

The EU and Gender Equality: from the Treaty of Rome to gender democracy



Belfast 28/09/07



Historical highlights

From equal pay to parity democracy

- **60s: around article 119**
- **70s: direct effect**
- **80s: labour market/families**
- **90s: Power/political**
- **2000: violence/gender mainstreaming**



Achievements

- **A strong institutional framework: Commission/Parliament/Council/ECJ/civil society**
- **Policy instruments: Directives /Programs/Road map/ESF**
- **Political commitment :Council resolutions/ A European Pact**
- **Implementing and Monitoring tools : A European Gender Institute**



Gender equality stocktaking

Money

Paid work

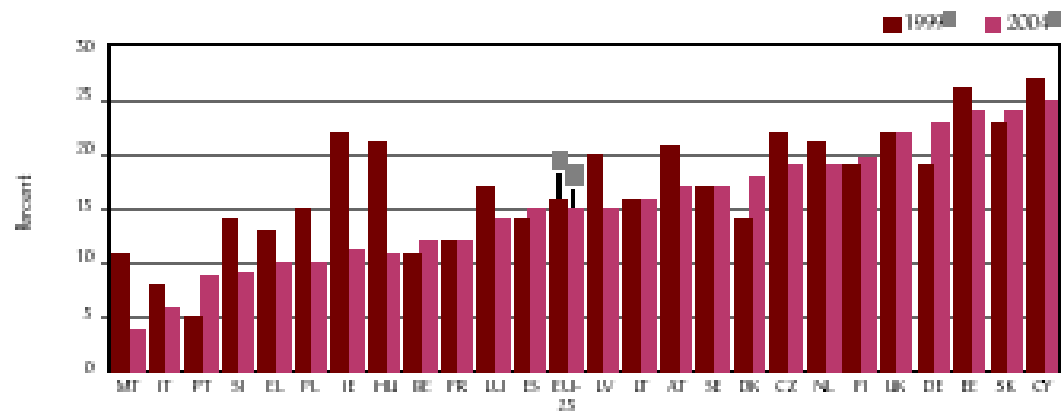
Time

Decision making power

knowledge

PAY GAP

Pay gap between women and men in unadjusted form in EU Member States – 1999 and 2004
(Difference between men's and women's average gross hourly earnings as a percentage of men's average gross hourly earnings)



Source: Eurostat. Administrative data are used for LU and the Labour Force Survey is used for FR and MT. All other sources are national surveys except as follows:

2004: Statistics on Income and Living Conditions (EU-SILC) – EL, ES and IE. The results of this new EU survey are provisional and subject to further quality checks; 1999: European Community Household Panel (ECHP) – BE, DE, IT, DK, IE, UK, EL, ES, PT, AT, PL.

Note: EU-25 estimates are population-weighted averages of the latest available national values adjusted where possible, to take into account a change in the data source. Exceptions to the reference years: (1) 2000 for MT; (2) 2001 for BE and IT; 2002 for SI; 2003 for AT, DK, FI and PL.

DE – A change of data source from 2002 is estimated to have increased the gender pay gap value by 4 percentage points.

DE – From 2002 national earnings surveys and the German Socio-Economic Panel have been used. This is estimated to have increased the gender pay gap value by 1 percentage point.

ES – From 2002 data from tax returns and the labour force survey have been used. This is estimated to have increased the gender pay gap value by 5 percentage points.

