

GenCo – Improving Gender Equality Competences of Persons Responsible for
Personnel Development in Private Enterprises and Higher Education



State of the Art Report

Gender Equality in six European countries



This project has been funded with support from the European Commissions' Education and Training programme Leonardo da Vinci. The information contained in this publication does not necessarily reflect the position or opinion of the European Commission.

Project-No.: DE/10/LLP-LdV/TOI/147322
01.10.2010 – 30.09.2012

Project members



Scientific responsibility

Technical University Berlin, Department Gender and Diversity in Organisations

Published in June 2011

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GLOSSARY

CEDAW	Convention on the Elimination of all forms of Discrimination against Women
COE	Council of Europe
EC	European Commission
EES	European Employment Strategy
ESF	European Social Fund
EU	European Union
EU27	The 27 Member Countries of the European Union (as from January 2007)
HR	Human Resources
ILO	International Labour Organisation
ISCED	International Standard Classification of Education
NACE	Classification of Economic Activities in the European Community
NGO	Non-governmental Organization
SME	Small and Medium Enterprise

For definitions (e.g. gender pay gap, unemployment rate), please consider the appendix of the document.

INTRODUCTION

INCLUDING THE GENDER PERSPECTIVE

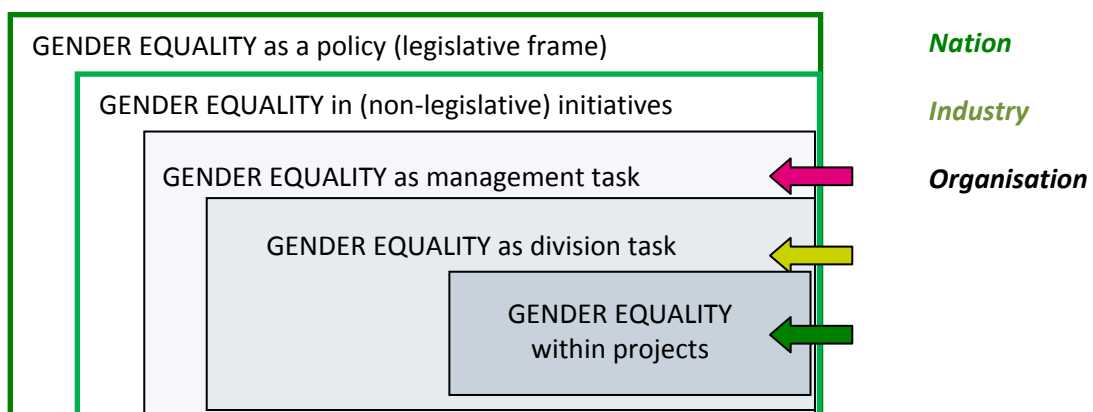
In current economic discussions, the gender perspective has been emphasized, as women have become as important economic actors as men - as workforce, as leaders and as consumers.

From a **business perspective**, women matter as a **powerful consumer base** in saturated markets - being responsible for 70 per cent of consumer decisions - and as valuable, qualified human resources in times of an ageing workforce and **skill shortage** (Carone & Costello, 2006). Employing men *and* women, particularly at senior levels, has been proven a success factor: The business case credits mixed teams with a higher employer-identification, increased work-satisfaction levels, an improved tackling of market opportunities, and enhanced innovativeness (e.g. by Catalyst 2007; McKinsey 2008-2010). Moreover, a company with a diversified workforce has higher chances of becoming an "**employer of choice**" and thus attract and retain the most **talented people**. Companies and whole industries can thereby sustain market position or growth (European Commission, 2008a). The sketched arguments apply as well to **institutions of higher education**, as there is much **intellectual capital** to be gained by stopping the attrition of female academics as seniority rises.

To fully use the workforce's potential in knowledge-based countries, **companies and institutions of higher education** need to implement the right measures. Men as well as women will for instance appreciate transparent career progression, opportunities for flexible working or parental leave. These measures, though not affecting all women, also help to normalise the presence of women at all levels in the workplace, given that women are still the ones who take on most of family care.

From a **European, macroeconomic or policy perspective**, the impact of the increasing contribution of women to a nation's income (as tax-payers, as employees) is essential in the face of key demographic trends – ageing population, tense social security systems – and to foster Europe's economic growth. Including the gender perspective in all **member countries' policies**, with a focus on family responsibilities, is thus one important goal of the European Union (EU).

All in all, gender equality is present at several, interrelated levels: in terms of skills, within organisations and industries, and at the national and European level. **Hence, there are the right skills, in the right place and the right time to create a fruitful atmosphere for change through gender equality!**



PURPOSE AND SCOPE OF THIS DOCUMENT

The goal of this State of the Art report is to improve gender equality competences by providing information on the intellectual and economic involvement (education, labour market), on the legal implementation and enforcement (coordinating institutions, legislative frame) and on organisational cultures in six European countries: Austria, Czech Republic, Germany, Greece, Lithuania and United Kingdom. Comparing the situation in these Eastern European, continental and Anglo-Saxon countries is interesting and gives many hints on reasons for the differences in gender equality.

The target readers are people involved in workforce development in all types of organisations, including HR professionals, line managers, members of staff networks, directors and diversity management professionals. Also anyone involved in the allocation of research funding is addressed. The different national drivers of gender equality are discussed separately, so that all kind of responsible persons (enterprises, higher education) can easily get a basic understanding of the national and European peculiarities. As a result it will be possible to channel the organisations' main activities and position the own organisation as attractive employer.

The structure of the document is as follows:

The first section provides a **general overview** on the policy agenda and the legislative frame: summarising those which form the roadmaps for **Europe** and underlie current gender equality approaches; and the important laws and binding regulations that exist on the European level that relate to discrimination or equal opportunities.

The second section presents a **cross-country summary** comparing basic statistical information and widely recognized evaluations or indices of the six focus countries with European data.

In the third section, individual **country profiles** are analysed:

- What is the country's "equality history"? What is the macroeconomic situation like? Are there differences in employment, how many are involved in family care?
- Which are the coordinating institutions, which are the main documents concerning national legislation and governmental road-maps? What governmental actions have been conducted during the last years with regard to gender equality (quotas, reconciliation policies)?
- What are current gender-related discussions about (e.g. quota, discrimination, work-life balance)? What are possible future topics?
- What voluntary agreements do exist in the different countries in focus? And which activities have been initiated by private enterprises or by trade unions?

The final sections; **sources** and **appendix**, contain further information for persons who are interested in further information and definitions.

What does the report not provide? The report does NOT provide any good practices to enhance gender equality. To find out about **good practices, our toolkit will provide adequate information.** Most of measures are transferable to more general equality issues. Please visit our website www.gender-competences.eu.

I. THE RULES OF THE GAME: EUROPEAN POLICY AND LEGISLATION

Why is the European framework important for each and every business?

No matter in which EU country a firm operates, major policy guidelines and national legislative frames are largely based on European wide policy goals and respective regulations. Though there are nations that implemented gender equality policies going far beyond European guidelines, the European standard can be regarded as a baseline. Accordingly, company leaders and HR managers of enterprises and universities should know about the respective framework and reasons:

On a European level, the legal pressure for nations and companies to change their policies towards more diversity is increasing. Especially gender equality will be emphasized in the future and be translated in stricter gender regulations for companies. *Why?* In 2010, 104.9 women per 100 men formed the more than 500 million inhabitants of the European Union. Within the economically better endowed population (over 15 years old), the ratio of women to men was even higher (Eurostat, 2011).

What does that mean? It implies that women form a major part of the population which on one hand can be considered the best-endowed consumer group (business perspective), but on the other has to be sustained by the national social system (policy perspective). The latter point could be problematic in the future, as the employment rate of women is on average 12 percentage points below that of men. That is why the governmental bodies increase the legislative pressure on organisations to enhance the employability and foster the employment of women. The European Union needs more women to work - in the end to fund Europeans future.

Considering both the European legislative frame and the business advantages of more diversified teams, leading companies and universities should act, rather than react. **Proactive organisational leaders** will therefore foster their own organisation's international competitiveness and avoid future costs due to forced changes or sanctioning costs.

The **European agenda for employment** is considered the first part of this section. This offers a better understanding of the overall framework since European gender equality legislation concerning employment has been implemented step-by-step on the national level. The second and third parts of this section present an outline of important **European documents** and European **directives** on gender equality. They include **sex discrimination** issues (harassment, equal pay etc.), **positive action** (promotion of, quota for women on all organisational levels) and **reconciliation** of work and family.

1. Gender equality within the European agenda for employment

The current, comprising gender **strategy for equality between women and men** for the **period 2010 to 2015** was adopted in September 2010. The strategy's gender equality approach is embedded in two important European employment and growth strategies. The thematic priorities within Europe are based around the Women's Charter:

- The economic independence for both genders
- Equal pay - for "work of equal value"

- Equality in decision-making
- Integrity, dignity and the end of gender violence
- Change of horizontal issues (gender roles, legislation, governance tools).

A dual approach is taken: **gender mainstreaming** ("improving governance") is connected with **specific measures** (key actions, detailed proposals for change) for each thematic priority area. Thereby the new strategy will also be a good base to enhance the future cooperation between the various governmental and non-governmental actors within and across Member States, including the European Institute for Gender Equality in Lithuania.¹

The new Strategy 2010-2015 has been the **responsibility of the Directorate-General for Justice, Fundamental rights and Citizenship** since the beginning of 2011. The Directorate General stresses that gender inequalities violate basic human rights and hinders the sustainable economic development due to an underutilisation of human resources.

The Strategy is based on the experiences of the European Roadmap for gender equality 2006-2010, when gender equality was considered an important pillar of the **Lisbon strategy**. Its comprehensive approach is to promote gender equality by means of the **European's Commissions policies** and within the dimensions of the **Europe 2020** goals:

- **Previous Roadmap 2006-10** (so-called "**renewed Lisbon strategy**"): The strategy of the European Union – manifested in the Lisbon conventions aimed at a target employment rate of 70 per cent for men and 60 per cent for women in 2010. Although both targets have been reached in the European Union 15, particularly the employment rate of men, which is at 75 per cent in Austria, Germany and the United Kingdom (in 2009), the employment rate of women remains more than 10 percentage points lower. This is especially problematic, when considering financial needs – both individual (single women or mothers, family income) as well as national (social security system, national-income stability). That is why the new goal of the European Union is to reach an employment rate of at least 75 per cent of all persons who are able to work in 2020.
- **Europe 2020** (2010-2020) is a 10-year strategy aiming at "smart, sustainable, inclusive growth" basing on a responsive coordination of national and European policy - replacing the Lisbon strategy for growth and jobs (2000-2010). Although the strategy itself does not consider gender equality directly, gender equality in the labour market is considered in a more general way:
 1. As a **basic principle** of the European Union;
 2. As a prerequisite of **sustainable and social development**. Adequate income support and access to health care are considered a gender-related topic;
 3. As key to more **flexibility and adaptability** in times of strong economic and demographic changes.

¹ The annex to the communications (Annex: Actions to implement the Strategy for equality between women and men 2010-2015) holds further information on the Gender equality institute, it is online available at <http://ec.europa.eu/social/main.jsp?catId=422&langId=en>, last accessed on 7 March 2011.

National states are also required to define and implement measures addressing groups at a particular (poverty) risk, including women. Suggested measures are new forms of work-life balance and active ageing policies (European Commission, 2010c). The promotion of **women's employment** is thus an important objective aiming at "economic, social and territorial cohesion and solidarity" (European Commission, 2010c: 7).

