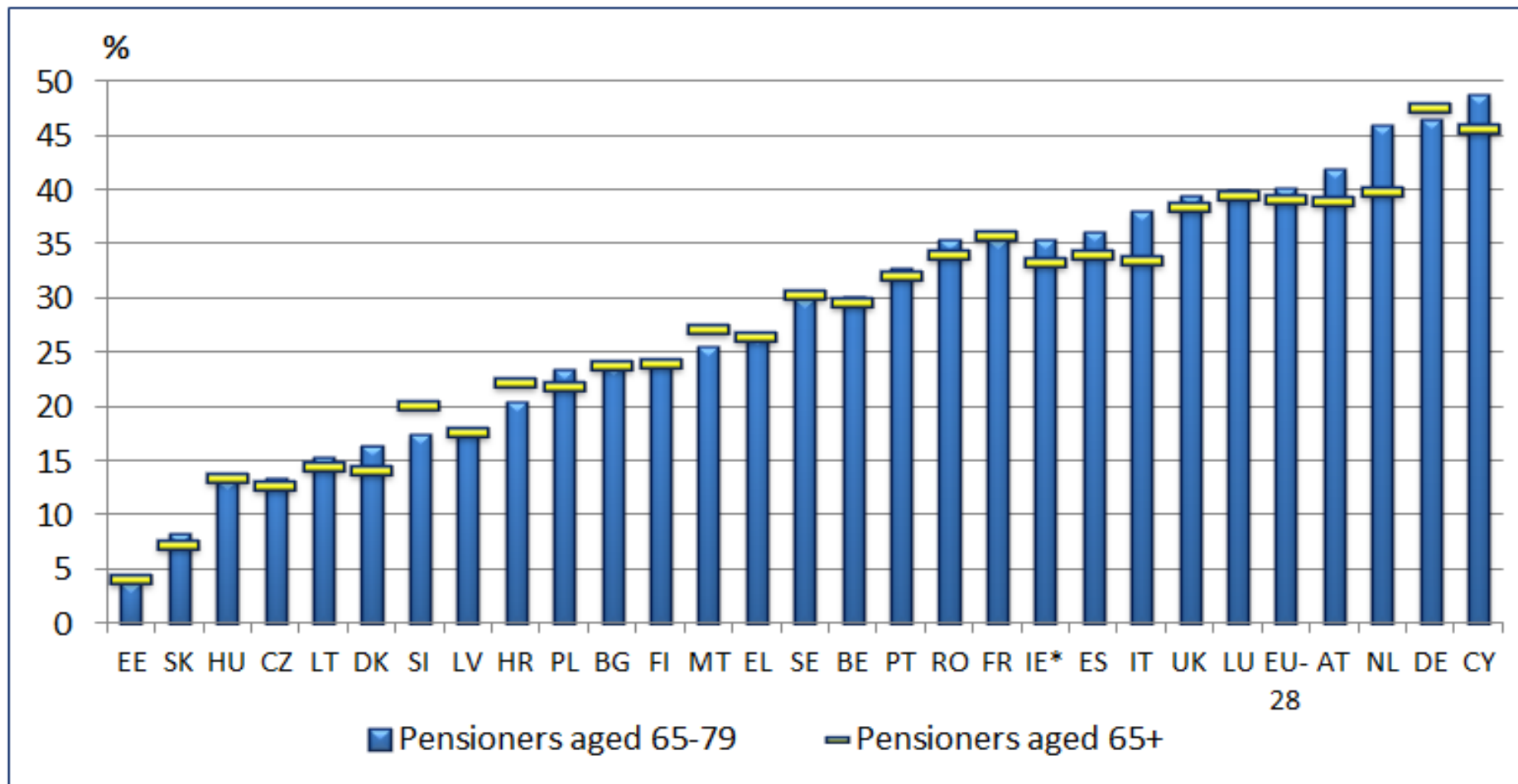
Source: Labour Force Survey.

Share of people inactive/part-time due to family or care reasons



Source: Labour Force Survey

Gender Gaps in Pensions (in %), pensioners aged 65+ and 65-79, 2014



Source: EU-SILC, ENEGE.
Note: * - 2013 data for IE

EU-level action

Employment guidelines

Defining common priorities for Member States' employment policies

- **Guideline 6** calls for equal pay and reconciliation between work and family life, in particular access to affordable quality early childhood education, care services and long-term care.
- **Guideline 7** addresses quality employment, including work-life balance, inclusive labour markets open to all men and women
- **Guideline 8** aims at promoting equal opportunities for women and men, and addressing inequalities. Affordable, accessible and quality childcare and long-term care services are listed as essential.

European Semester

Monitoring and promoting work-life balance and female employment in the economic governance cycle

2016 Annual Growth Survey

'Member States should have a comprehensive approach to improving the work-life balance, including through care facilities, leave and flexible working time arrangements, as well as tax and benefit systems free of disincentives for second earners to work or to work more. Particular attention is needed to single parents and people with caring responsibilities.'

*This year, **22 Country Reports** put attention on the challenges related to women's underrepresentation in the labour market*

***8 Country-Specific Recommendations** were issued in 2015 related to female labour market participation*

EU Funds to support gender equality and work-life balance (2014-2020)

- ***European Social Fund***

- Approximately **1.5 billion euros** allocated under the investment priority 'equality between women and men' supporting programmes to:
 - Support work-life balance
 - Combat wage disparities between women and men
 - Promote female entrepreneurship

- ***European Regional Development Fund***

- Approximately **1.25 billion euros** to support childcare infrastructure

'New Start' initiative for work-life balance

Replacing the Commission's 2008 proposal to amend the Maternity Leave Directive

Objective: addressing the obstacles to women's labour market participation through:

- Better reconciliation of work and family responsibilities
- A more equitable use of work-life balance arrangements between women and men

Taking a broad approach, considering a complementary *mix* of different policies needed for greater work-life balance and female labour market participation

European Pillar of Social Rights

Principle 5. Gender equality and work life balance

a. Gender equality in the labour market and education shall be fostered, ensuring equal treatment in all areas, including pay, and addressing barriers to women's participation and preventing occupational segregation.

- All parents and people with caring responsibilities shall have access to adequate leave arrangements for children and other dependent relatives, and access to care services. An equal use of leave arrangements between sexes shall be encouraged, through measures such as the provision of remunerated leave for parents, both men and women.*

- c. In agreement between employers and workers, flexible working arrangements including in the area of working time shall be made available and encouraged, taking into account both workers and employers' needs.*



Thank you!