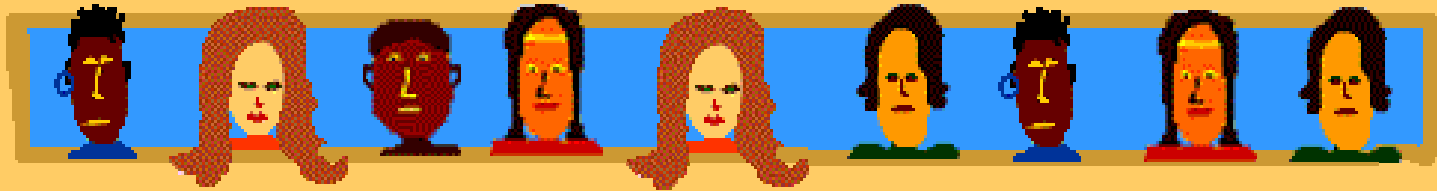


# Equal opportunities between men & women

RACINE – training tool

Mrs. Vicki Donlevy

Prague, April 2002



# Chapter 1

Why is equal opportunities  
between men & women  
important?

# Arguments in favour of equal opportunities linked to the labour market

- ∞ Work teams are more productive and better-balanced when they are mixed : less absenteeism for sickness, depression etc...
- ∞ Technological changes mean that jobs have evolved in all sectors of the economy. Today, posts which require physical strength are few and far between...
- ∞ Most of the new jobs created today are in the service sector – women have always been the majority labour force in this sector
- ∞ New technologies can, among other things, offer possibilities of reconciliation of work and personal life. Under certain conditions, teleworking can for example be favorable to conciliation.

# Arguments in favour of equal opportunities

## Fundamental rights

- ∞ The principle on which our societies are founded (see Declaration of Human Rights of the United Nations)
- ∞ Each person should have equal rights, in all aspects of their life, irrespective of sex, race or age
- ∞ To marginalise one half of the populationi is not only an attack on freedom, but can also create a climate of intolerance, dissatisfaction and isolation

# Arguments in favour of equal opportunities

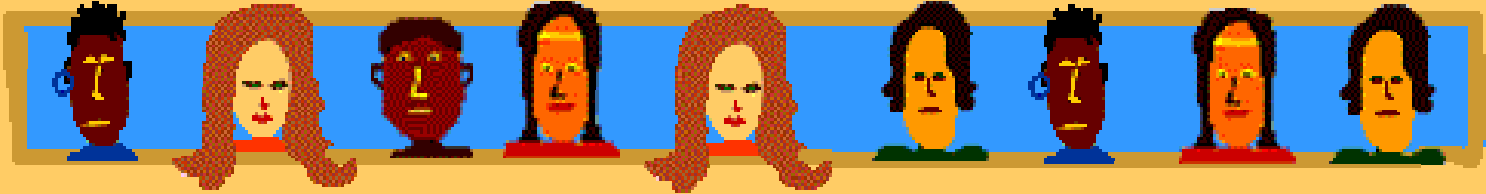
## Demography

- ∞ Birth rates have been in decline in European countries for several decades. Recent studies\* have shown that only countries who allow better conciliation of work and family life (France, Scandinavia...) are managing to balance their demographic structure.
- ∞ Due to the enormous growth in the number of retired people, who are living for longer and longer, the economies require that ALL the working population be as productive as possible
- ∞ All available skills and competencies should be used
- ∞ Can we really do without 50% of the population?

# Arguments in favour of equal opportunities

## Economy

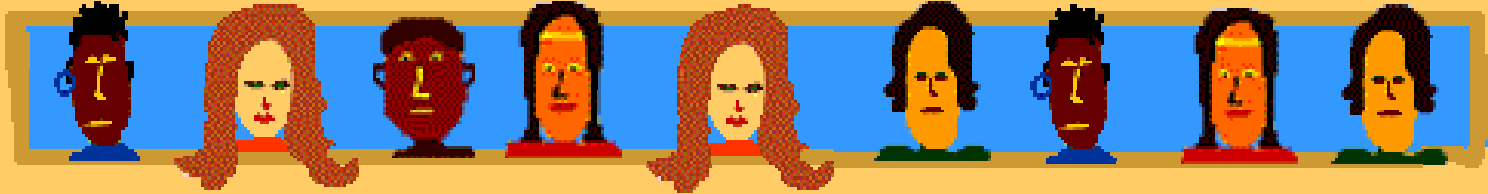
- ∞ Return on the investment in education and training for the population
- ∞ The economic activity of women generates employment globally (OECD studies):
  - ∞ It causes the creation of « support » services (domestic services, childcare, pre-school activities)
  - ∞ Women themselves create businesses which employ people