2. Important European documents on gender equality

Gender equality is considered in depth in the following **European policy documents** (listed by date of implementation):²

- The **European Social Agenda**, complementing the Lisbon Strategy³ (2007 - 2013). The **European Employment Strategy (EES)** functions as one main instrument. Its basic principles are employability, entrepreneurship, adaptability and **equal opportunities**.⁴
- The **European Employment policy guidelines** (2008 - 2010): provide the European Member States detailed legislative orientation on how "full employment, job quality, labour productivity and social cohesion should be pursued".⁵
 - **Gender mainstreaming** and the **promotion of gender equality**, e.g. reducing all gender-related gaps in the labour market (in line with the European Pact for Gender Equality);
 - Achieving an **average employment rate of at least 60% for women** (on EU level), and reduce the **gender pay gap** (Guideline 17);
 - Promote a **lifecycle approach** by improving the reconciliation of work and private life - the target for accessible and affordable childcare facilities is a minimum coverage of 90 per cent for 3-year-old children; respectively of 33 per cent for children less than three years (Guideline 18);
 - The **promotion and dissemination of innovative and adaptable forms of work**, "with a view to improving quality and productivity at work, including health and safety" (Guideline 21).
- The European social partners "**Framework of Actions on Gender Equality**" (2005 - 2010)
- The **EC Treaty**⁶ (consolidated version, 2002, i.a. Article 2, Article 3.2, Article 13, Article 141)

² Another summary on the before mentioned sources may be found in the **European Pact for Gender Equality 2011 - 2020**, Council Conclusions. The English version of the document is online available at <http://register.consilium.europa.eu/pdf/en/11/st07/st07370.en11.pdf>. Last accessed on 28 Apr. 2011.

³ "Renewed Social Agenda" COM(2008) 412, adopted by the European Commission in 2008. More information is available online at <http://ec.europa.eu/social/main.jsp?catId=547>.

⁴ More information is available online at http://ec.europa.eu/employment_social/employment_strategy/index_en.htm.

⁵ The Employment Guidelines (2008-2010) are available at <http://register.consilium.europa.eu/pdf/en/08/st10/st10614-re02.en08.pdf>.

⁶ More information is available online at: <http://eur-lex.europa.eu/en/treaties/index.htm> and http://eur-lex.europa.eu/en/treaties/dat/12002M/htm/C_2002325EN.000501.html.

- The **Charter of Fundamental Rights of the European Union** (2000, i. a. Article 21 - Non discrimination, Article 23 - Equality between men and women)⁷

3. Important gender-related directives for employers

The European Commission passed several (Council) Directives. **All objectives** of the following directives (e.g. parental leave) have or will have to be transposed into national law. A respective deadline is set for each EC directive passed and all Member States are legally obliged to meet the deadline. Therefore, the Member States will sooner or later initiate actions to achieve the respective goal set by the following (Council) Directives to prevent an infringement procedure imposed by the European Court of Justice.⁸

1. Employment and training

Directive 2006/54/EC consolidates all preceding **rules and case law** of the European Court of Justice (ECJ) with regard to equal opportunities and equal treatment for both sexes in employment and occupation. It replaces the previous directives **on equal pay**, on **equal treatment** and occupational social security schemes as well as on the **burden of proof** in cases of **sex discrimination**.⁹ However the previous directives are discussed in the following sections as they form the unconsolidated base for the recast directive.

1.1 Equal pay

Council Directive 75/117/EEC - on the standardisation of the laws of the Member States relating to the application of the principle of equal pay for men and women

- Employees having suffered pay discrimination can take **legal action** against their employer **without fear of retaliation**. Still, the principle of **equal pay for work of equal value** cannot always be enforced, as not all private contracts can be controlled by third, objective parties. That is the reason for the gender pay gap.

1.2 Access to training, promotion and equal working conditions

Directive 2002/73/EC - on the implementation of the principle of equal treatment for men and women aiming at equal access to **vocational training, promotion** (i.e. career advancements), **and working conditions** (including dismissals, prohibiting (sexual) harassment and instructions to discriminate).

- Employees taking legal action for unequal treatment are **protected from dismissal** or any other form of retaliation by their employer.

⁷ 2000/C 364/01. This is a non-binding declaration signed at the European Council meeting in Nice on 7 December 2000. Available online at: http://www.europarl.europa.eu/charter/pdf/text_en.pdf.

⁸ On the website of the European Commission, all information of the legal part of this document can be found under <http://ec.europa.eu/social/main.jsp?catId=420&langId=en>. Details on the national enforcement and communication can be found under <http://ec.europa.eu/social/main.jsp?catId=639&langId=en>, last accessed on 7 March 2011.

⁹ Directive 2006/54/EC of the European Parliament and of the Council is online available at <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:32006L0054:EN:NOT>. Last accessed on 6 May 2011.

2. Reconciliation of professional, private and family life

2.1 Pregnant workers

Council Directive 92/85/EEC - on the introduction of measures to encourage improvements in the safety and health at work of **pregnant workers and workers who have recently given birth** or who **are breastfeeding**. The Directive also covers **maternity leave** and **discrimination in the workplace**

- Women **may not be obliged to take night shifts** during pregnancy and for a period after childbirth;
- **Maternity leave** must comprise an uninterrupted period of at least **14 weeks**;
- Pregnant workers may attend **ante natal examinations** during work hours, without loss of pay;
- Women may **not be dismissed** for reasons related to their condition from the beginning of their pregnancy to the end of their maternity leave;
- **Employment rights** - such as maintenance of payment, adequate allowance - must be ensured.

2.2 Parental leave

Directive 2010/18/EU sets **minimum requirements on parental leave** for female and male workers, time off from work and **related employment protection**. It is a revision of the earlier Directive on parental leave (Directive 96/34/EC)

- Male and female workers have an "individual entitlement" for parental leave (i.e. childcare) for **at least four months** after childbirth or adoption. At least one of the three months cannot be transferred from one parent to the other.
- All workers are **protected from discrimination** on the grounds of applying for or taking parental leave.
- The right **to return to the same job** or an equivalent / similar job consistent with their previous contract is guaranteed at the end of parental leave.
- Workers have the right to request **changes to their working hours** for a limited period - individual and company needs shall be balanced.

All European member states must apply the new rules **by March 2012**, latest. Other recommendations from European directives, like for instance on gender-controlling (put into practice in Finland, Spain) are not mentioned here, but can be found on the European Commission's websites.

Other EU directives in the sphere of **Social security and pensions** (equal statutory social security, equal treatment with regard to occupational social security schemes like the Directive 2002/73/EC on **Gender planning**¹⁰) and equal **access to goods and services** are not treated here in depth. These rules aim at implementing the principle of equal treatment for men and women in all life spheres.

¹⁰ Cf. Official Journal L 269 (05/10/2002), and the final report on the directive, available online at <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2009:0409:FIN:EN:PDF>. Last accessed on 6 May 2011.

4. Additional rules for universities and higher education

Gender equality in science is a special interest of the European Union, as there is high vertical gender segregation in research: women account for 59 per cent of graduates of higher education, but represent only 45 per cent of PhD graduates, 30 per cent of the researchers and 18 per cent of full professors (academic staff, grade A) in the European Union in 2006 (European Commission, 2010d: 7). The under-representation of women in the field of science and engineering is even more striking - women account for less than one third of students and only every 10th professor position is held by a woman (European Commission, 2010d: 8).

This gender-imbalance contradicts Europeans vision of a knowledge-based economy with equal participation of all societal groups. It was first recognized and addressed by the European Commission in 1999 (communication "Women in Science - Mobilising women to enrich European Research"). In this line, the Directorate-General for Research of the European Commission set up a **Scientific Culture and Gender Issues Unit**. Together with the **Helsinki Group**, this Unit strives at three goals:

- (1) Enhance the participation of women in science (i.e. in research and higher education),
- (2) Include work-life balance considerations into the academic environment, and
- (3) Integrate the gender dimension into research (European Commission, 2010d).

Though the gender equality directives of the European Parliament and European Council mentioned in the section above apply to universities as employers, special - additional - efforts have been undertaken to allow for more gender equality in science. The **national policies to promote gender equality in science** (European Commission, 2010d: 66) can be summarized as follows:

- The national approaches are based on an equal treatment **law** and **sex-disaggregated statistics** (for publicly funded research institutions) in all focus countries. A **Ministry for women's affairs** or a Statutory Gender equality agency also exists in all six countries.
- **Gender and/or Women studies** exist in all six focus countries, as well.
- The **Commitment to Gender Mainstreaming** in science in the form of concrete plans on the implementation of the official commitment have been published by Austria, Germany and Lithuania (in 2008; European Commission, 2010d: 66). A so-called "**Women in Science Unit**" (improving equal opportunities for both gender), combined with **gender equality plans at universities** are common practice in Austria, Germany and in the United Kingdom.
- **Science networks, mentoring** and **special funding** for women in science are available in Austria, Germany and in the United Kingdom.

The status-quo of additional regulations and/or activities for women in science in the six focus countries is as follows (e.g. European Commission, 2008b):

- **Austria** implemented a 40-per-cent- quota for women on university boards in October 2009. As a result the proportion of women in vice chancellors' offices has increased from 0 to 19 per cent: in April 2011 there were four female vice presidents in Austria. In addition, in higher research, gender mainstreaming has been given increasing importance by the national funding agency for industrial research and development. Starting in October 2010 Gender

equality is now one of the criteria for funding applications; the topic of the project, the impact, diversified research teams as well as conditions of work in the research teams are all taken in to account.

- **In the Czech Republic**, there is no specific initiative or measure that would promote gender dimension in higher education. At the Sociological Institute of the Academy of Science there is a special department *Gender and Sociology* that focuses on research and studies related to gender inequalities and it has a special section *National Contact Centre: Women and Science* that supports projects promoting women in science.
- **In Germany**, the DFG (German research association) has recently set a new European benchmark by requiring gender equality in research and teaching as prerequisite to obtain funding for research proposals. For further details on the publication "The DFG's Research-Oriented Standards on Gender Equality" (2008) consider the German section. Apart, most regulations for the public sector apply to the majority of universities - all being public - as well.
- **In Greece**, there is no specific law or measure for gender equality promotion in universities and higher education institutions but other initiatives include the *Greek Women Engineers' Association*. Furthermore, in 2006, the General Secretariat for Research and Technology created the *Periktione network*, which serves women researchers and scientists in Greece and the whole Mediterranean, Balkan and Black Sea region. For more details on the network, consider the Greek country section. No specific public law measure has been implemented on this direction yet.
- **In Lithuania**, neither the Ministry of Education and Science, nor the Science Council of Lithuania has a specific unit for women in science. Mentoring for women in science is on the agenda of the Ministry of Education and Science in mid 2011. Moreover, there are various associations for women in Lithuania acting at (inter-)national levels: the Baltic States Network on Women in Science and High Technology (financed by FP6, initiated by Lithuanian physicists), a Network of women in High Technology (established 2006), the Institute for gender studies in Siauliai and the Vilnius University Gender Studies Centre (<http://www.lsc.vu.lt/index.php?id=378>). For more details, consider the country section.
- **In the United Kingdom, public bodies such as universities are expected to focus on impact rather than process.** The 'general duty' is similar to that of previous legislation, with one significant difference. What was previously "promote equality of opportunity" has changed to "advance equality of opportunity", which suggests that a higher and more wide-ranging standard is now required by the 'general duty' than previously. On top of this, the implementation of the Equality Act 2010 has meant less 'specific duties' than before. 'Specific duties' are regulations that set out the process which public bodies must follow in order to demonstrate that they are fulfilling the 'general duty'. Under the new Act, only the Welsh Government has issued 'specific duties' about process and these are much reduced from the previous ones. England has put some out for consultation which make even less detailed requirements about process than the Welsh ones and the Scottish Government plans further consultation before they decide what to do. Apart from **universities, which may have to comply**

with several different sets of Equality Act 2010 regulations,¹¹ further and higher education institutions fall under the Code of Practice on provision of services to the public, that is mentioned above. They also fall under the ‘specific duties’ for public bodies in Wales, and will do so in England and Scotland if there are any. In addition, there is a draft Code of Practice on Further and Higher Education (Equality & Human Rights Commission, December 2010) that is due to come into force in July 2011. This draft Code sets out the duties on further and higher education providers in relation to all of the services, facilities and benefits, both educational and non-educational that an education provider provides or offers to provide for students.

¹¹ For instance, a higher standard of legal duty on public bodies (e.g. universities) Section 149 of the Equality Act 2010 puts an additional legal duty on public bodies, called a ‘general duty’. Previously, there were separate and different legal demands on public bodies for race equality, gender equality and disability equality. The Act simplifies this into a single public sector duty but also extends it to include all of the nine ‘protected characteristics’. This ‘general duty’ applies across all the policies and practices of public bodies, such as workforce management, service provision, commissioning, procurement and partnerships. It applies to all public bodies in the widest sense, that is, all organisations with a public function. Section 155 of the Act defines this ‘general duty’. It says that public bodies must pay “due regard” to the need to advance equality of opportunity, eliminate discrimination, harassment and victimisation, and foster good relations between different groups.

