

International Conference
Gender-Equality in the Workplace
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Gender-Equality in the Workplace: The Current Situation in six European Countries

GenCo

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Project partners



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Gender Equality at the Workplace – information is taken from GenCo “State of the Art Report”



- **Target readers:** workforce managers, interested public
- **Goal:** Provide information
- **Content:** education, employment, pay, work & family issues, legal and political frameworks, national initiatives

→ Improve gender-equality competences – by providing thorough information

The report has three main parts, we will focus on the cross-country comparison



I. The European Agenda



Agenda
Legislation
Documents

II. CROSS-COUNTRY COMPARISON
Gender-equality in the 6 GenCo countries + EU27



Studies
Statistics

III. COUNTR-WISE ANALYSES



Legal & political
actions
Legislation
Current debate
Initiatives

Gender-equality at the labour market



Indicators / Aspects

- Share of women employed (in % of all women 15-64 years)
- Share of men employed

- Share of women working part-time (in % of all women, 15–64 y.)
- Share of men working part-time



“Gap analysis”

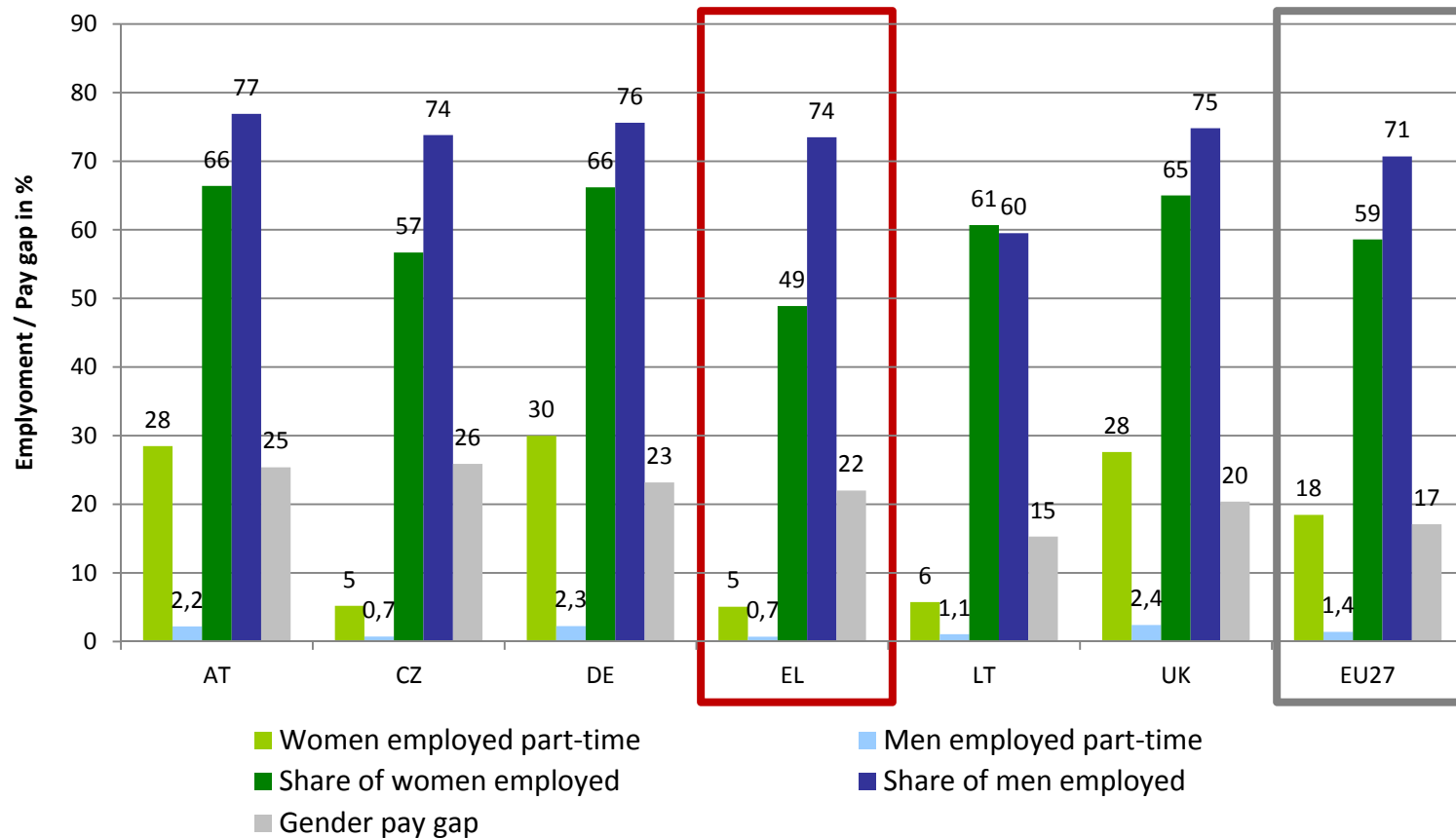
- Gender-pay gap

"The pay gap measures the relative difference in the average gross hourly earnings of women and men within the economy as a whole. It is one of the structural indicators used to monitor the European Strategy for Growth and Jobs." (European Commission, 2009)

Labour market: Women work more often in part time & less frequently than men – at a lower hourly-wage