## Arguments in favour of equal opportunities Life quality

∞ For men, as for women, a better equilibrium must be found  
between work and family life

Children benefit from contact and time with BOTH parents

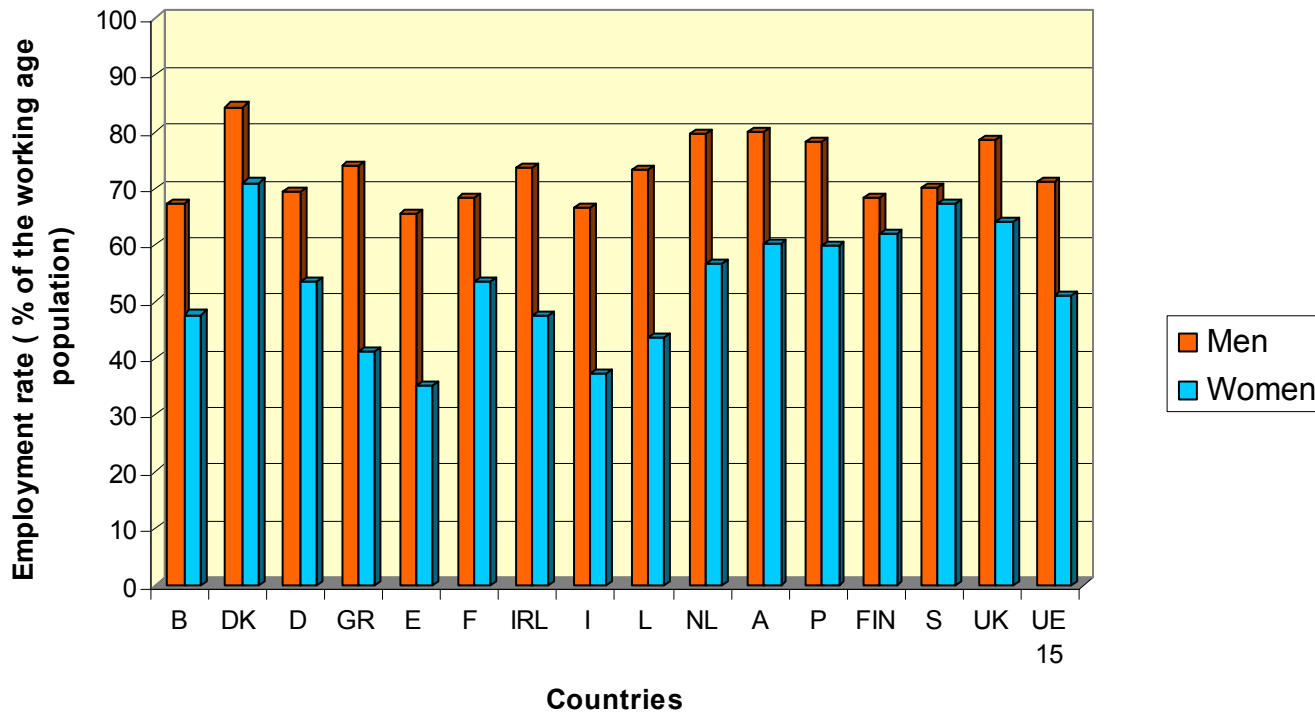


# Chapter 2

A statistical portrait of men  
and women in the European  
Union



## Employment rate men/women in the EU (1998)



**Average (EU)**

Men : 71%

Women : 51%

**The female employment rate varies from 35%(ESP) to 71%(DK)**

**France**

Men : 68%

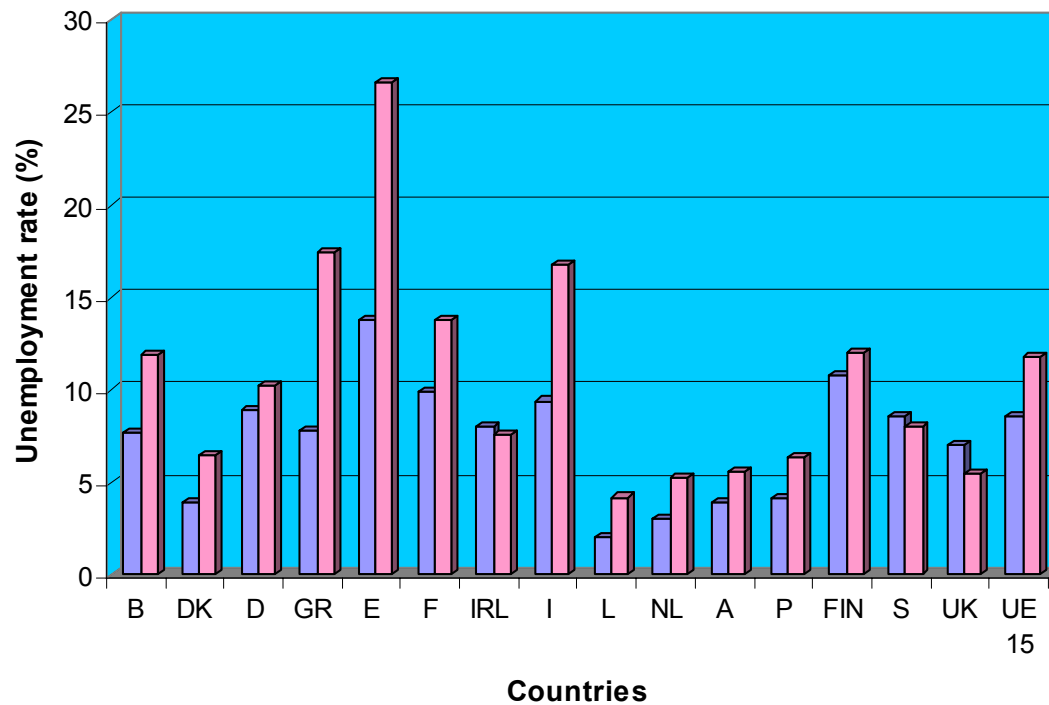
Women : 54%

# Evolution in the proportion of women in the active population of the EU

- In the 1960s, women represented nearly 30% of the European active population : in 1996, this figure had risen to 42,5%
- In 1996, more than 4 out of 10 of the active population are women
- 3 groups of countries can be distinguished in this respect:
  - Between 45% & 48% : Finland, Sweden, Denmark, France, Portugal
  - Between 41% & 44% : Germany, Austria, Belgium, Holland, UK
  - Between 36% & 38% : Luxembourg, Italy, Ireland, Greece, Spain
- In France, there has been a strong feminisation of the active population :
  - 1965: 6,6 mn active women and 13,2 mn active men
  - 1998: 11,7 mn active women and 14,1 mn active men