II. SUMMARY: CROSS-COUNTRY COMPARISON

QUALITATIVE STUDIES

The status-quo in the six focus countries is described by

1. The *Gender Gap Index 2009* of the World Economic Forum (WEF) on the economic participation and opportunity indicators. The index is based on company responses (over 600 worldwide) as well as on official statistical data (United Nations Development Programme, UNDP; International Labour Organisation, ILO). The index gives each country's "overall performance" in closing the gender gap on a 0-to-1 scale. 0 stands for inequality, 1 stands for equality.¹² The index takes into account several sub-indices (see footnote).¹³ The result of the index determines the country's rank out of 134 reviewed countries (World Economic Forum, 2010: 17). If the country score is ranked within the upper third of the reviewed countries, the categories are mentioned separately. For Lithuania, unfortunately, there is no data available.
2. Additional qualitative information, details of which are contained in this report. A common issue of the countries in focus is the lack of childcare facilities which prevent a good integration of work and family for both sexes. Another common problem is stereotyping as it determines to a high degree the gender-based occupational choice: a technical / science-directed path for men; and vice versa a social, cultural or political studies one for women. Stereotypes also prevent a balanced representation of both sexes in the decision making positions of private companies: on average for European 27 women comprise a mere three percent of CEOs of the largest publicly quoted companies (Eurostat data, year: 2010). This structure is also unfavourable for the work-life balance of men.

Country comparison

- **Austria** is ranked 42/134 countries; the inequality index amounts to 0.7. Austria has good scores in the categories *Health and Survival (Score 1)* and *Political Empowerment* (World Economic Forum, 2010: 20). Austria's weak points with regard to gender equality are the high stereotyping with respect to career choices (women's / men's job) and career, resulting in a relatively high gender-pay gap and that many women work part-time (over 40 per cent). Strong points are the high overall employment rate for both men and women and the

¹² The highest country score is equal to the benchmark of 1, according to which all other scores were truncated. "female and male earned income figures [...] crudely estimated on the basis of data on the ratio of the female non-agricultural wage to the male non-agricultural wage, the female and male shares of economically active population, the total female and male population and the GDP per capita in purchase power parity (PPP) US\$" (World Economic Forum, 2010: 17). The procedure is that complex as gender-disaggregated income data do not exist. The considered employment groups are 1) economically active population, 2) employed persons, by occupation.

¹³ The considered sub-indices are economic participation and opportunity (comprised of the four categories labour force participation, estimated earned income and the two employment categories 1) legislators, senior officials, and managers, 2) professional and technical workers), educational attainment, health and survival, and political empowerment (World Economic Forum, 2010: 17/18).

relatively balanced educational attainment. Parental leave arrangements and the introduction of a quota system for large companies are currently under discussion.

- **Czech Republic** is ranked 74/134 countries; the inequality index amounts to 0.68 (World Economic Forum, 2010: 36). The Czech Republic has good scores in the categories *Educational Attainment (Score 1)* and *Health and Survival* (World Economic Forum, 2010: 36). The Czech Republic's weak points with regard to gender equality are the discrimination of women at work and the lack of possibilities to integrate work and family, as the majority of jobs are full time combined with the lack of childcare facilities. These conditions lead to a relatively high gender-pay gap. A strong point is the high educational attainment for both men and women. Recently discussed topics include work-family reconciliation, the provision of childcare facilities and discrimination at work. Occupational gender segregation can also be regarded as hot topic.
- **Germany** is ranked 12/134 countries; the inequality index amounts to 0.75. Germany has good scores in the categories *Economic participation and Opportunity (Legislator, senior officials and managers; Professional and technical workers (Score: 1))* and *Political Empowerment* (World Economic Forum, 2010: 48). Some of Germany's weak points with regard to gender equality are the old-fashioned Western German male-bread-winner model, and the relatively strong stereotyping with respect to the occupational choice. The result is that many women work part-time (over 40 per cent). Strong points are the relatively balanced educational participation of men and women and the relatively high representation of women in political decision making positions. Recently discussed topics are paternity leave, family care arrangements and how to increase and fund childcare facilities. A remaining hot topic is quota for women in industry and research.
- **Greece** is ranked 85/134 countries; the inequality index amounts to 0.67 (World Economic Forum, 2010). Greece has relatively good scores in the categories *Educational Attainment* and *Health and Survival (Score 57)* (World Economic Forum, 2010: 36). Greece's weakest point is that men are far more frequently employed than women. Women's participation in the decision making positions is relatively low as well. A strong point is the relatively balanced educational attainment, though this is low in comparison to other European countries for both men and women. Recently discussed topics include the reform of the pension system, and the glass-ceiling effect in private companies discussed together with the large gender pay gap. A remaining issue is to improve the work-life balance for both men and women.
- In **Lithuania** (no data available from the World Economic Forum), the gender gap is relatively low with respect to many indicators. Being an ex-communistic nation, the occupational participation of men and women is relatively balanced. The gender pay gap was one of the lowest in Europe for many years, but has increased to 21.6 per cent in 2008.¹⁴ The educational attainment is very favourable for women (60% of all students are female). Still, Lithuania has some weak points: the low availability of childcare facilities and the relatively high unemployment rate of men are problematic.

¹⁴ Cf. Eurostat (2010), Gender pay gap in unadjusted form in per cent, available online at <http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&language=en&pcode=tsiem040&plugin=1>, last accessed on 25 May 2011.

- Currently debated gender-related topics are the work-family reconciliation and the eventual introduction of mandatory equality plans.
- **The United Kingdom** is ranked 15/134 countries; the inequality index amounts to 0.74 (World Economic Forum, 2010). The United Kingdom has good scores in the categories *Educational Attainment (Score 1)*, *Political Empowerment* and *Economic participation and Opportunity (Estimated Earned Income and Legislator, senior officials and managers)* (World Economic Forum, 2010: 48). Some of the UK's weak points with regard to gender equality are the low availability of childcare facilities for children less than 3 years old and the stereotyped occupational choices. These facts result in a high percentage of women working part time (over 40 per cent). Strong points are the high educational attainment of both sexes (favourable for women) and the above average rate of female business leaders. Weak points, which have been discussed recently, are the small number of full time childcare facilities for children older than three years and the stereotyped occupational choice. Though the provision of childcare facilities is above European average, the issue poses a problem as the fertility in the UK is one of the highest in Europe (women have on average two children).

STATISTICAL COUNTRY DATA

Indicators	Austria			Czech Republic			Germany			Greece			Lithuania			United Kingdom			Europe 27		
	Fem.	Male	Gap	Fem.	Male	Gap	Fem.	Male	Gap	Fem.	Male	Gap	Fem.	Male	Gap	Fem.	Male	Gap	Fem.	Male	Gap
Labour market																					
Employment Rate (15-64) ^A	66.4	76.9	10.5	56.7	73.8	17.1	66.2	75.6	9.4	48.9	73.5	24.6	60.7	59.5	1.2	65.0	74.8	9.8	58.6	70.7	12.1
Employment Rate, older workers (55-64) ^A	31.7	51.0	19.3	35.0	59.6	24.6	48.7	63.9	15.2	27.7	57.7	30.0	48.3	56.0	7.7	49.2	66.2	17.0	37.8	54.8	17.0
Unemployment Rate (25-74) ^A	3.7	4.1	0.4	7.0	4.9	2.1	6.9	7.6	0.7	11.5	6.0	5.5	9.4	14.8	5.4	4.7	6.3	1.6	7.7	7.5	0.2
Share of part-time workers (% all jobs) ^A	42.9	8.7	34.2	9.2	2.8	6.4	45.3	9.7	35.6	10.4	3.2	7.2	9.5	7.0	2.5	42.5	11.8	30.7	31.5	8.3	23.2
Share of employees with temporary contracts ^A	9.0	9.2	0.2	10.2	7.0	3.2	14.6	14.4	0.2	14.1	10.6	3.5	1.6 ^U	2.9 ^U	1.3 ^U	6.1	5.3	0.8	14.5	12.8	1.7
Gender pay gap ^A			25.4			25.9			23.2			22.0 ^Y			15.3			20.4			17.1
Business																					
Approximate percentage of women employees in Business (overall) ^F	29.3	70.7	41.4	33.4	66.6	33.2	32.6	67.4	34.8	32.8	67.2	34.6	-	-	-	39.5	70.5	31.0	-	-	-
CEOs (company based survey) ^F	4.0	96.0	92.0	0.0	100	100	6.0	94.0	88.0	0.0	100		-	-	-	0	100	100	-	-	-
President / CEO of highest Decision Making Body of the 50 largest listed companies ^B	0.0	100	100	9.0	91.0	82.0	3.0	97.0	94.0	0	100	100	3	97		0	100	100	3.0	97.0	94.0
(Board) Members of highest Decision Making Body of the 50 largest listed companies ^B	9.0	91.0	82.0	12.0	88.0	76.0	13.0	87.0	74.0	6.0	94.0	88.0	13.0	87.0	74.0	13.0	87.0	74.0	12.0	88.0	76.0
Leaders of Business ^C	30.0	70.0	40.0	29.0	71.0	42.0	33	67	34.0	30.0	70.0	40.0	32.0	68.0	36.0	34.0	66.0	32.0	33.0	67.0	34.0
Higher Education																					
Educational attainment (Age 15 -24; medium + upper edu., ISCED level 3-4) ^A	50.1	47.4	2.7	50.2	52.0	1.8	40.9	38.4	2.5	51.0	48.4	2.6	45.4	42.0	3.4	59.5	57.7	1.8	45.3	43.5	1.8
Educational attainment (Age 25-64; medium + upper edu., ISCED level 3-4) ^A	59.5	66.2	6.7	73.6	78.1	4.5	59.8	58.4	1.4	39.8	37.0	1.8	56.3	64.8	8.5	37.8	44.6	6.8	45.1	48.7	3.6
Educational attainment (Age 25-64; university degrees / ISCED level 5-6) ^A	16.9	21.2	4.3	14.9	16.2	1.3	23.1	29.7	6.6	22.9	22.7	0.2	36.0	25.5	10.5	33.7	33.1	0.6	25.9	24.4	2.5

^A Eurostat (2010)

^D European Commission (2010d)

^U unreliable/uncertain data

- no data available

^B European Commission (2010a)

^E She Figures (2009)

^W non weighted average

^C European Commission (2010b)

^F World Economic Forum (2010)

^Y Year 2008

Indicators	Austria			Czech Republic			Germany			Greece			Lithuania			United Kingdom			Europe 27		
	Fem.	Male	Gap	Fem.	Male	Gap	Fem.	Male	Gap	Fem.	Male	Gap	Fem.	Male	Gap	Fem.	Male	Gap	Fem.	Male	Gap
Higher Education																					
Students and Postgraduates ^D	53.7	46.3		54.7	45.3		49.7	50.3		-	-		60.0	40.0		57.2	42.8		55.2	44.8	
Share of Students enrolled in Science, Mathematics and Computing fields ^D	34.4	65.6		32.9	67.1		35.0	65.0		-	-		32.0	68.0		37.2	62.8		37.5	62.5	
Share of Students enrolled in engineering, manufacturing, construction fields ^D	22.9	77.1		24.7	75.3		18.2	81.8		-	-		24.1	75.9		20.4	79.6		24.7	75.3	
Full Professor ^E	14.0	86.0		13.0	87.0		12.0	88.0		11.0	89.0		14.0	86.0		17.0	83.0		19.0	81.0	
Associate Professor / Senior lecturer ^E	19.0	81.0		31.0	69.0		18.0	82.0		23.0	77.0		42.0	58.0		37.0	63.0		36.0	64.0	
Lecturer / Post doc ^E	41.0	59.0		31.0	69.0		33.0	67.0		32.0	68.0		54.0	46.0		47.0	53.0		44.0	56.0	
General Information																					
Total fertility Rate ^A	1.39			1.49			1.36			1.52			1.55			1.96 ^Y			1.60		
Maternity leave benefits (%wages paid) ^F	100			69			100			100			-			90 *			-		
Provider of maternity coverage ^F	Statutory health insur., family burden equalization fund, employer			Social security			Statutory health insurance, state, employer			Social security, employer			-			Employer (92% refunded by public funds)			-		
Length of maternity leave ^F	16 weeks			28 weeks			14 weeks			17 weeks			-			39 weeks **			-		
Formal childcare (%) less than 3 years ^F	7.0 ^U			3.0 ^U			7.0 ^U			4.0 ^U			1.0 ^U			31.0			14.0		
Formal childcare (%) 3 years to school (1-29h/week) ^A	58.0			28.0			48.0			33.0			4.0 ^U			70.0			40.0		
Formal childcare (%) 3 years to school (30+h/week) ^A	21.0			36.0			40.0			25.0			51.0			21.0			44.0		
Childcare provided by businesses (any kind, companies in %) ^F	50.0			20.0			70.0			28.0			-			38.0			-		
Childcare provided by businesses (in %): permanent on-site facilities ^F	23.0			4.0			33.5			11.2			-			7.6			-		
Childcare provided by businesses (in %): Occasional/part-time childcare services ^F	11.5			12.0			32.0			5.6			-			15.2			-		
Childcare provided by businesses (in %): Financial support towards childcare ^F	0.0			0.0			0.0			0.0			-			0.0			-		
Childcare prov. by bus. (in %): Other ^F	31.0			4.0			9.0			11.2			-			15.2			-		