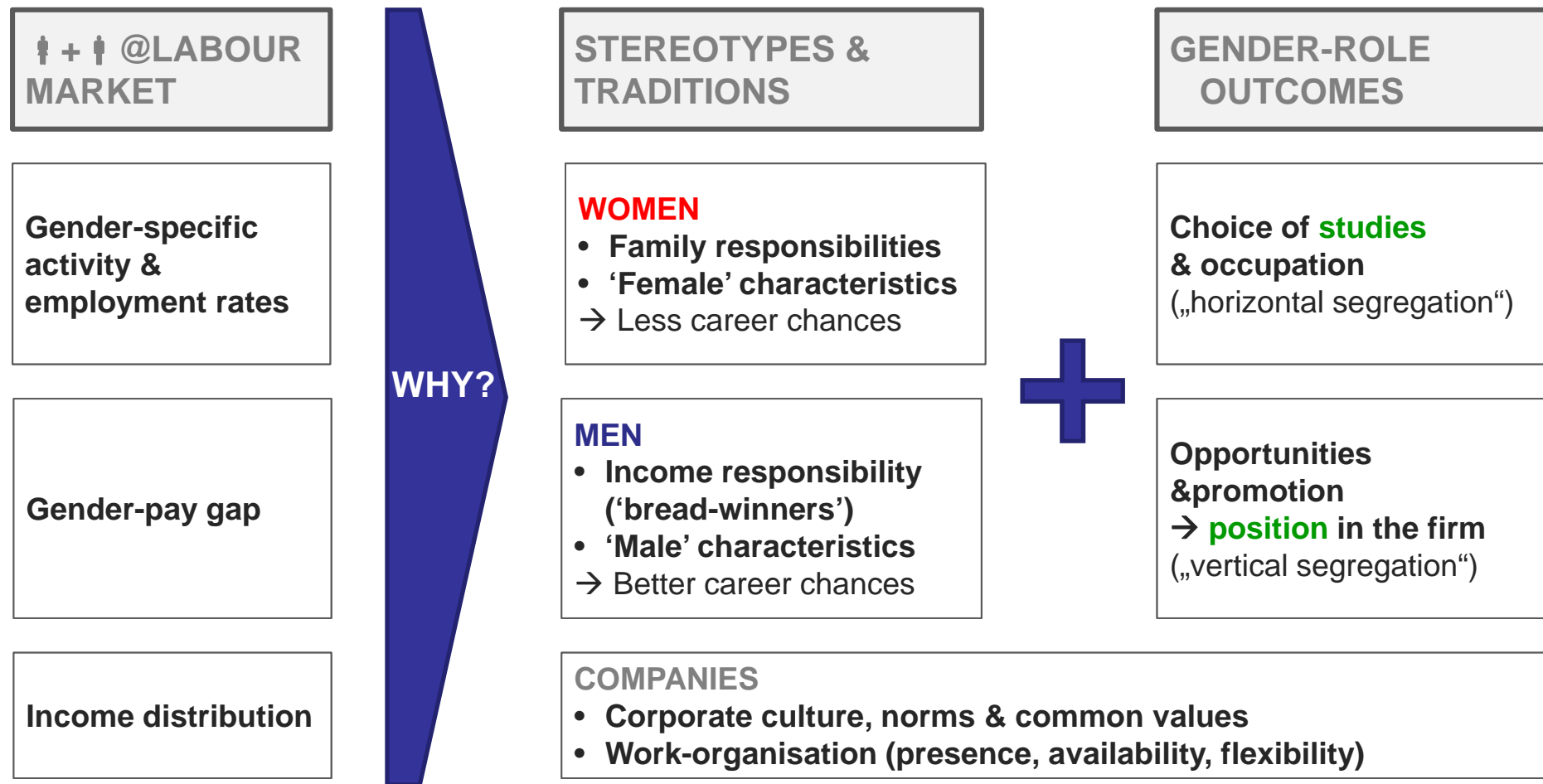


Employment figures & pay in selected European countries (2008)