## Unemployment rate in the EU (1998)



### Average (UE)

Men : 8,6%

Women : 11,8%

**Unemployment of men > women in UK, Ireland and Sweden**

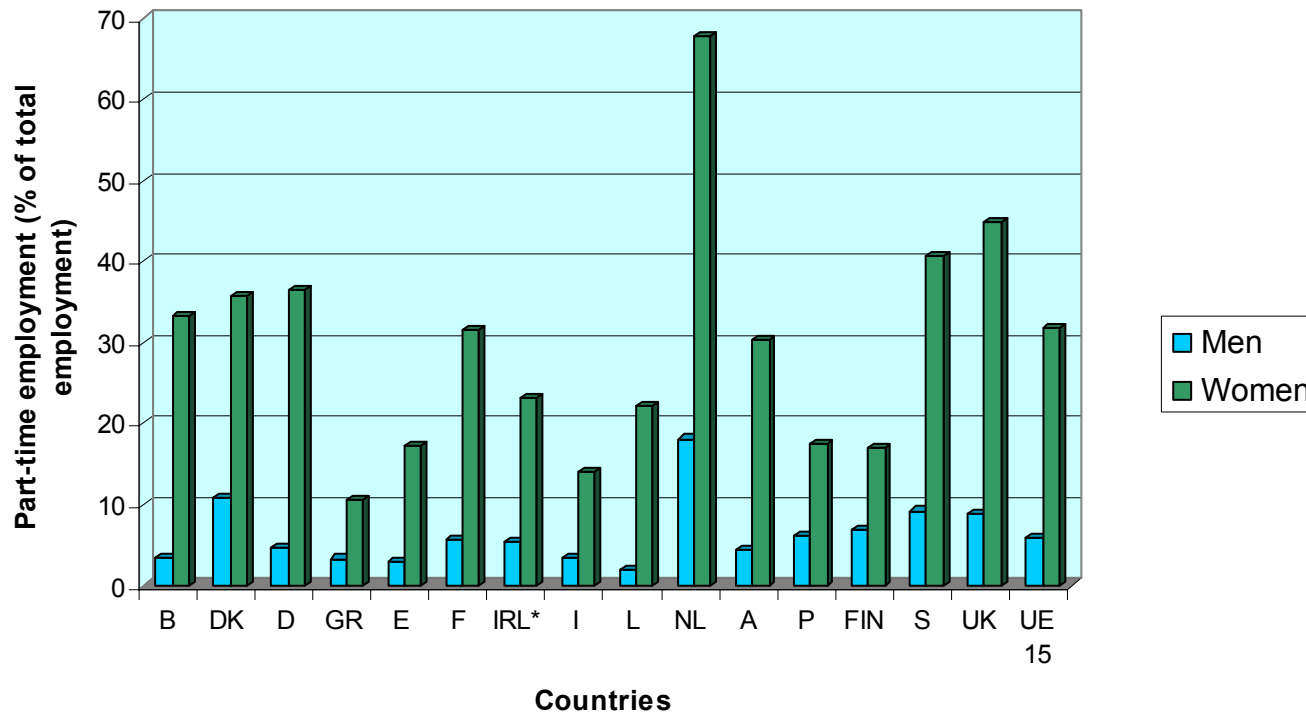
### France

Men : 9,9%

Women : 13,8%



# Part-time work of men and women (1998)



**Average (EU)**

Men : 6%

Women : 32%

From 1994 to 1998, **78%** of new jobs created were part-time

**Big intra-EU variations**

Holland (F): 68%

Esp, It, Gr (F): <20%

# Horizontal segregation of the labour market (1)

- Women's employment is much more concentrated in certain economic sectors than that of men
- Grave structural problem on the European labour market
- In 1997, almost 60% of European female workers were concentrated in only 6 of the 60 sectors « NACE »:
  - Sanitary and social services
  - Education
  - Retail management
  - Public administration