^A Eurostat (2010)^D European Commission (2010d)^U unreliable/uncertain data

- no data available

^B European Commission (2010a)^E She Figures (2009): 75, data for 2007^W non weighted average

* Statutory maternity leave is paid continuously ≤ 39 wk. (90% first 6 wk., flat rate for 33 wk)

^C European Commission (2010b)^F World Economic Forum (2010)^Y Year 2008

** Consisting of 26 weeks of ordinary ml., 13 weeks of additional maternity leave, max. 52 wk

III. COUNTRY-WISE ANALYSIS

In each country section, the following details will be mentioned

- **"Gender equality in numbers - a statistical outline"**: This is a short overview of the country's historical development with respect to gender equality in recent years, and a tabulated overview on gender specific data (partly family related) depicting the status quo equality of men and women at the labour market, in decision making positions and in higher education.
- The section **"Legislative and governmental action"** provides an overview on
 - Coordinating institutions
 - Main national documents (in case few documents exists)
 - Important gender equality related directives and laws (on the national level)
 - Advancements and political approaches of recent years in several gender equality related dimensions (labour market policies, parental leave etc.)
- **"Current debate & future topics"**: this section shall enhance a company leader's, a higher-institutions' or HR irresponsible's awareness for "hot-issues" concerning
 - **Recent political and public debate**: Which are the most important gender issues?
 - **Future topics**: Which topics will be discussed in the next years?
- **"National non-legislative and industries' initiatives"** have been set-up to foster good practices in many countries. The following examples outline the content of this section:
 - Companies and organisations successfully achieving gender equality at their workplaces may be identified by means of **awards, labels, memoranda, rankings** and other competitions. An overview can be found in the respective country section.
 - **Ministries initiatives**: The initiative "Future Women" of the Austrian Federal Ministry for Economy, Family and Youth, set up in cooperation with the Austrian Economic Chamber, aims at increasing the share of women in leading positions. "Future Women" is based on two pillars: 1. Companies can nominate women to take part in advanced leadership trainings; 2. By March 2011, a database on women on company boards has been installed. The general public's reaction was very positive.
 - **Co-operations of employer associations, trade-unions and responsible ministries**: Joint initiatives usually seek to establish sustainable contexts for gender-equal opportunities. In Germany "The family as success factor", aiming at improved work-life balances. The initiative has been initialized by the ministry in charge of family and social issues (BMFSFJ), the German trade union confederation (DGB), the German confederation of employers' associations (BDA), the Association of German Chambers of Industry and Commerce (DIHK) and the German Association of Skilled Craft (ZDH). Employees regard the label an extra point when searching for jobs.

Company leaders and other persons responsible for gender equality may use this list

1. To **find out about good and best practice firms** - often these firms have found outstanding or highly effective ways to combat unfair gender practices or to promote gender equality issues. Many of them are interested in co-operating with and willing to share their materials with other enterprises.
2. To **participate** - e.g. in order to improve the company's image, to increase the attractiveness as employer, to increase the publicity or to engage in (industry) networks.

A **table-based comparison** of employment data may be found in the preceding section, **II. Summary: Cross-country comparison.**

Organizational best practices can be found in our **GenCo Toolkit on the GenCo homepage.**

AUSTRIA

Gender equality in numbers - a statistical outline

In Austria, **stereotypes** and **traditional role behaviour** often determine "life, educational and career choices" (Eurofund, 2010: 9), as Austrian studies indicate. This produces a relatively high horizontal (i.e. occupational) and **vertical gender-specific job segregation**: 30 per cent of business leaders are female compared to 33 per cent on the European level; and on average women earn approximately one third less than men. Research shows the **gender pay gap** in Austria of approximately 25.4 per cent is one of the highest in Europe, seven percentage points above the European average. The gender pay gap is present at all stages of the career (Eurofund, 2010: 10). One of the reasons for the gap might be that educational paths of young women and men are still highly segregated as well as their career choices. But Austrian studies show, even at the same (high) educational level as men (there is a massive rise in women's educational level; 54% of enrolled students are female) women get paid less than men among career entrants. This special pay gap was indicated as a "discrimination gap".

Owing to the high wage gap, the majority of women decide to **interrupt their careers** when they have children so as to take on childcare responsibilities. If a couple subsequently separates, it is often the case that the reduction in employment (43% of women work part-time - this is five times more frequently than men do and approx. 17 percentage points above the EU 27 average, cf. Austrian Women Report 2010,) and income opportunities occasioned by the disruption of women's careers leads to a real danger of impoverishment (cf. for instance European Commission, 2007: 65).

At prime working-age, it is mainly the continuing **lack of childcare facilities** (and all-day schooling - only for 7% of the children < 3 years, a mere 21 % of 30h+ / week for 3-6 aged children) and the generous financial support available for long career breaks (up to two years after the child is born) that – in addition to the gendered division of labour – result in more discontinuous female careers. Career breaks for family reasons are frequently followed by job changes, working-time reductions, workplace disadvantages, prolonged spells of unemployment as well as irredeemable income loss (Austrian Women Report 2010: 430).

Indicators	Austria		EU 27			
	Women	Men	Gap	Women	Men	Gap
Labour market						
Employment Rate (15-64) ^A	66.4	76.9	10.5	58.6	70.7	12.1
Employment Rate of older workers (55-64) ^A	31.7	51.0	19.3	37.8	54.8	17.0
Unemployment Rate (25-74) ^A	3.7	4.1	0.4	7.7	7.5	0.2
Share of part-time workers (% all jobs) ^A	42.9	8.7	34.2	31.5	8.3	23.3
Share of employees with temporary contracts ^A	9.0	9.2	0.2	14.5	12.8	1.7
Gender pay gap ^A			25.4			17.1
Business						
Highest Decision Making Body: President ^B	0.0	100.0		3.0	97.0	
Highest Decision Making Body: Members ^B	9.0	91.0		12.0	88.0	
Leaders of Business ^C	30.0	70.0		33.0	67.0	

Indicators	Austria		EU 27			
	Women	Men	Gap	Women	Men	Gap
Higher Education						
Educational attainment (Age 15 -24; Level 3-4) ^A	50.1	47.4	2.7	45.3	43.5	1.8
Educational attainment (Age 25-64; level 3-4) ^A	59.5	66.2	6.7	45.1	48.7	3.6
Educational attainment (Age 25-64; level 5-6) ^A	16.9	21.2	4.3	25.9	24.4	1.5
Students and Postgraduates ^D	53.7	46.3		55.2	44.8	
Share of Students enrolled in Science, Mathematics and Computing fields ^D	34.4	65.6		37.5	62.5	
Share of Students enrolled in Engineering, manufacturing and construction fields ^D	22.9	77.1		24.7	75.3	
Full Professor ^E	14.0	86.0		19.0	81.0	
Associate Professor ^E	19.0	81.0		36.0	64.0	
Lecturer and PhD ^{E,W}	16.5	59.0		27.5	72.5	
Work & Family						
Total fertility Rate ^A	1.39		1.6			
Formal childcare (%) for children under 3 years ^A	7.0 ^U		14.0			
Formal childcare (%) 3 years to school (1-29h/w) ^A	58.0		40.0			
Formal childcare (%) 3 years to school (30+h/w) ^A	21.0		44.0			

^A Eurostat (2010)

^D European Commission (2010d)

^W non weighted average

^B European Commission (2010a)

^E She Figures (2009)

^Y Year 2008

^C European Commission (2010b)

^U unreliable/uncertain data

- no data available

Legislative and governmental actions

Coordinating institutions

Federal Chancellery of the Republic of Austria / Minister for women's affairs

Federal Ministry of the Economy, Family and Youth (Programme to promote women in research, entrepreneurship and leading positions)

Federal Ministry of Transport, Innovation and Technology (Programme to promote women in Research and Technology - FEMtech)

Federal Ministry of Research and Science (Programme for promote women in science)

Federal Ministry of Labour, Social Affairs and Consumer Protection

Family and women departments in the Federal provinces

Main documents

Equal treatment law for the private sector (BGBl), established in 1979, Equal treatment law for public administration at the federal level(B-GBG) , established in 1993

Equal treatment laws of the federal states

State of affairs regarding gender mainstreaming

Since the year 2004, gender mainstreaming processes have been implemented at all **political levels** as well as successfully in the public employment service (European Commission, 2007: 38, 47).

The Federal Equal Treatment Act (applicable to the civil servants employed by the Federal State) has been amended in 2010 to strengthen efforts for a better promotion of women, equal pay regulations, for de-facto equality and against discrimination. Unequal treatment due to pregnancy and direct discrimination has explicitly been prohibited.

The obligatory quota has been increased from 40 to 45 per cent for all ministerial levels and public functions (Burri et al., 2010: 47). The amendments are aimed at serving as an example for introducing analogous regulations in the private sector. Still, to date, common initiatives are largely missing (Bundesministerium für Frauen und öffentlichen Dienst, 2010).

Important gender equality related laws and regulations

1. Employment and training

1.1 Equal pay

Council Directive 75/117/EEC - on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women

- Within the equal treatment law for the private sector (BGBl) 1979 equal pay was generally transposed in the Austrian law¹⁵, in public administrations at the federal level in 1993¹⁶. Since March 2011 companies with more than 1000 employees have to compile gender-specific company statements with regard to income and working time of their personal every second year. This applies to firms with over 500 employees from 2012 on; in 2014 all companies with more than 150 employees shall publish these figures.

1.2 Access to training, promotion and equal working conditions

Directive 2002/73/EC - on the implementation of the principle of equal treatment for men and women aiming at equal access to **vocational training, promotion** (i.e. career advancements), **and working conditions** (including dismissals, prohibiting (sexual) harassment and instructions to discriminate).

- Not-equally treated employees taking legal action are **protected from dismissal** or any other form of retaliation by their employer.

These aspects were implemented into Austria law already in 1990.¹⁷

2. Reconciliation of professional, private and family life

2.1 Pregnant workers

Council Directive 92/85/EEC - on the introduction of measures to encourage improvements in the safety and health at work of **pregnant workers and workers who have recently given birth**

¹⁵ Gleichebehandlungsgesetz (BGBl), Bundesgesetzblatt für die Republik Österreich, Nr. 108/1979 last amended BGBl. Nr. 833/1992

¹⁶ Legal act: *Bundesgesetz*, Official Journal: *Bundesgesetzblatt für die Republik Österreich (BGBl.)*, number: *100/1993*, Publication date: *12/02/1993*

¹⁷ (BGBl. Nr. 410/1990)

or who **are breastfeeding**. The Directive also covers **maternity leave** and **discrimination in the workplace**

- Women **may not be obliged to take night shifts** during pregnancy and for a period after childbirth
- **Maternity leave** must comprise an uninterrupted period of at least **14 weeks**
- Pregnant workers may attend **ante natal examinations** during work hours, without loss of pay
- Women may **not be dismissed** for reasons related to their condition from the beginning of their pregnancy to the end of their maternity leave
- **Employment rights** - such as maintenance of payment, adequate allowance - must be ensured.

Most of these aspects were implemented into Austrian Maternity protection law already in 1979.¹⁸

2.2 Parental leave

The new European Directive 2010/18/EU sets **minimum requirements on parental leave** for female and male workers, time off from work and **related employment protection**. It is a revision of the earlier Directive on parental leave (Directive 96/34/EC) and has to be transposed into national legislation by March 2012.