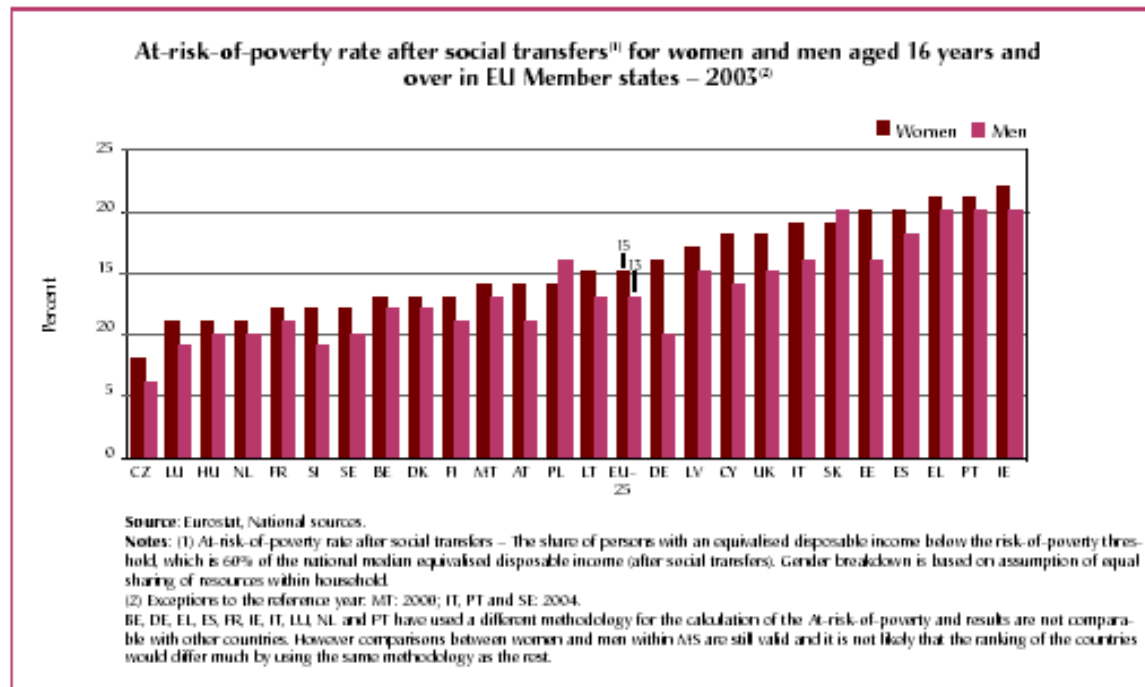
FR – A change of data source in 2003 is estimated to have decreased the gender pay gap value by 1 percentage point.

FI – A change of data source from 2002 is estimated to have increased the gender pay gap value by 4 percentage points.

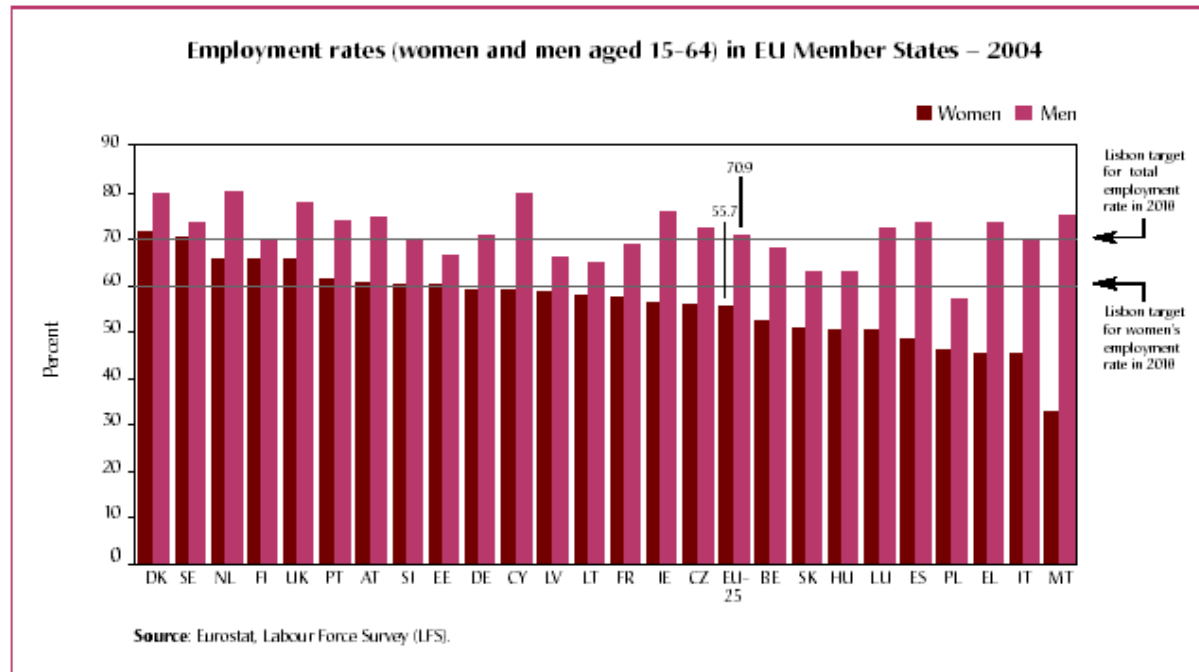
UK – A change of data source from 2002 is estimated to have increased the gender pay gap value by 2 percentage points.