  - Business services
  - Hotel and restaurant



## Horizontal segregation of the labour market (2) Differences between European countries

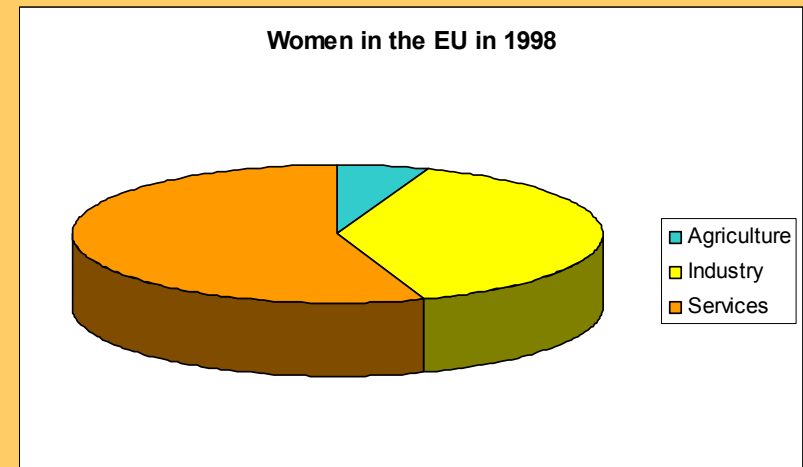
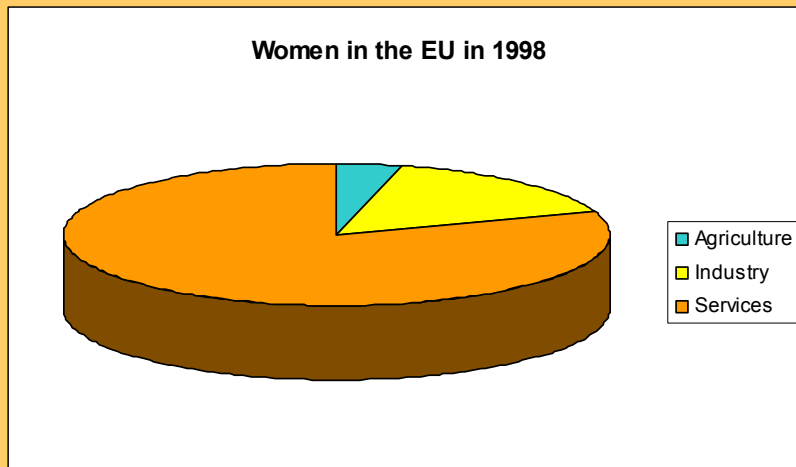
- The countries with the strongest sectorial concentration of women are Sweden (35% of female workers in just the « sanitary and social services » sector!) and Denmark (30% in the same sector)
- Strong concentration also in Greece, UK and Belgium
- The sectors concerned by the concentration of female workers are almost identical in each Member State of the EU



## Horizontal segregation on the labour market (3)

### Proportion of employment by sector, 1998

	Agriculture	Industry	Services
<b>Total (men + women)</b>	4,8%	29,5%	65,7%
<b>Men</b>	5,5%	39,3%	55,2%
<b>Women</b>	3,8%	16%	80,2%