- Male and female workers have an "individual entitlement" for parental leave (i.e. childcare) for **at least four months** after childbirth or adoption. At least one of the three months cannot be transferred from one parent to the other.
- All workers are **protected from discrimination** on the grounds of applying for or taking parental leave
- The right **to return to the same job** or an equivalent / similar job consistent with their previous contract is guaranteed at the end of parental leave
- Workers have the right to request **changes to their working hours** for a limited period - individual and company needs shall be balanced

Parental benefits - paternity	Current regulation
Does the government mandate paid or unpaid paternity leave?	Yes
Maternity leave benefits (% last wages paid) ^A	Different models, e.g. for one year 80%, otherwise different sums (dependent on the period of maternity leave) independent of wage
Provider of maternity coverage ^A	Statutory health insurance, (most) state, employer
Length of maternity leave ^A	From 2 months to 2 years

^A World Economic Forum (2010)

¹⁸ [BGBl. Nr. 221/1979](#)

Current debate & future topics

Gender equality is becoming increasingly important on the political agenda, as human resources are needed for the business location Austria. The gender pay gap is dramatically high and work life balance is still difficult to handle for women and the reason for career barriers.

The current National Action plan for Equality of Women and Men in Labour Market, published in 2010, includes five fields of action: 1. Diversification of education and career choice, 2. Improvement of the choices of women at the labour market, 3. Increase the share of women in leading positions, 4. Improvement of the career chances for women with care responsibilities, 5. Reduce gender pay gap:

- **Encouraging women into male occupations:** Specific education and training policies shall prevent girls from choosing traditional female occupations (i.e. in the service sector). They have been implemented on a regional level (Eurofund, 2010)
- **Active labour market, pay and career and flexicurity policies:** A gender equality approach is "largely missing" (European Commission, 2007: 47); only few governmental initiatives have been initiated to narrow the gender pay gap or to raise the awareness and provision of information tools. But since March 2011 the minimum wage must be specified at job advertisements.
Funded research projects have been scarce (European Commission, 2007: 55). Even though, several gender-mainstreaming initiatives exist at the level of collective agreements and respective sector-wise calculators for a gender-neutral pay (e.g. initiated by the women's organisation of the Austrian Trade Union Federation (Österreichischer Gewerkschaftsbund, OGB; Eurofund, 2010). A debate with regard to social security protection for flexible workers has started recently, as men increasingly work in atypical employment forms.
- **Quotas for women** are to be introduced in companies' advisory boards as well as in public enterprises. The minister for female affairs targets at a **25 per cent** quota in 2013 and a **40 per cent rate** in 2020. Whereas big companies shall already include such regularities within their *Corporate Governance Codex*, a respective law will be installed if the voluntary agreements do not work out.
- **Reconciliation policies:** Recent initiatives aimed at facilitating an early re-entry after parental leave for well earning women or women in high positions. In line, the availability and quantity of childcare facilities has been increased and men were encouraged to assume childcare responsibilities (Eurofund, 2010: 17-21). Still, in 2010, fathers' career biographies have hardly been affected: only 5% of men took advantage of the possibility of parental leave. In the course of the tax reform 2005, the sole earner's and the sole parent's tax credit were increased depending on the number of children. The change became effective in 2004 (Council of Europe Family Database, 2009). Another change (AT0812039I) introduced an income-related childcare benefit scheme replacing the previous flat-rate scheme. Since the beginning of 2010, parents may get an 80 per cent of their former wage – though this amount is restricted (minimum of 1000 Euros, maximum of 2000 Euros).
- **Father's leave arrangements** will remain on the political agenda. The possibility of a binding off-the-job month for fathers has recently been discussed. Public employees should have the option to stay at home after the birth of their child up to one month.

- **Controlling the gender pay gap:** From March 2011 on, companies with more than 1000 employees have to compile gender-specific company statements with regard to income and working time of their personal every second year. This applies to firms with over 500 employees from 2012 on; in 2014 all companies with more than 150 employees shall publish these figures (Bundesrat, 2011). This is in line with previous requests by the Austrian Trade Union Federation (ÖGB) (Eurofund, 2010). Currently, no sanctions are planned, though female employees have the right to sue. Initiatives to narrow the pay gap have been started recently (see section below).
- In higher research, gender mainstreaming has been given increasing importance by the national funding agency for industrial research and development. Within October 2010 Gender equality is implemented as a criteria for applications. It concerns the topic of the project, the impact, diversified research teams as well as conditions of work in the research teams.

National non-legislative and industries' initiatives

Initiative	Description, link
PRIZE	
"Federal state competition family-friendliest business" (Landeswettbewerb "familienfreundlichster Betrieb")	Companies in every federal state of Austria are awarded for family-friendly measures. Every second year the state price of family-friendliest business is awarded out of the winner. http://www.familienfreundlichsterbetrieb.at/2011 (only in German)
amaZone	This has been running for 15 years: companies which qualify girls and young women in technical professions are awarded. http://www.sprungbrett.or.at/bewerbung/amazone.shtml (only in German)
WOMAN Award	Within the award women with special achievements in different areas are awarded. http://www.woman.at/ (only in German)
ÖGUT Environmental Award Women in environmental technology	Women with special achievements in environmental technology are awarded. www.oegut.at/de/events/umweltpreis/index.php (only in German: ÖGUT Umweltpreis: Kategorie Frauen in der Umwelttechnik)
MIA Award	The award recognises women with an international background who have achieved extraordinary success in their chosen fields. http://www.mia-award.at/ (only in German)
Trigos Award	The award recognises amongst others companies which maintain equality measures. http://www.trigos.at/ (only in German)
LABEL	
Audit "work and family" (Audit "berufundfamilie")	The audit helps companies in improving their family related human resource management. It is recommended by leading business associations. www.familieundberuf.at

Initiative	Description, link
COMPENDIUM	
FEMtech Career - Innovative approaches to increase equal opportunities in R&D	In this brochure, persons in charge of the FEMtech Career projects as well as representatives of the management of twelve sponsored companies share their practical insights. FEMtech Career facilitates projects implementing equal opportunity measures and helping female researchers achieve their career objectives. http://www.femtech.at/index.php?id=56
OTHER	
Business Women Centre (Business Frauen Center)	The regional initiative offers women a network as well as professional cross mentoring. www.bfc.at/ktn (only in German)
Database on board of female directors Aufsichtsrätinnendatenbank	Women of various specialist areas can all register in the database. http://portal.wko.at/wk/format_detail.wk?angid=1&stid=600096&dstid=8858&opennavid=51628 (only in German)
Daughters' day (Wiener Töchertag)	Daughter' day is a regional campaign to connect girls with enterprises and organisations in STEM. http://www.toechtertag.at/ (only in German)
Equal pay day	The equal pay day is every year in March. It's goal is bundle activities against gender-discriminating pay. http://www.equalpayday.at/index.php?id=10 (only in German)
FEMtech Carreer	FEMtech Career supports research and technology-intensive companies and extra-faculty research institutes in natural science and technology with the implementation of structural measures and initiatives, which lead to equal opportunities for women http://www.femtech.at/index.php?id=37&L=2
FEMtech Network	This network aims at making family-friendliness a management topic. Managers are offered a whole range of practical and economically tested concepts. Based on building blocks, managers can directly check how and at which cost they can create a more family-friendly business. In 2011, the network had 3316 member organisations. http://www.femtech.at/index.php?id=31&L=2
FEMtech's database of female experts	FEMtech's Database of female experts is an initiative to support women in research and technology. Female scientists of various specialist areas can all register in the database; however, the focus of the database is on the areas of natural science and technology. Every month three women are nominated http://www.femtech.at/index.php?id=65&L=1 (only in German)
„Gender and Diversity Management group“ at the Vienna University of Economics and Business (Abteilung für Gender und Diversitätsmanagement an der WU Wien)	The University Department does mainly research and teaching in Gender and Diversity. http://www.wu.ac.at/gender/en

Initiative	Description, link
OTHER	
Initiative “Future Women“ (Initiative Zukunft Frauen)	The initiative supports an advanced training for women in leading positions. http://portal.wko.at/wk/format_detail.wk?angid=1&stid=537356&dstid=8858&opennavid=0 (only in German)
The Women report of the Federal Government 2010 (Frauenbericht des Bundeskanzleramts 2010)	The women report of the federal government gives an overview on the state of the art of the situation of women and gender equality in Austria. Besides the detailed analysis it gives as well recommendations. http://www.frauen.bka.gv.at/site/7207/default.aspx (in German, summaries in Englisch)
W-fforte	The initiative w-fforte offers amongst others career workshops for women in SET. http://www.w-fforte.at/index.php?id=1&L=1
Woman in Business (“Frau in der Wirtschaft“)	The Initiative supports women in entrepreneurship. http://www.frauinderwirtschaft.at/

CZECH REPUBLIC

With the **employment rate** of men at 75.4 per cent and of women at 57.6 per cent, the Czech Republic is an EU country with one of the highest gender gaps in employment – 17.8 percentage points in 2008. Both horizontal and vertical segregations lead to the wide gender **pay gap** in the Czech Republic - in 2009, the overall gender gap in average earnings of men and women was 27 percentage points. In management positions, this gap amounted to 48 percentage points, whereas in lower administration positions, the gap was 17 (Eurostat, 2010) resp. 19.6 percentage points (Czech Statistical Office, 2009).

The Czech Chamber of commerce states that **small and medium sized enterprises** (SME) are the "engine of the economy" (European Commission, 2008-CR: 7)¹⁹ - with more than five million employees, making up almost 90% of investments into innovations, research and development. They function as important employers for women. Entrepreneurs are associated in form of guilds, according to professions. The still common division of guilds into "masculine" and "feminine" guilds based on the traditional areas of work reflects the **visible segregation of the labor market** (i.e. horizontal segregation, by occupations / sectors), which is above the European average (figures for 2005) - indicating as well a strong difference with respect to position and specialization. A large majority of women are employed in health, social work, retail trade and education (European Commission, 2008-CR: 5).

Strong stereotypes persist. The European Union has noted the following on Czech Republic: "Women are often considered meticulous, concentrating on details and emotional. Furthermore, they are frequently seen as having good communication skills, but also limited career aspirations. Men are often evaluated in the opposite way: innovative, with a complex point of view, capable of making erudite decisions and leading teams and projects," states the European Commission (2008-CR: 7). One of the main obstacles for women to participate equally in the labour market is the reconciliation of work and family - especially due to a difficult reintegration into the labour market after 3 years parental leave. For some groups of women (e.g. single mothers, elderly, ethnic minorities) the high non-employability induces a high risk of social exclusion (Czech Women's Lobby, 2010: 7).²⁰

The Czech Republic is the EU country with the highest **employment impact of parenthood on a woman's employability**. In 2007, for instance, the difference between the employment rate of women aged 20-49 with and without children aged 0-6 years was a striking 43.2 percentage points. This phenomenon is due to discrimination based on motherhood at the Czech labour market, low availability of flexible and part-time working arrangements (cf. tabulated figures) and a low availability of childcare services for small children (European Roma Rights Centre et al., 2006): In 2009, childcare facilities were basically not provided to children less than three years, and with problems to a mere thirty per cent of 3-6 years old children (see Eurostat figures below).

Though women and men equal *de jure*, NGOs point out that most CEDAW recommendations (of its 36th session - cf. Czech Women's Lobby, 2010: 8) have not been put into practice, yet. That is to say,

¹⁹ The European Commission cites the Czech Chamber of Commerce - the English website is available at <http://www.komoracz.eu/?langid=2>

²⁰ Accordingly, studies indicate a large increase in the gender-pay gap during the life stage of the age-group 30-39 years, when women interrupt their professional career because of starting a family - Eurofund, 2010.

de facto even human rights need to be enforced. According to the European Commission, NGOs play a key role in the promotion of gender-equal opportunities (European Commission, 2008-CR).