AT, IE, EL: Change of data source: EU-SILC from 2003.

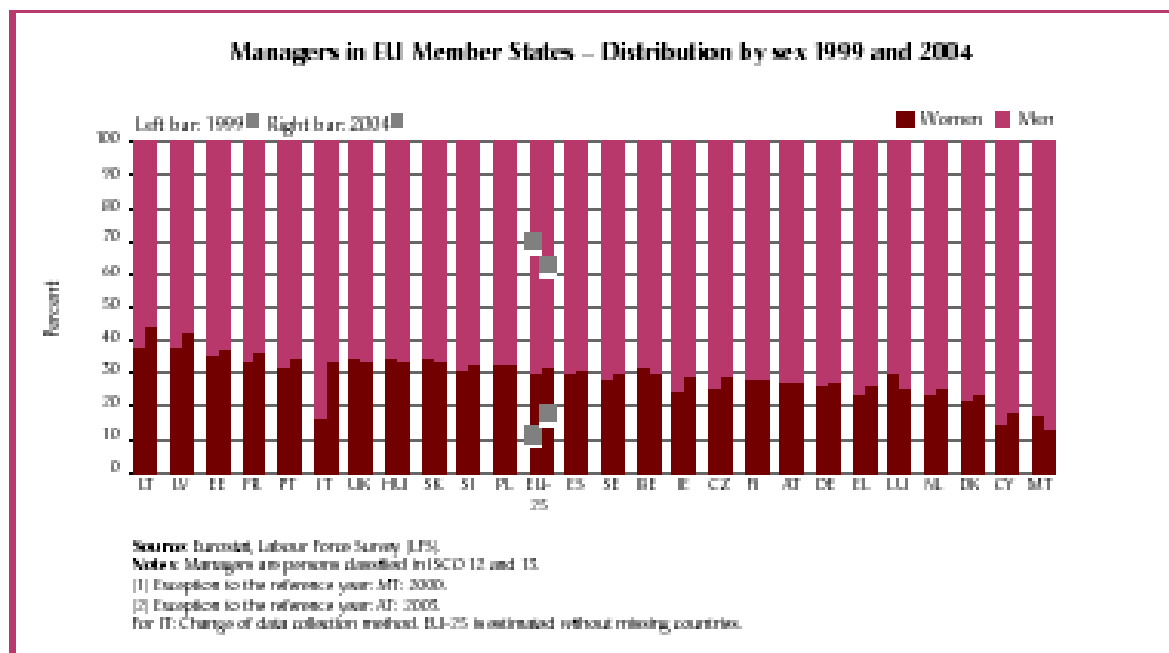
Risk of poverty



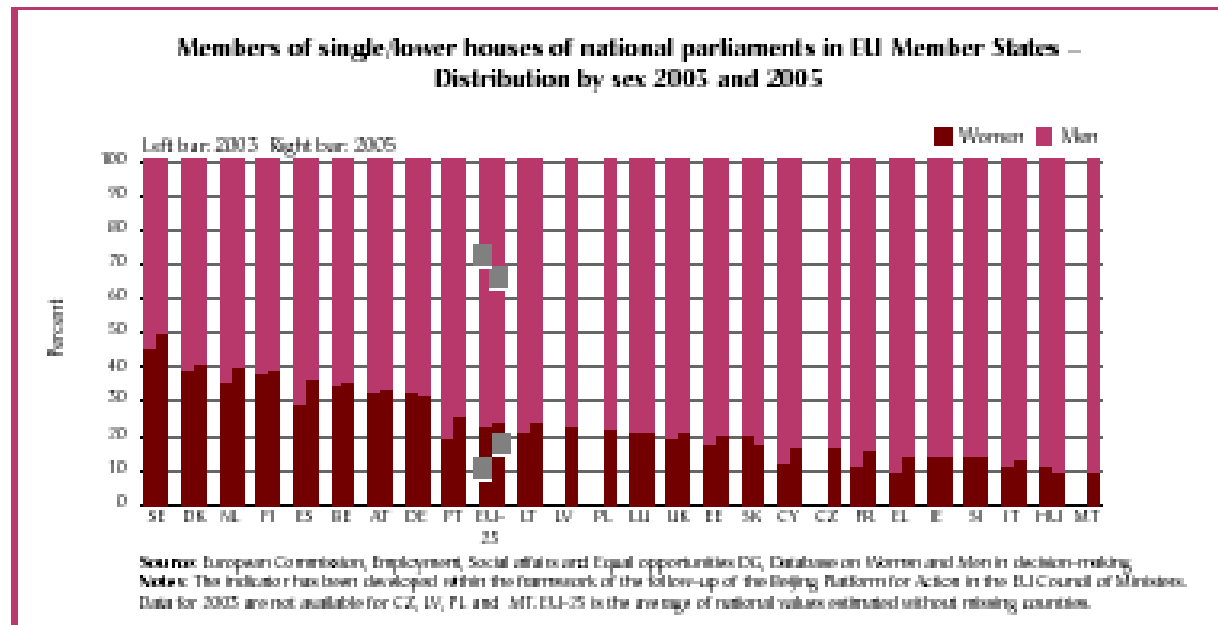
Employment gap



Representation gap (economic)

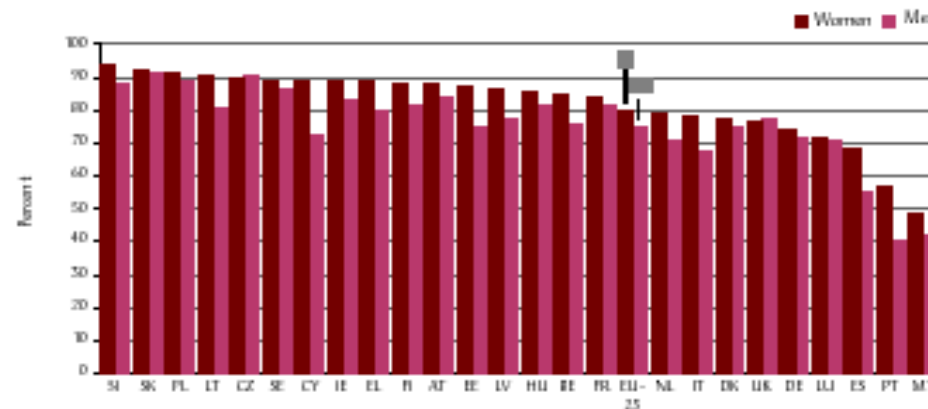


Representation gap (parliaments)



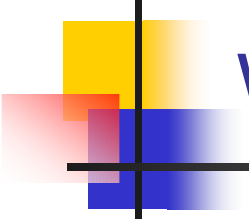
Educational attainment

Educational attainment (at least upper secondary school) of women and men aged 20-24, in EU Member States – 2005



Source: Eurostat, Labour Force Survey (LFS), Spring results.

Notes: FI, IE, LI, MT and EU-25: Provisional values. Exceptions to the reference year: DE: 2004. CY: students abroad are not covered.



A road map for equality between women and men

- **Equal economic independence**
- **Reconciliation of private and professional life**
- **Equal representation in decision making**
- **Eradication of all forms of gender based violence**
- **Elimination of gender stereotyping**
- **Promotion of gender equality in external and development policy**



A European pact for gender equality

- A european pact for encouraging action on Member State and Union level in the following fields:
- Measures to close gender gaps and combat gender stereotypes in the labour market
 - Measures to promote a better work life balance for all
 - Measures to reinforce governance through mainstreaming and better monitoring



Prospects

- **Demography : ageing, low birth rates,**
- **Growing inequalities: migrants, children and youth**
- **Growth, employment, confidence**
- **Legitimacy gap: renewal of politics**