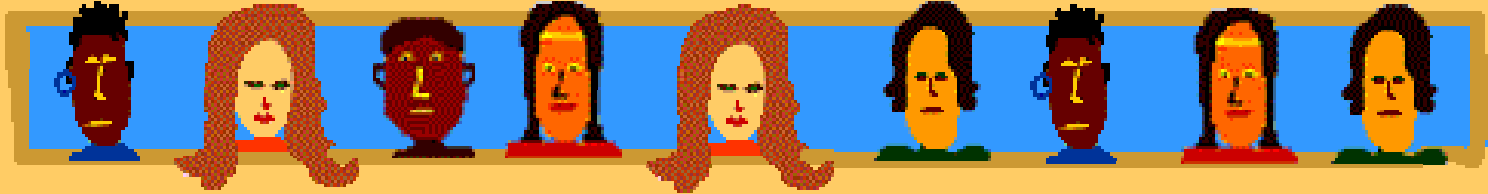


# Differences in salary between men and women (EU)

## Differences in salary\* between men and women, EU, 1995

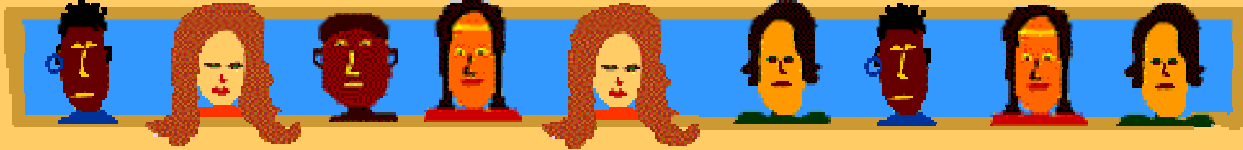
Austria (1996)	26,4%
Belgium	16,8%
Denmark	11,9%
Finland	18,4%
France (1994)	23,4%
Germany (ex-East Germany)	10,1%
Germany (ex-West Germany)	23,1%
Greece (industry only)	32%
Holland	29,4%
Italy	23,5%
Luxembourg	16,1%
Portugal	28,3%
Spain	26%
Sweden	13%
UK	26,3%

- Despite European legislation, equality of remuneration exists in no EU state
- Differences vary from 10% to 32% in the different Member States



# Chapter 3

European (and international)  
legislative context regarding  
equal opportunities between  
men and women



## European legal context : the treaties

- **Treaty of Rome : article 119 (article 141 of the Treaty of Amsterdam)** – equal remuneration of male and female workers
- **Treaty of Amsterdam** : places equal opportunities between men & women among the priority objectives of the EU (articles 2, 3, 13, 137, 141)

# Le Treaty of Amsterdam (1999)

- Article 2 : « The Commission shall have as its task ... equality of opportunity between men and women...»
- Article 3 : « In all the activities referred to in this Article, the Community shall aim to eliminate inequalities, and to provide equality between men and women »
- Article 141 :
  - principle of « equal pay for male and female workers for equal work »
  - principle of « equal opportunities and equal treatment of men and women in matters of employment and occupation »
  - possibility for the Member States to maintain or adopt « measures providing for specific advantages in order to make it easier for the under-represented sex to pursue a vocational activity or to prevent or compensate for disadvantages in professional careers »

# European legal context : the directives

- 1975 : equal pay
- 1976 : equal treatment for access to employment, training and promotion, and for working conditions
- 1978, 1986, 1996 : equal treatment in occupational social security schemes
- 1986 : equal treatment for men and women engaged in activities in a self-employed capacity
- 1992 : protection of pregnant workers and workers who have recently given birth or are breastfeeding
- 1996, 1997 : parental leave
- 1997 : non-discrimination of part-time workers
- 1997 : burden of proof in cases of discrimination based on sex

# European legal context

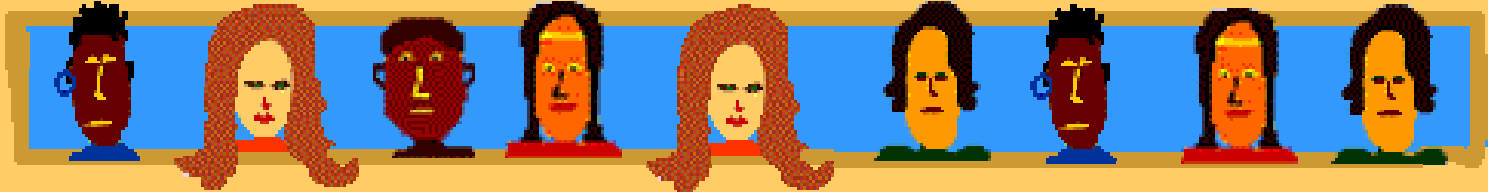
## Resolutions of the Council of the EU

- 1982, 1986 : promotion of equal opportunities between men and women
- 1984 : actions aiming to combat female unemployment
- 1988 : labour market reintegration and late entry of women
- 1990 : protection of the dignity of men and women at work (sexual harassment)
- 1994 : balanced participation of women in a strategy of economic growth
- 1994, 1996 : integration of the equal opportunities dimension in the Structural Funds
- 1995 : balanced participation in decision-making
- 1995 : image of women and men portrayed in advertising and the media
- 1999 : women and science
- 2000 : reconciliation of work and family life