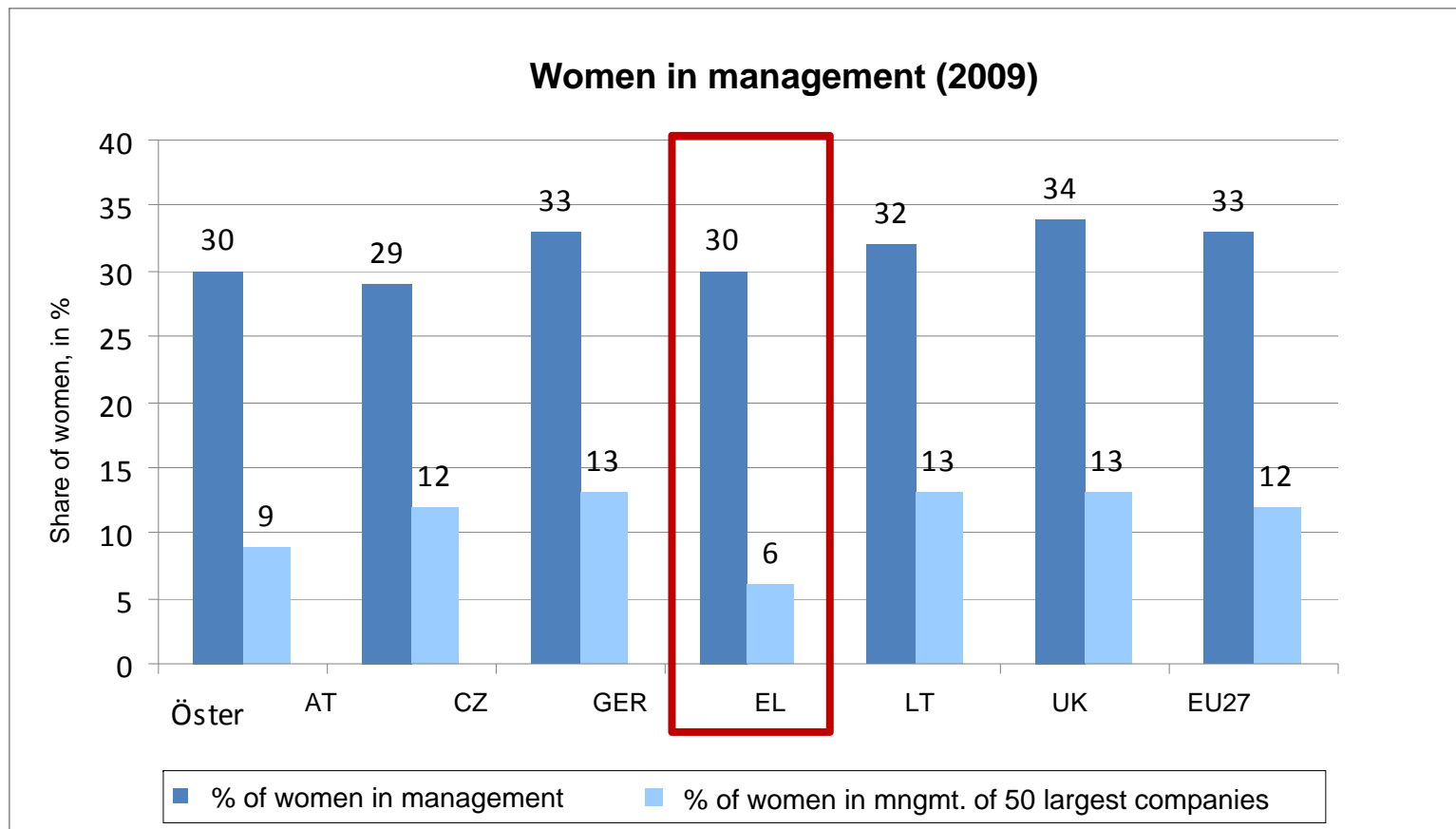


Eurostat (2010): Database – information on employment (LSF based), Gender pay gap

What does the situation at the labour market tell us on stereotypes, traditions & gender-role related choices?

