Steps Towards Gender Equality in the Workplace

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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)

- Directives for equal opportunities in employment (promotion, pay, training etc) since 1970
Europe 2020: Employment rate of 75% for women and for men; Increasing the numbers of women in scientific research & managerial positions in scientific research.

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: 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.
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

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Thank you

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