# International legal context

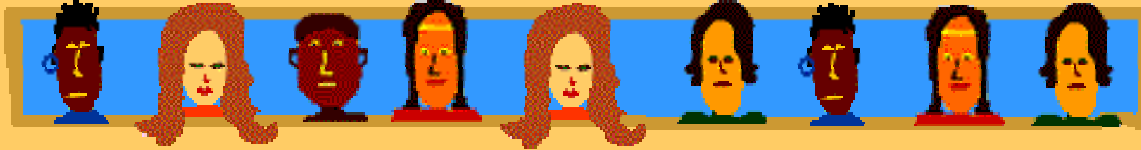
## Les ILO and United Nation conventions

- 1919 : ILO Convention N°3 on the protection of maternity (revised 1952)
- 1919 : ILO Convention N°4 on nightwork by women (revised 1934, 1948)
- 1951 : ILO Convention N°100 on equal pay for work of equal value
- 1958 : ILO Convention N°111 discrimination in employment
- 1979 : UN Convention on the elimination of all discriminations in regard of women, which considers appropriate temporary positive actions in view of improving their position in public life
- 1983 : ILO Convention N°156 concerning equal treatment for workers of both sexes with family responsibilities
- 1999 : adoption by the UN General Assembly of a protocole to the convention of 1979. Protocole ratified by France in 2000



# Chapter 4

## EU policy on equal opportunities and specific EU programmes



Community policy on equal opportunities

# DOUBLE APPROACH

**Mainstreaming**

**Specific actions**

## « Mainstreaming »

Extracts from the Communication COM(96)67 final « *Incorporating equal opportunities for women and men into all Community policies and activities* »

- **"Gender mainstreaming involves not restricting efforts to promote equality to the implementation of specific measures to help women, but mobilising all general policies and measures specifically for the purpose of achieving equality by actively and openly taking into account at the planning stage their possible effects on the respective situation of men and women (gender perspective). This means systematically examining measures and policies and taking into account such possible effects when defining and implementing them."**
- **"The systematic consideration of the differences between the conditions, situations and needs of women and men in all Community policies and actions: this is the basic feature of the principle of 'mainstreaming', which the Commission has adopted.."**

# Community programme on Gender Equality (2001–2005)

- **Objective** : coordinate, support and finance the implementation of activities under the Community framework strategy on Gender Equality
- **Fields of intervention** : economic life, equal participation and representation, social rights, civil life, gender roles, stereotypes
- **Actions** :
  - raising awareness of gender equality (publications, campaigns, events)
  - analysis of factors and policies, development of tools and mechanisms
  - transnational cooperation between parties for networking and exchange of experiences
- Annual calls for tender
- Run by the Equal Opportunities Unit (G/1), DG Employment and Social Affrs
- Former programmes : IV PAC equal opportunities, III PAC .... *Racine, 2002*

# EQUAL programme (2000–2006)

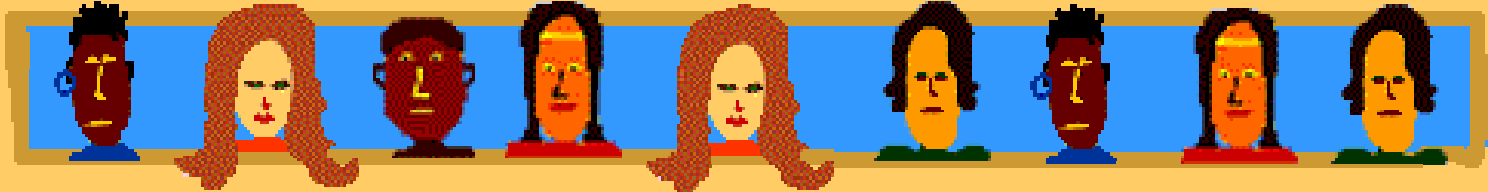
- **Objective** : to combat discrimination on the labour market through innovative and transnational approaches
- **Equal opportunities between men and women** :
  - Theme G : reconciliation of work and personal life
  - Theme H : measures against segregation of the labour market, promotion of equal opportunities for men and women
  - Transversal approach in all projects
- 2 calls for projects : 2001 and 2004
- Run by the Community Initiatives Unit (B/4), DG Employment and Social Affairs
- Financed by the European Social Fund
- Past ESF initiatives : NOW programme