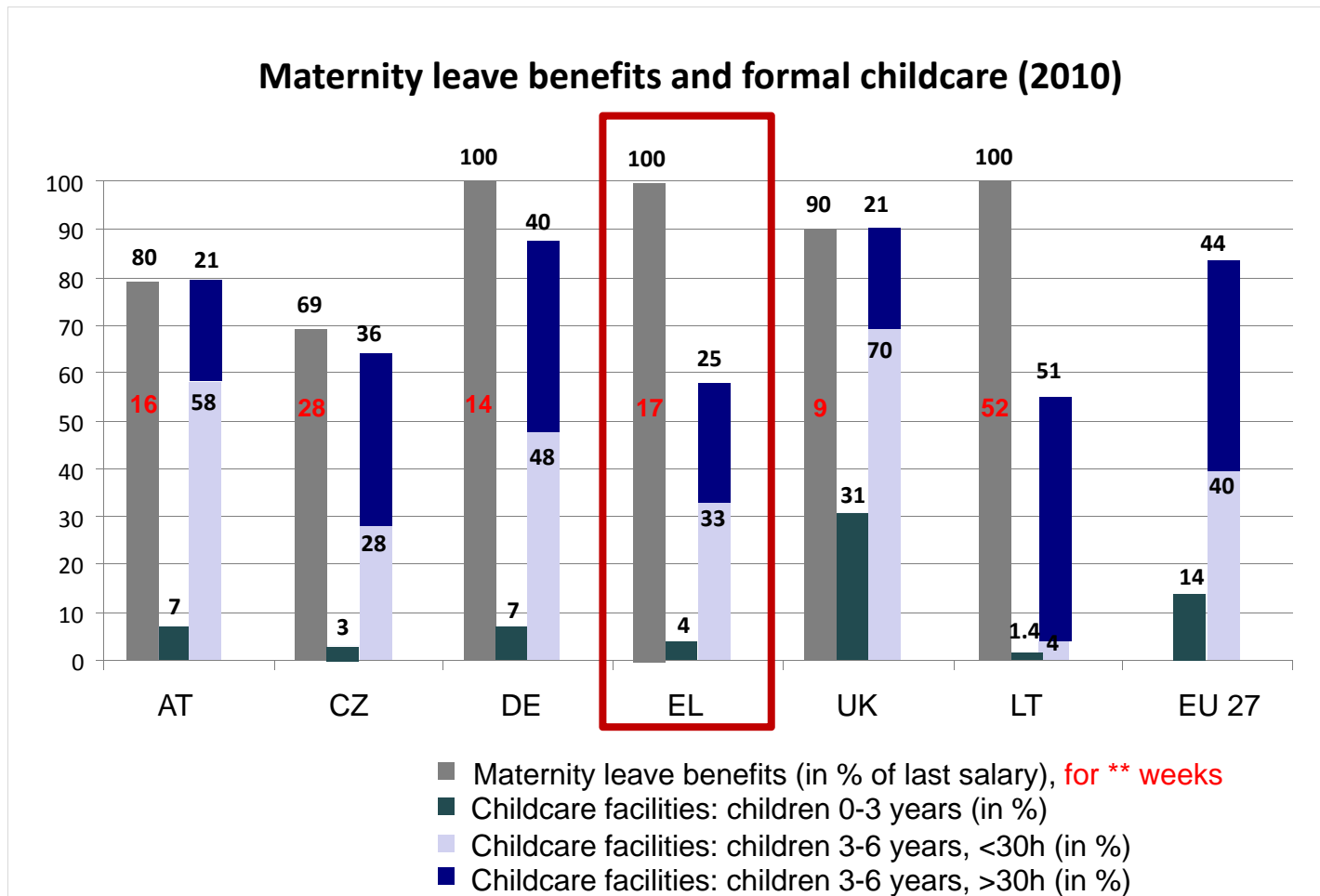


Industry: women are scarce in management positions, especially in large corporations



European Commission (2010a, b)