Gender equality in numbers - a statistical outline

Indicators	Czech Republic			EU 27		
	Women	Men	Gap	Women	Men	Gap
Labour market						
Employment Rate (15-64) ^A	56.7	73.8	17.1	58.6	70.7	12.1
Employment Rate of older workers (55-64) ^A	35.0	59.6	24.6	37.8	54.8	17.0
Unemployment Rate (25-74) ^A	7.0	4.9	2.1	7.7	7.5	0.2
Share of part-time workers (% all jobs) ^A	9.2	2.8	6.4	31.5	8.3	23.2
Share of employees with temporary contracts ^A	10.2	7.0	3.2	14.5	12.8	1.7
Gender pay gap ^A			25.9			17.1
Business						
Highest Decision Making Body: President ^B	9	91		3	97	
Highest Decision Making Body: Members ^B	12	88		12	88	
Leaders of Business ^C	29	71		33	67	
Higher Education						
Educational attainment (Age 15 -24; Level 3-4) ^A	50.2	52.0	1.8	45.3	43.5	1.8
Educational attainment (Age 25-64; level 3-4) ^A	73.6	78.1	4.5	45.1	48.7	3.6
Educational attainment (Age 25-64; level 5-6) ^A	14.9	16.2	1.3	25.9	24.4	1.5
Students and Postgraduates ^D	54.7	45.3		55.2	44.8	
Share of Students enrolled in Science, Mathematics and Computing fields ^D	32.9	67.1		37.5	62.5	
Share of Students enrolled in Engineering, manufacturing and construction fields ^D	24.7	75.3		24.7	75.3	
Full Professor ^E	13	87		19	81	
Associate Professor ^E	31	69		36	64	
Lecturer and PhD ^{E, W}	22	61		27.5	72.5	
Work & Family						
Total fertility Rate ^A	1.49			1.6		
Formal childcare (%) for children under 3 years ^A	2.0 ^U			14.0		
Formal childcare (%) 3 years to school (1-29h/w) ^A	28.0			40.0		
Formal childcare (%) 3 years to school (30+h/w) ^A	36.0			44.0		

^A Eurostat (2010)

^D European Commission (2010d)

^W non weighted average

^B European Commission (2010a)

^E She Figures (2009)

^Y Year 2008

^C European Commission (2010b)

^U unreliable/uncertain data

- no data available

Legislative and governmental actions

Coordinating institutions and responsible Ministries

Government Council for the Equal Opportunities of Women and Men (Rada vlády ČR pro rovné příležitosti žen a mužů);

Gender Equality Unit, Government Office, Government Commissioner for Human Rights

The Czech Republic was the first European country introducing a 'gender focal point' in 2002, as all ministries had to create at least a half-time position for gender equality issues. Still, responsibilities and the sphere of action are not clearly defined (European Commission, 2007: 35). The gender focal points' responsibility is to fulfill duties that were given to each Ministry in the document Government Priorities and Procedures for Promoting Equal Opportunities for Women and Men. The main problem is that the position is almost at the lowest hierarchy of the ministry without any decision power.

Even if the Czech Republic adopted of the so called "Antidiscrimination Act" (2010/10/01), installing the agenda of equality under the agenda of the Ombudsman/Public Defender, neither possess sufficient power nor the respective mandate to bring about systematic change.

Main national documents promoting gender equality

- The "Priorities and Procedures of the Government for Promoting Equal Opportunities for Women and Men in the Czech Republic": document proposes targets, defines respective measures, responsible persons and deadlines. It underlies annual adjustments according to current needs. (European Commission, 2007: 37)
- "Czech Charter of Fundamental Human Rights and Freedoms" (Czechoslovakia adopted Charter in 1991, the Czech Republic in 1993);
- "Czech Labour Code" (no. 262/2006 Coll. improved several times during 2002 – 2007)
- "Employment Act" (Act No. 435/2004 Coll. on Employment)
- "Work Inspection Act (Act No. 251/20 05 Coll.)"
- "Antidiscrimination Act", (Act. No. 198/2009 Coll.), valid from September 2010

State of affairs regarding gender equality policies

- **Active labour market, wage and career policies** largely neglect gender equality considerations: neither gender equality documents, nor respective institutions are integrated into employment or pay gap related policies (European Commission, 2007: 46, European Commission, 2008-CR).
- **Reconciliation policies** have mainly been discussed within the context of the female employment rate (European Commission, 2007: 64). Since 2004, the government introduced measures to facilitate the combination of leave arrangements and employment: parents have been allowed to engage in paid employment - without any upper limit of earnings - while being on parental leave and receiving respectively parental allowances (a period of two, three or four years). Since 2006 it is also possible to use public childcare services for children above three years (max. 4 hours per day) together with receiving parental allowances.

Even though, critics claim that in practice (1) the provided childcare support structure is not sufficient, (2) there is a considerable lack of institutional support for fathers and (3) the leave period, intended to be 'non-active', might obtain a rather coercive-active character (European Commission, 2007: 59). In the last electoral campaign 2010, family policy has been an important issue (for more information, see "current debate" of the country section). In the Czech Republic, the employer is obliged by law to enable an employees' return to work (European Commission, 2008-CR).

- **Flexicurity policies** are an unfamiliar concept in the Czech Republic, as part-time work is rare, and when used usually it is disadvantageous for the employee. Flexibility addresses the needs of the labour market, without taking gender aspects or protective measures into account (European Commission, 2007: 71; European Commission, 2008-CR; Czech women lobby, 2010).

Important gender equality related laws and regulations

1. Employment and training

Directive 2006/54/EC consolidates all **rules and case law** of the European Court of Justice (ECJ) with regard to equal opportunities and equal treatment for both sexes in employment and occupation. It replaces the directives **on equal pay**, **on equal treatment** and occupational social security schemes as well as on the **burden of proof** in cases of **sex discrimination**.²¹ Still, in the following sections, the previous directives are discussed as they form the unconsolidated base for the recast Directive.

Transposition into Czech legislation

Labour Code (262/2006 Coll.) – the Czech Republic has been warned by the EC for not transposing the Directive completely, mainly lacking equal treatment for women on maternity leave, concretely:

- To benefit from improved working conditions to which they would be entitled during their absence, and
- To return to work under conditions which are no less favourable.

According to EU Directive the Labour Code was amended in 2001 and 2004.

1.1 Equal pay

Council Directive 75/117/EEC - on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women. Employees having suffered pay discrimination can take **legal action** against their employer **without fear of retaliation**.

Transposition into Czech legislation

Employment Act (435/2004 Coll.) Act on Wages, remuneration for work readiness, and average earnings - 1 / 1992 Coll. § 4: Equal pay for equal work and for work of equal value.

1.2 Access to training, promotion and equal working conditions

Directive 2002/73/EC - on the implementation of the principle of equal treatment for men and women aiming at equal access to **vocational training, promotion** (i.e. career advancements), **and working conditions** (including dismissals, prohibiting (sexual) harassment and instructions to discriminate).

- Not-equally treated employees taking legal action are **protected from dismissal** or any other form of retaliation by their employer.

²¹ Directive 2006/54/EC of the European Parliament and of the Council is online available at <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:32006L0054:EN:NOT>. Last accessed on 6 May 2011.

2. Reconciliation of professional, private and family life

2.1 Pregnant workers

Council Directive 92/85/EEC - on the introduction of measures to encourage improvements in the safety and health at work of **pregnant workers and workers who have recently given birth** or who **are breastfeeding**. The Directive also covers **maternity leave** and **discrimination in the workplace**

- Women **may not be obliged to take night shifts** during pregnancy and for a period after childbirth
- **Maternity leave** must comprise an uninterrupted period of at least **14 weeks**
- Pregnant workers may attend **ante natal examinations** during work hours, without loss of pay
- Women may **not be dismissed** for reasons related to their condition from the beginning of their pregnancy to the end of their maternity leave
- **Employment rights** - such as maintenance of payment, adequate allowance - must be ensured.

Transposition into Czech legislation

Labour Code (262/2006 Coll.)

2.2 Parental leave

Directive 2010/18/EU sets **minimum requirements on parental leave** for female and male workers, time off from work and **related employment protection**. It is a revision of the earlier Directive on parental leave (Directive 96/34/EC). All European member states must apply the new rules **by March 2012**, latest.

- Male and female workers have an "individual entitlement" for parental leave (i.e. childcare) for at least four months after childbirth or adoption. At least one of the three months cannot be transferred from one parent to the other.
- All workers are protected from discrimination on the grounds of applying for or taking parental leave
- The right to return to the same job or an equivalent / similar job consistent with their previous contract is guaranteed at the end of parental leave
- Workers have the right to request changes to their working hours for a limited period - individual and company needs shall be balanced

Requirements of this directive are already part of the Czech legal system with the exception of not transferable parental leave for fathers.

Current debate & future topics

Generally, gender equality is not in focus in the current political debate. The former government introduced some measures for the reconciliation of family and working life (see section: reconciliation policies) and family policy has been an important issue in the last electoral campaign (elections: May 2010). Mere details (maternity benefit from sickness insurance; financial support for families) have been discussed - to date, without addressing the reconciliation issue as a central theme (Burri et al., 2010).²² Currently (beginning of 2011), the government has other priorities. The position of the Minister of Human Rights and Ethnic Minorities (responsible as well for gender equality issues) has been abolished. Sexual harassment, discrimination and violence (especially rapes, domestic violence) pose a prevailing problem though being tabooed in the Czech Republic (Czech women lobby 2010: 7). In line with political aspirations, parental - especially maternity - leave management (fostering a return before the common 2-4 years leave) is one important new trend in HR policies (ProEquality 2010).

Future topics

- **Work-Family reconciliation:** In the Czech Republic, parenthood has the most influence on women's employment in comparison to all other countries in the European Union: The difference between economic activity at the labour market of mothers with children under 6 years and all other women amounts to 43 per cent. This phenomenon is due to several facts:
- **Discrimination** on the labour market based on motherhood, low availability of flexible working time arrangements.
- **Low availability of childcare facilities** for small children. For instance, childcare facilities for children under three years are only available to one per cent (Numbers for end of 2010). Thus, an important factor for women to be active on the labour market is and will remain the social and family policy.
- Other important issues are the strong horizontal and vertical **segregation** and the **gender-pay gap** (ProEquality, 2010: 7).

National non-legislative and industries' initiatives

As already mentioned, the activities of non-profit organizations are key to gender equality, whereas governmental bodies have been involved within international or European wide initiatives. Employers Associations and universities have not started yet to actively run anti-discriminatory measures or specific research or educational projects.

²² More information is available at website <http://www.feminismus.cz/fulltext.shtml?x=2227615> (in Czech), last assessed on 24 Feb. 2011.

Initiative	Description, link
PRIZE	
Company of the Year: Equal Opportunities (Firma roku: rovné příležitosti)	<p>Company of the Year: Equal Opportunities is a prestigious award for companies that advance gender equality in their inner structures. The award was launched in 2004 by Gender Studies and is being given annually based on an audit on equal opportunities for men and women.</p> <p>Every company that operates in the Czech republic can run for the award in the two categories SME and large companies. Besides awarding, Gender Studies supplies every participating company with a feedback on its programs and measures. The "Company of the Year: Equal Opportunities" awards thus far more than the PR of the winners: Gender Studies gathers good practices, spreads know-how in equal opportunities for men and women and work-life balance, and offers consultations or further analysis of companies' policies. To apply, one must fill in a questionnaire.</p> <p>The award is internationally highly appreciated.</p> <p>www.rovneprilezitosti.ecn.cz</p>
Public Service of the Year "Fifty-fifty: respect to Equal Opportunities" (Úřad roku „Půl na půl: respekt k rovným příležitostem)	<p>An award given every year by Ministry of Interior together with Gender Studies to public service offices. The initiative aims at the monitoring of internal policies, as well as policies for the citizens.</p> <p>http://www.mvcr.cz/clanek/urad-roku-pul-na-pul-respekt-k-rovnym-prilezitostem.aspx (only in Czech)</p>
LABEL	
Family Friendly Society (Společnost přátelská rodině)	<p>Label given by the Network of Mother Centres in the Czech Republic.</p> <p>http://www.familyfriendly.cz/ (only in Czech)</p>
Audit Equal Opportunities (Audit Rovné příležitosti)	<p>A label given to companies after a three-month process monitoring on equal opportunities and work-life-balance policies in the companies' structure. In addition to the label, an awarded company receives an action plan on how to improve the equality policies.</p> <p>http://www.rovneprilezitosti.ecn.cz/audit-rovne-prilezitosti.shtml (only in Czech)</p>
OTHER	
Gender Equality Day	<p>On 19th June, several organisations (Gender Studies, Czech Women's Lobby, etc.) in the Czech Republic celebrate the Gender Equality Day. "Gender Equality Day" stands for respect for gender equality, i.e. equality of women and men. The aim is to raise the awareness of the general public, to display positively the partnership between men and women and to support equal opportunities. The action-day focuses on the needs of both sexes, it aims to align equal opportunities to both genders as we see that men are also discriminated against or their needs related to their social, cultural or economic status are disregarded in certain cases.</p>