# DAPHNE programme (2000 – 2003)

- **Objective** : to fight violence against children, young people and women
- **Actions** :
  - To support and encourage both non-governmental organisations (NGOs) and other organisations including public authorities active in the fight against violence to work together.
  - To support the raising of public awareness of violence and the prevention of violence against children, young people and women, including the victims of trafficking for the purpose of sexual exploitation, commercial sexual exploitation and other sexual abuse .
- Run by the DG Justice and Home Affairs

# STOP programme (1996 – 2000)

- **Objective** : An incentive and exchange programme for persons responsible for combating trade in Human Beings and the sexual exploitation of children
- **Actions** :
  - training
  - exchange programmes and secondments
  - organisation of multidisciplinary meetings and seminars
  - studies and research
  - dissemination of information
- Run by the DG Justice and Home Affairs



# Chapter 5

## The key actors

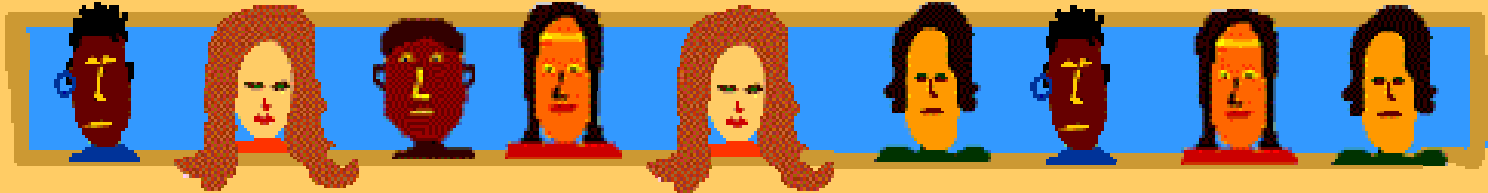
# The Key Actors European Union

- **European Commission :**
  - Equal opportunities unit (G/1), DG Employment and Social Affairs
  - Women and science (CORDIS), DG Research
- **European Parliament :** Committee on Women's Rights and Equal Opportunities
- **European Foundation for the Improvement of Living and Working Conditions**
- **Economic and Social Committee**
- **European Trade Union Confederation**



## The Key Actors International

- **United Nations**
- **OECD**
- **Council of Europe**
- **ILO**
- **UNESCO**
- **Worldbank**



# Chapter 6

## Equal opportunities in the Structural Funds

# The Structural Funds (2000–2006)

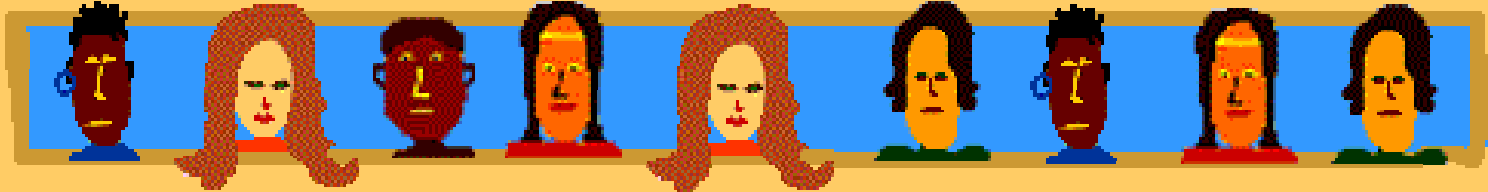
- The Structural Funds represent approximately one third of the EU budget
- Their common goal is to create economic and social cohesion in the EU
- The reform of the Structural Funds reinforced the importance of the application of the principle of equal opportunities between women and men
- In the general dispositions (Council EC regulation n°1260/1999) : « in its efforts to strengthen economic and social cohesion, the Community also seeks ... to promote equality between women and men »

# Objectif n°3 of the ESF (2000–2006)

- **Objective n°3** = support the adaptation and modernisation of policies and systems of education, training and employment
- **Axe 5** : improvement of the access and and participation of women on the labour market
- Under axe 5, France is implementing two measures:
  - **Measure 8** : developing the a access and participation of women on the labour market
  - **Mesure 9** : promote the articulation of work and family life and the professionalisation of actors
- As with all Community actions, equal opportunities between men and women must be integrated into all activities funded by the Objective 3

# European Employment Strategy (EES)

- Extraordinary European Summit on Employment in Luxembourg in 1997
- Each year :
  - The Commission adopts the strategic guidelines
  - Each Member State proposes a National Action Plan for Employment
- The guidelines are defined each year in the 4 pillars of the EES :
  - Employability
  - Entrepreneurship
  - Adaptability
  - **Equal opportunities between men and women**
- Equal opportunities must also be integrated in each of the 4 pillars (mainstreaming...)