Work & family: Combining both is still difficult – initial financing is provided; childcare is mostly scarce



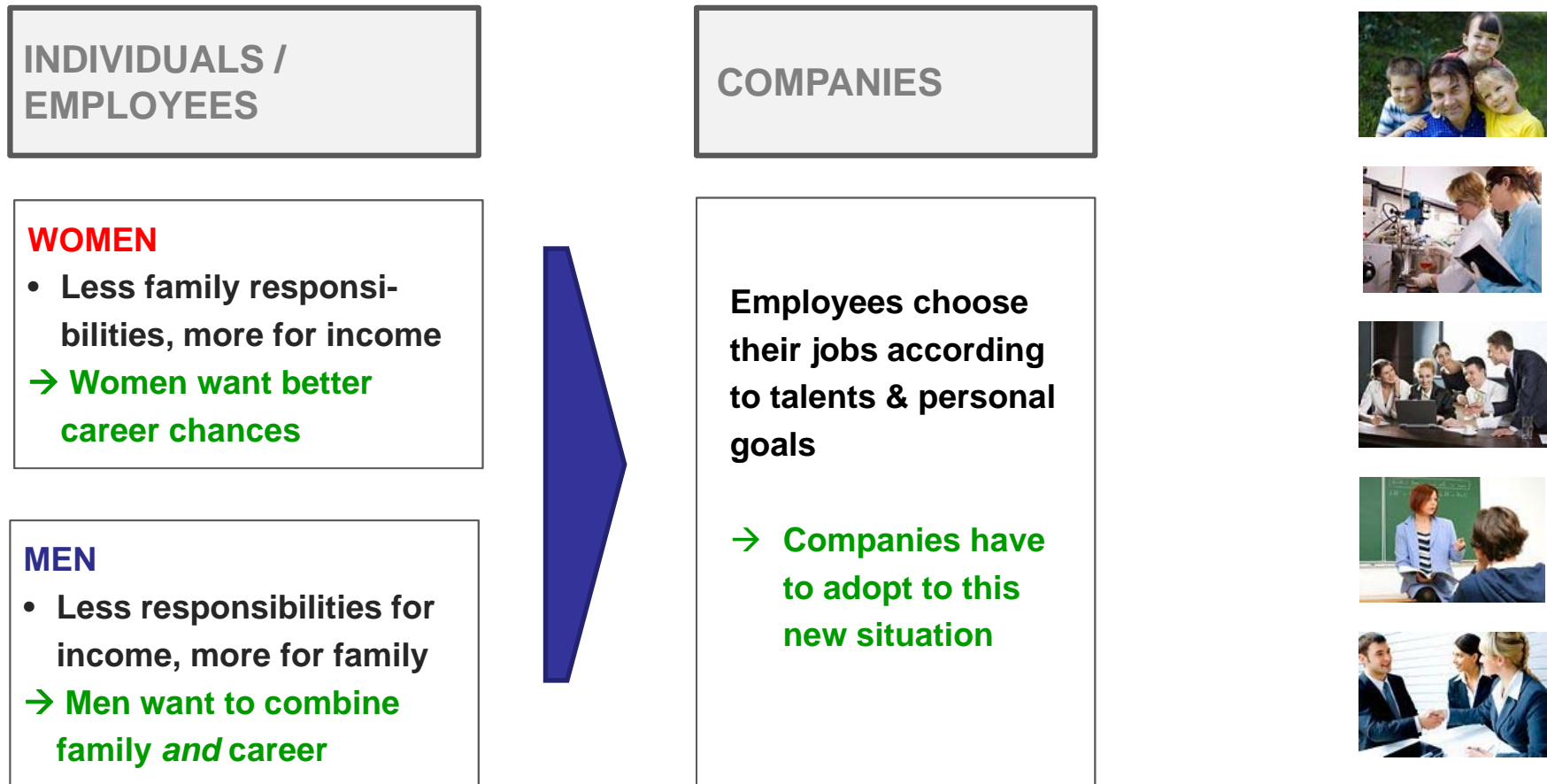
But...