Initiative	Description, link
OTHER	
Equal Pay Day	Since 2010 the Equal Pay Day in the CR aims at drawing attention on pay-related inequality. http://www.equalpayday.cz/ (only in Czech)
Manual for collective bargaining in connection with equal opportunities for men and women	The Czech-Moravian Confederation of Trade Unions prepared a manual on implementing equal opportunities for women and men in collective bargaining. The manual includes chapters on social partners, labour code, collective bargaining – content, strategies.
Equal Pay Manual	The proEquality Center prepared a manual for businesses on equal salaries. It does focus on monitoring the wages, identification of same jobs or jobs of the same values, methods to overcome income inequalities. http://www.proequality.cz/publikace/publikaceII.html?articleID=162 (only in Czech)
e-magazine "Equal Opportunities into Firms"	Gender Studies issues each month an electronic magazine, which introduces readers to new techniques in implementing equal opportunities, bring news on good practices and experiences from abroad and contains interviews with interesting people. The mission of the magazine is to promote equal opportunities into businesses. http://zpravodaj.genderstudies.cz (only in Czech)
Employer Consulting Center	Gender Studies provides for employers: information and consultancy on equal opportunities on the labour market, company trainings on equal opportunities issues, gender analyses of companies policies, legal know-how on companies child care, reference and bibliographic services using professional resources and research from the Czech Republic and abroad, media attention for businesses actively implementing equal opportunities policies. http://www.genderstudies.cz/gender-studies/pro-zamestnavatele.shtml (only in Czech)
Game Equal Opportunities	With this online tool, managers can find out, in how far they are responsible to provide equal opportunities for women and men. The game pictures specific situations on which questions are asked. It also includes recommendations on how to implement programs focused on equal opportunities at the labour market and examples of good practices. It is divided into seven sections: women in leadership positions, contact with parents on parental leave, flexible working arrangement, support to working parents, recruitment processes, protection of bullying, discrimination and sexual harassment, and equal pay. www.genderstudies.cz/hra (only in Czech)
Support Centres for women entrepreneurs	The Moravian Association for women managers and entrepreneurs run support centres for women starting to open their own business. http://www.podnikatelky.eu/sekce.php?sectionId=13 (only in Czech)

GERMANY

Historically, women have been subjected to the **traditional male bread-winner** and female housewife model. This tradition is gradually being replaced by women **working part-time** during their (active) family phase: four out of nine employed women worked part-time in 2009, compared to less than every 10th man. Besides, the gender **employment gap** (i.e. men's employment rate minus the women's rate) is still large in the 25-40 years age group in West Germany due to family care duties. Overall, the **gender employment gap** is slightly lower than the European average - two thirds of the female workforce are employed, many in SME, which employ over 60 per cent of the German workforce. The SME' role is of large importance concerning the trainee of apprentices (8 out of 10). SME are also key players in the service sector (hotels, restaurant), providing work to 90% of the mostly female industries' employees.

Stereotypes still determine the studies- and job-selection - women are over-represented in health-related occupations, (80%) in social work (75%), retail (66%), education (68%) and in public administration (67%; European Commission, 2008-GER: 9 et seqq.). At **institutions of higher education**, women are represented by approximately 55 percent - but only approximately 23 percent in the traditionally male-dominated STEM disciplines (Statistisches Bundesamt, 2011; Geschäftstelle nationaler Pakt für Frauen in MINT-Berufen, 2010). **Occupational gender segregation** is the main reason for gender inequalities in payment, promotion and career development and result in a **gender-pay gap** seven percentage points above the EU average (European Commission, 2008-GER, compare data tabled below). Another important explanatory factor for the gender pay gap is the **vertical gender segregation** (Eurofund, 2010), which is high in the private sector, where men are in 67% of all management positions. Enduring gender roles frequently imply that women prefer low positions and occupations which are easily combinable with family duties. These duties frequently cause longlasting employment interruptions, as childcare facilities for children under three years are largely missing (approx. provided for 7%).

Gender equality in research, in science and higher education has been improved notably during the last years. Though women's affairs officers have been common for many years, the publication "The DFG's Research-Oriented Standards on Gender Equality" by Deutsche Forschungsgemeinschaft (DFG) is a milestone for gender equality in German science and research. The DFG explicitly stresses that "gender equality enhances research quality because it enlarges the talent pool, promotes a diversity of research perspectives, and eliminates blind spots regarding the significance of gender in research contents and methods." (DFG, 2008: 1) Research institutions (will/have) set up voluntary commitments to increase the participation of women on all research levels (targets, concrete measures). Interim and final reports on the implementation of the standards and the attainment will be submitted to and evaluated by the General Assembly in 2013. These standards can be considered a good practice in comparison to other European countries.

Gender equality in numbers - a statistical outline

Indicators	Germany			EU 27		
	Women	Men	Gap	Women	Men	Gap
Labour market						
Employment Rate (15-64) ^A	66.2	75.6	9.4	58.6	70.7	12.1
Employment Rate of older workers (55-64) ^A	48.7	63.9	15.2	37.8	54.8	17.0
Unemployment Rate (25-74) ^A	6.9	7.6	0.7	7.7	7.5	0.2
Share of part-time workers (% all jobs) ^A	45.3	9.7	35.6	31.5	8.3	23.3
Share of employees with temporary contracts ^A	14.6	14.4	0.2	14.5	12.8	1.7
Gender pay gap ^A			23.2			17.1
Business						
Highest Decision Making Body: President ^B	3.0	97.0		3.0	97.0	
Highest Decision Making Body: Members ^B	13.0	87.0		12.0	88.0	
Leaders of Business ^C	33.0	67.0		33.0	67.0	
Higher Education						
Educational attainment (Age 15 -24; Level 3-4) ^A	40.9	38.4	2.5	45.3	43.5	1.8
Educational attainment (Age 25-64; level 3-4) ^A	59.8	58.4	1.4	45.1	48.7	3.6
Educational attainment (Age 25-64; level 5-6) ^A	23.1	29.7	6.6	25.9	24.4	1.5
Students and Postgraduates ^D	49.7	50.3		55.2	44.8	
Share of Students enrolled in Science, Mathematics and Computing fields ^D	35.0	65.0		37.5	62.5	
Share of Students enrolled in Engineering, manufacturing and construction fields ^D	18.2	81.8		24.7	75.3	
Full Professor ^E	12.0	88.0		19.0	81.0	
Associate Professor ^E	18.0	82.0		36.0	64.0	
Lecturer and PhD ^{E, W}	15.0	64.0		27.5	72.5	
Work & Family						
Total fertility Rate ^A	1.36			1.6		
Formal childcare (%) for children under 3 years ^A	7.0 ^U			14.0		
Formal childcare (%) 3 years to school (1-29h/w) ^A	48.0			40.0		
Formal childcare (%) 3 years to school (30+h/w) ^A	40.0			44.0		

^A Eurostat (2010)

^D European Commission (2010d)

^W non weighted average

^B European Commission (2010a)

^E She Figures (2009)

^Y Year 2008

^C European Commission (2010b)

^U unreliable/uncertain data

- no data available

Legislative and governmental actions

Coordinating institutions

Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ, Bundesministerium für Familie, Senioren, Frauen und Jugend)

Family Ministries in the German Länder

State of affairs regarding gender mainstreaming

Since 2001, gender mainstreaming has been implemented in the public sector in all federal ministries through political, legal and administrative measures (European Commission, 2007: 37).

- **Active labour market and flexicurity policies:** The inclusion and re-integration of (single) mothers into labour market has been promoted until recently. However, flexible working arrangements, mainly addressing women, have been fostered and significantly increased the availability of a "skilled and flexible" female labour force from the industries' view (European Commission, 2007: 46, 71; cf. current BMFSFJ projects)).
- **Pay and career policies:** Traditionally, the government only influenced wage setting and career policy within the public sector (European Commission, 2007: 54). Yet in recent years, the ministry in charge of gender equality issues, BMFSFJ, initialized in co-operation with trade unions and private enterprises several initiatives for equal pay in the private sector (see next section).
- **Reconciliation policies:** Reconciliation policies are important in Germany. Targets for the number and quality of childcare places and a change in the parental leave scheme fostered gender equality during recent years. Besides, the financial aid has been increased through better tax deductibility of childcare costs and an extension of the federal leave allowances to 14 months (*Elterngeld*, by Jan. 2007, in case of a 2-months men's paternity leave; Eurofund, 2010). These actions are based on the German Part-Time and Limitations Act (2001). Recent reforms aimed at improving the availability of new childcare facilities (quality and quantity of day care, with focus on children under three years), supporting childcare initiatives of private companies²³ as well as at the expansion and development of day schools. However, traditional roles prevail and the "resistance to a more modern concept of working mothers has been rather strong" (European Commission, 2007: 64). Only in younger generations, a noticeable change occurs. Still, the legislative framework is becoming stricter and companies signed at the beginning of 2011 voluntary agreements to avoid inflexible legislation valid for all private companies.

Important gender equality related laws and regulations

The (Council) Directives fostering gender equality, presented in the European section, have mainly been transposed into national law.²⁴ Still, Germany has established several acts to define the legal frame for gender equality:

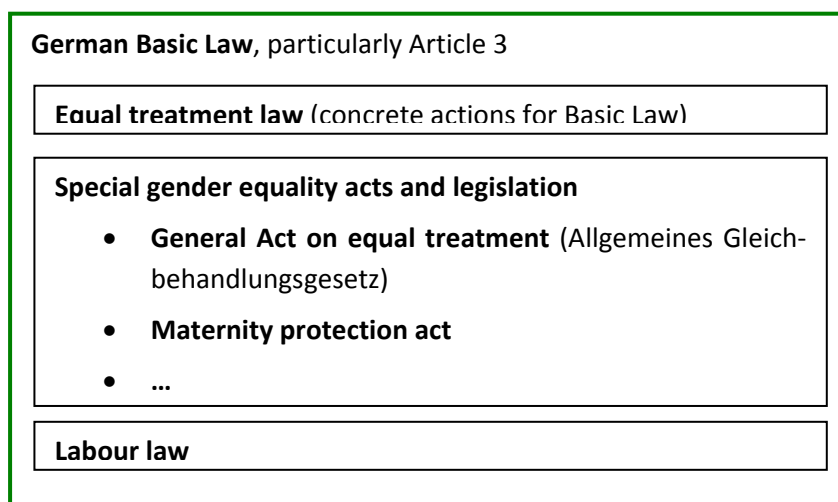
- **In the German Constitution** (Grundgesetz), Article 3 is on the *Equality before the law*: "2. Men and women shall have equal rights. The state shall promote the actual implementation

²³ A survey on gender equality measures in privately-owned companies, published by the Institute for Labour Market and Occupation Research (*Institut für Arbeitsmarkt- und Berufsforschung, IAB*), reported that the number of companies carrying out measures to increase the equality of opportunities between women and men has not increased between 2002-08. The representative study demonstrates the lack of reconciliation measures between work and family in the private sector. Available online at <http://doku.iab.de/forschungsbericht/2009/fb0409.pdf>, last accessed on 18 Feb. 2011.

²⁴ Details on the national enforcement of important gender equality directives can be found under <http://ec.europa.eu/social/main.jsp?catId=639&langId=en>, last accessed on 13 May 2011.

of equal rights for women and men and take steps to eliminate disadvantages that now exist."