# Chapter 7

## The French example

# French EO Legislation

- 22nd December 1972 (art.L 140-2) : principle of equal pay for work of equal value
- 13th July 1983 (n°83-635) (art. L 123-1) : vocational equality between men and women
- 2nd November 1992 (n°92-1179) (art. L 122-34/46/48) : sexual harassment
- Circular of 6th March 1998 : feminisation of the names of professions, titles and grades
- 17th June 1998 (n° 98-468) (art. L 222-33) : moral and sexual harassment in the workplace
- 6th June 2000 (N° 2000-493) : “Parity” law on the equal access of women and men to electoral mandates and functions
- 9th May 2001 (n°2001-397) : vocational equality between men and women (social dialogue, parity for employee representatives...)

# History of the Equality Institutions in France

- 1965 : committee for « female work » set up by the Labour Ministry
- 1974 : first Secretariat of State for the Feminine Condition, directly responsible to the Prime Minister. Nomination of the first regional delegates
- 1978 : Secretariat of State for Female Employment, responsible to the Labour Minister. Creation of a Minister for the Female Condition. Institution of an Interministerial committee for actions in favour of women.
- 1981 : Yvette Roudy becomes Minister for Women's Rights. A central department for women's rights is set up.
- 1998 : Nicole Péry becomes Secretary for State for Women's Rights and Vocational Training, under the responsibility of the Ministry for Employment and Solidarity

# Institutions responsible for EO in France

## Le Service des Droits des Femmes et de l'Égalité (1)

- The governmental organisation in charge of equal opportunities between women and men in France is the « Service des Droits des Femmes et de l'Égalité » (SDFE) (*Women's Rights and Equality Service*)
- The SDFE is part of the French Ministry for Employment and Solidarity
- It runs and co-ordinates the network of regional and departmental delegates :
  - The DRDFs (Délégations régionales aux droits des femmes et à l'égalité) : 1 for each administrative region (22 in France) and 1 for each overseas department (7 – Guadeloupe, Réunion, Guyane, Martinique, Mayotte, Polynésie Française, Saint-Pierre et Miquelon)
  - The DDDF (Délégations départementales aux droits des femmes et à l'égalité) : 1 for each administrative department (96 in France + 4 overseas)



## Institutions responsible for EO in France Le Service des Droits des Femmes et de l'Égalité (2)

### **Roles:**

- to implement government policy in order to promote equality between men and women
- to run and coordinate the network of regional and departmental delegates
- to support non-profit organisations through projects to promote equal opportunities
- to organise an interministerial committee responsible for women's rights



## Institutions responsible for EO in France Le Service des Droits des Femmes et de l'Égalité (3)

### **Aims :**

- to promote equal opportunities in the workplace
- to play an active role in promoting and defending women's rights
- to promote parity and increase women's participation in public life
- to ensure a better balance between work and family life
- to implement gender mainstreaming, notably in all levels of public policy



## Institutions responsible for EO in France Interministerial Committee on Women's Rights

- In a meeting of this committee on March 8th 2000, under the presidency of the French Prime Minister, an inter-departmental programme was launched targeting 8 key areas :
  - access to positions of responsibility
  - equality in the workplace
  - business creation
  - women's rights
  - work/life balance / reconciliation of time
  - women and culture
  - European and international initiatives
  - boosting resources aimed at promoting equality
- The SDFE is responsible for implementing this policy



## Institutions responsible for EO in France Le Conseil Supérieur de l'Égalité Professionnelle

- This body, responsible for equality in the workplace, is made up of the social partners (representatives of unions and employer organisations, representatives of the authorities and qualified persons)
- Its mission is to consider, by means of working groups, texts aimed at ensuring equality in the workplace, to issue advice and make proposals with a view to improving equality between women and men in the workplace



## Institutions responsible for EO in France The CNIDFF (1)

- **CNIDFF – Centre National d’Information et de Documentation des Femmes et des Familles** (National Information and Documentation Centre for Women and Families)
- A public-funded associative network, created in 1972, with the aim of providing women throughout France with comprehensive information about their rights ([www.infofemmes.com](http://www.infofemmes.com))
- The CNIDFF (national structure) coordinates :
  - 120 local information and co-ordination centres (CIDF)
  - 688 information outlets



## Institutions responsible for EO in France The CNIDFF (2)

- **Main areas for advice and support :**
  - legal information (family law, employment law, social security...)
  - help in seeking employment and training
  - business creation
  - marriage and family advice and mediation
  - health matters
  - documentation
  - European activities



French policy on equal opportunities

## **DOUBLE APPROACH**

**Mainstreaming**

**Specific actions**