...TIMES CHANGE!



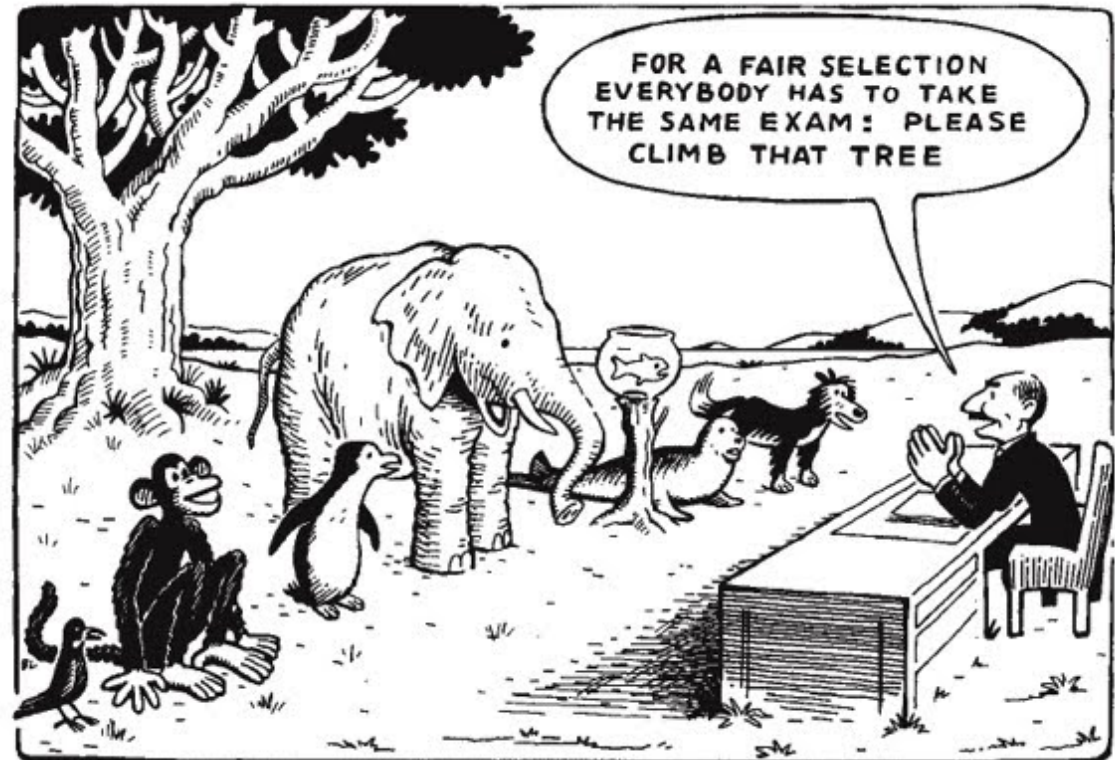
Gender-equality implies more options – for women, men, and companies



Take away



- Companies should improve gender-equality to benefit from available talents
 - There is still much to do
- Use the GenCo toolkit!



Thank you for your attention!

www.gender-competence.eu



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