

Steps Towards Gender Equality in the Workplace

Maria Stratigaki

Assistant Professor, Panteion University

Ex. Secretary General for Gender Equality (2009-2012)

Outline

- EU policies for gender equality in the labour market and business leadership
- Equality plans in companies
- Projects by the General Secretariat for gender equality

EUROPEAN POLICIES ON GENDER EQUALITY IN EMPLOYMENT (1/2)

- **Treaty of Rome (1957):** Principle of equal pay.
- **Treaty of Amsterdam (1997):** Gender Mainstreaming/Equal opportunities in employment.
- **Treaty of Lisbon (2007):** Full employment & social progress in a social market economy; Combating of social exclusion & discrimination.
- **Directives** for equal opportunities in employment (promotion, pay, training etc) since 1970

EUROPEAN POLICIES ON GENDER EQUALITY IN EMPLOYMENT (2/2)

- **Europe 2020:** Employment rate of 75% for women and for men; Increasing the numbers of women in scientific research & managerial positions in scientific research.
- **New Strategy for Equality between Women and Men 2010-2015:** Equal economic independence; Equal pay for equal work; Equality in decision-making.

WOMEN IN ECONOMIC DECISION-MAKING IN THE EU

- **More than 2/3** of Europeans recognize that superior administrative positions in companies are dominated by men, although **women have the relevant skills**.
- **More than 2/3** of Europeans support that women have less “freedom” because of **family obligations**.
- **More than 2/3** of Europeans consider that women are less interested than men in high administrative positions.
- **1 out of 7** board members in leading European companies are women (13.7%).

European Commission's Actions Women in Economic Decision-making

CAMPAIGN : Women in economic decision-making in EU.

“Women on the Board Pledge for Europe”

Companies commit themselves to raise female representation on their boards to 30% by 2015 and 40% by 2020.

Possible actions at EU level: legislative measures (Directive) to redress the gender imbalance on company boards (e.g. quota).

NEW Programme “Equality Pays Off”

Supports companies in better accessing the skills of female employees/ Offers decision-makers in business a platform for the exchange of good practice in attracting, developing top talent and reducing the gender pay gap.

(Workshops, Manuals, Good practices, Conference).

EQUALITY PLANS (1/2)

Equality plans: all types of coordinated attempts to create greater equality between men and women at the workplace

Aims:

- equal treatment
- equal opportunities
- equality in fact

Content:

- equality statements,
- special actions

EQUALITY PLANS (2/2)

Key Themes:

- Recruitment and Selection of new employees
- Promotion and career Development.
- Pay and Pay Structures.
- Training and Development.
- Family-friendly Measures/Reconciliation of work and family life.
- Work Organization.
- Working Conditions and Working Environment.

Greek Law for Equal Opportunities

Implementing the principle of equal opportunities and equal treatment of men and women in employment and occupation” (Law 3896/FEK 207/8.12.2010-Directive 2006/54/EC)

Aims: implementation of equal opportunities and equal treatment in workplace/equal access in employment and training/equal working conditions and terms.

- Definition of **indirect discrimination**/sexual harassment in the workplace.
- Greek Ombudsman is the independent authority charged with monitoring and promoting the principle of **equal opportunities and equal treatment of men and women in employment and paid work.**

The Situation in Greece

- **Gender pay gap: 22%**
- **Women - Chairpersons of the board of directors: 0%**
- **Women - Members of the board of directors: 7%**
- **Implementation of Gender Equality: potential 25% increase of GDP**

New Project: “Enhancing Employed Women’s Professional Position”

Aim: Professional advancement of **2.500** employed and self-employed women

Actions:

- Information, support and counseling – mentoring of employed of self-employed women in order to improve their knowledge and skills.
- Networking of self-employed women
- Awareness-raising actions for enterprises.

Corporate Social Responsibility

Cooperation Protocol between General Secretariat for Gender Equality and Hellenic Network for Corporate Social Responsibility

- **Gender mainstreaming** in businesses policies.
- Development of **positive actions** for women.
- Implementation of policies for the **reconciliation of professional and family life**.
- **Combating gender stereotypes**.
- **Conference**: “The contribution of Corporate Social Responsibility in tackling Gender Stereotypes”

Actions to Combat Sexual Harassment

- **Network of 61 structures** (Counselling Centres, Shelters and SOS Telephone Helpline) to prevent and tackle all forms of violence against women and offer support services for women victims of violence.
- **Manual** for employers, employees and social actors: “We do not tolerate sexual harassment in the workplace”.
- **Public Debate**: “Sexual Harassment in Greece: Legal Framework, Dimensions, Implications”
- Cooperation with the **Greek Ombudsman**, providing information and referral of women subjected to sexual harassment.

General Secretariat for
gender equality
Ministry of Interior

www.isotita.gr



Thank you

Maria Stratigaki

E-mail: mstrati@otenet.gr