- **General Equality Act** ("Gleichberechtigungsgesetz") is the act to establish equality for men and women as stated in the Basic Law (Art. 3, 2) since 1958 by means of concrete actions (Second Equality Act - 2. GleichBG, June 1994).²⁵ It was established to replace the old fashioned, 19th century German regulations. The primary goal is to advance women in federal institutions by enhancing the "compatibility of marriage and occupation" (Art. 1), by naming concrete measures (e.g. statistical data; appointment, promotion and training; in case of leave of absence etc.) and through the "Duties of women representatives" (Art. 3). In addition, amendments of the Civil Code (Art. 7), of the Labour Courts Act (Art. 8) and of the Employment Act (Art. 9) have been taken. Protection against sexual harassment at the workplace (Protection of Employees Act, Art. 10) as well as the appointment and delegation of men and women to advisory bodies within the sphere of influence of the Federal Government (Federal Act on the composition of advisory bodies, Art. 11) are included.²⁶
- The **General Act on Equal Treatment**²⁷ (Allgemeines Gleichbehandlungsgesetz, AGG), familiarly also called Anti discrimination law, has been established in 2006. It comprises four European Directives and is regarded as base for gender equality.²⁸
- **Labour Law** regulation equal access to jobs in all industries, equal working hours (at night), vocational training etc.²⁹



²⁵ In German available online at http://www.gesetze-im-internet.de/bundesrecht/gleichberg_2/gesamt.pdf, last accessed on 13 May 2011.

²⁶ Online available in English at <http://www.ilo.org/dyn/natlex/docs/WEBTEXT/39143/64941/E94DEU02.htm>, last accessed on 13 May 2011.

²⁷ Online available in German at <http://www.gesetze-im-internet.de/bundesrecht/agg/gesamt.pdf>.

²⁸ Council Directive 2000/43/EC, on the principle of equal treatment between persons irrespective of racial or ethnic origin; Council Directive 2000/78/EC, establishing a general framework for equal treatment in employment and occupation, and two Council Directives on the implementation of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions (2002/73/EC) and in the access to and supply of goods and services (2004/113/EC).

²⁹ Overview online in German at <http://bundesrecht.juris.de/arbagg/index.html>

1. Employment and training

1.1 Equal pay (Council Directive 75/117/EEC), generally transposed into **German law** in 1980³⁰, regarding social security in 2004,³¹ in public administrations at the federal level in 2004/2005.³² In the private sector, there is no mandatory legislative frame.

1.2 Access to training, promotion and equal working conditions (Directive 2002/73/EC) has been transposed into German law in 2006 through **the General Equal Treatment Act** (Allgemeines Gleichbehandlungsgesetz, 2004, see above)³³

2. Reconciliation of professional, private and family life

2.1 Pregnant workers (Council Directive 92/85/EEC) has been transposed into German law in 1996 by means of the **Maternity protection act** in 1996 / 1997³⁴

2.2 Parental leave (Directive 2010/18/EU)³⁵ is to be transposed by all European member states by **March 2012**, latest.

Parental benefits - paternity	Current regulation
Does the government mandate paid or unpaid paternity leave?	Yes
Maternity leave benefits (% last wages paid) ^B	100%
Provider of maternity coverage ^B	Statutory health insurance, state, employer
Length of maternity leave ^B	14 weeks

^A Maternity Protection Act (2002)
 (in German: Mutterschutzgesetz)

^B World Economic Forum (2010)

³⁰ Legal act: *Gesetz*; Official Journal: *Bundesgesetzblatt Teil 1 (BGB 1)*, number: *Teil I*, Publication date: *13/08/1980*, Page: *1308*, Entry into force: *13/08/1980*

³¹ Gesetz zur wirkungsgleichen Übertragung von Regelungen der sozialen Pflegeversicherung in das Dienstrecht und zur Änderung sonstiger dienstrechtlicher Vorschriften (2004) - legal act: *Gesetz*; Official Journal: *Bundesgesetzblatt Teil 2 (BGB2)*, number: *2004/57*, Publication date: *09/11/2004*, Page: *02686-02687*; Reference: *(MNE(2005)54049)*

³² Gesetz zur Änderung des Landesbeamtengesetzes, das Landespersonalvertretungsgesetzes und anderer Vorschriften - legal act: *Gesetz*; Official Journal: *Landesgesetzblatt (Länder)*, number: *2005/7*, Publication date: *12/05/2005*, Page: *00321-00327*; Reference: *(MNE(2005)53091 // -90)*

³³ Gesetze zur Umsetzung europäischer Richtlinien zur Verwirklichung des Grundsatzes der Gleichbehandlung (2006) - legal act: *Gesetz*; Official Journal: *Bundesgesetzblatt Teil 1 (BGB 1)*, number: *39*, Publication date: *17/08/2006*, Page: *01897-01910*, Entry into force: *18/08/2006*; Reference: *(MNE(2006)55439 // -440)*. More information on the German equivalent, the Antidiskriminierungsgesetz, can be found under http://www.antidiskriminierungsstelle.de/DE/DasGesetz/EU-Richtlinien/eu-Richtlinien_node.html, last accessed on 11 May 2011.

³⁴ <http://www.gesetze-im-internet.de/bundesrecht/muschg/gesamt.pdf>; legal act: *Gesetz*; Official Journal: *Bundesgesetzblatt Teil 1 (BGB 1)*, number: *Teil I*, Publication date: *30/01/1996*, Page: *2110*, Entry into force: *20/12/1996*. In addition: Verordnung zur ergänzenden Umsetzung der EG-Mutterschutz-Richtlinie (Mutterschutzrichtlinienverordnung - MuSchRiV) vom 15/04/1997, Bundesgesetzblatt Teil I vom 18/04/1997 S. 782. Source: http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:71992L0085:EN:NOT#FIELD_DE, last accessed on 11 May 2011.

³⁵ The document is available online, e.g. in German at <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2010:068:0013:0020:DE:PDF>, last accessed on 11 May 2011.

Current debate & future topics

Policy developments: on the political agenda in 2009/2010 was

- The introduction of **care allowance** (Betreuungsgeld) scheduled to be introduced in 2013, addressing parents who do not send their children to public childcare institutions. Details are yet to be determined (European Gender Equality Law Review — No. 1/2010: 74).
- **Part-time family care leave** (Teilzeitfreistellung zur Pflege von Angehörigen), according to which employees can reduce their working hours to care for sick or elderly family members and still receive a 50-75 per cent proportion of their last salary. Employees must return within two years and then work full time (European Gender Equality Law Review — No. 1/2010: 74).
- **Quota for company boards.** The currently discussed proposal is to introduce a 30% quota for company boards which are listed on the stock exchange and do not reach an equal representation of women and men by 2014. Recent developments suggest a flexible, voluntary agreement proposed individually by every company. SME are not touched by the agreements.

Future topics

- The **quota for women** in company boards and in top management positions will remain important, as fixed in the German coalition agreement by the German Parliament (valid until 2013). Questionable is whether voluntary or national regulations will be introduced.
- Breaking stereotypes and fostering a **more diversified female participation in STEM** subjects in higher education will remain an issue. This is due to the lack of skilled workers in technical and engineering companies, in which many German Mittelstand companies (SME) operate.
- **In higher education**, gender mainstreaming has been given increasing importance by Germany's largest research funding organisation, the Deutsche Forschungsgemeinschaft (DFG). A diversified research team is a prerequisite to obtain funding.
- The **funding for child care facilities** remains an open question.

National non-legislative and industries' initiatives

A series of measures has been taken to foster gender equality in the labour market - with regard to career opportunities, gender specific occupational segregation (girls day, boys day), re-entry, equal pay and (though not fruitful yet) equal access to management positions in the private sector and in science and research. Another focus has been the reconciliation of work and family (BMFSFJ - homepage, Eurofund, 2009-GER).

Initiative	Description, link
PRIZE	
Bavarian Prize for the Promotion of Women (Bayerischer Frauenförderpreis)	Since 1994, businesses and organisations promoting gender equality are awarded with the Bavarian Prize for the Promotion of Women. In 2011 the prize was renamed to "SIEgER". Bavarian Prize for the Promotion of women: www.stmas.bayern.de/frauen/erwerbsleben/foerderpreis.htm (only in German) Bavarian Price "SIEgER": www.sieger-bayern.de (only in German)
SAXplus - Pro Family Top Enterprises (Pro Familie Top Unternehmen)	The federal state Saxony honours businesses, which have a family-friendly policy within their organisation. The focus of the prize is the compatibility of family and work. www.saxplus.sachsen.de (only in German)
LABEL	
Total E-Quality label (Prädikat)	Installed in 1996, the scheme awards enterprises and universities with outstanding achievements of gender equality in their organization. www.total-e-quality.de
Audit "work and family" (Audit "berufundfamilie")	The audit helps companies in improving their family related human resource management. It is recommended by leading business associations. www.beruf-und-familie.de (only in German)
Audit "family-friendly university" (Audit "familiengerechte Hochschule")	Analogous concept as described above for institutions of higher education. www.beruf-und-familie.de/index.php?c=22
CHARTER	
Charter of Success Factor Family (Gemeinsame Erklärung Erfolgsfaktor Familie)	By signing the Charter the businesses are obliged to support family-friendlier business environment. www.erfolgsfaktor-familie.de/default.asp?SID={20165A3F-1248-4975-9E7C-727D393D3718}&id=416 (only in German)
Corporate Governance Code	The <i>Corporate Governance Code</i> lists as the management's and as the supervisory board's responsibilities "When filling managerial positions in the enterprise," resp. "when appointing the Management Board," the Management/Supervisory Board §...shall take diversity into consideration and, in particular, aim for an appropriate consideration of women." (sections 4.1.5, 5.1.2) The CGC is signed by 80 large companies (adidas, Allianz, BASF, Bayer, Deutsche Telekom, Daimler, Deutsche Post, Deutsche Bahn etc.), as well as by the majority of the companies listed at the German stock exchange DAX. http://www.corporate-governance-code.de/index-e.html

Initiative	Description, link
CHARTER	
Memorandum of the national pact for women in MINTjobs (Memorandum des Nationalen Paktes für Frauen in MINT-Berufen)	Over 40 organisations from the field of science and business have signed the Memorandum to support women in STEM-studies and -careers. Websites: www.bmbf.de/de/12563.php , www.komm-mach-mint.de (only in German) Memorandum: www.bmbf.de/pubRD/pakt_zu_mint_berufen.pdf
RANKING	
genderdax - Top Companies for High Qualified Women (Top Unternehmen für hochqualifizierte Frauen)	Genderdax is an information-platform for highly qualified women founded in 2005. The platform provides information about organisations and businesses which promote highly qualified women. www.genderdax.de
work and family index (berufundfamilie-Index)	The index has been developed to analyse the family friendliness of the human resource management. It is regarded as outstanding management-tool. www.beruf-und-familie.de/index.php?c=44&cms_det=340 (only in German)
OTHER	
Girls' day (Mädchen-Zukunftstag)	Girls' Day is a National campaign to connect girls with enterprises and organisations in STEM. It has taken place in Germany since 2000. www.girls-day.de (only in German)
Boys' Day (Jungen-Zukunftstag)	Analogous to the Girls' Day, the Boys' Day has been installed in 2011. The campaign aims to connect boys with enterprises and organisations in the social sector. www.boys-day.de (only in German)
Mentoring for female care-ers	A mentoring program, "by women for women" which supports women in their carriers. www.bpw-germany.de/PAF/AKTIV/Mentoring (only in German)
Network "Success Factor Family" (Unternehmensnetzwerk "Erfolgsfaktor Familie")	This network aims at making family-friendliness a management topic. Managers are offered a whole range of practical and economically tested concepts. Based on building blocks, managers can directly check how and at what cost they can create a more family-friendly business. In 2011, the network has 3316 member organisations. www.erfolgsfaktor-familie.de (only in German)
Equal pay day	The equal pay day is every year at the end of March. Its goal is to combine activities against gender-discriminating pay. In 2010, there were 260 initiatives in 170 cities. The 2011 topic is the reduction of stereotypes. www.equalpayday.de (only in German)
Gender-related wage indicator - for enterprises (Logib-D - "Lohngleichheit im Betrieb - Deutschland")	The homepage provides an online tool to analyse the personnel's wage structure. Companies can get an individual assistance for free. www.logib-d.de (only in German)

Initiative	Description, link
OTHER	
National Agency for Women Start-ups (bga, Bundesweite Gründerinnenagentur)	The bga aims at mobilising the potential of female entrepreneurs by offering an information platform on political, business, academic and public issues and services regarding start-ups. www.gruenderinnenagentur.de (only in German)
Atlas on Gender Equality in Germany, (Atlas zur Gleichstellung von Frauen und Männern in Deutschland - Eine Standortbestimmung)	The document compiles data on 30 indicators of gender equality in the private and public sector, as well as on higher institutions and on the labour market in form of maps and tables per Land. www.sozialministerium-bw.de/de/1 Atlas zur Gleichstellung von Frauen und Maennern in Deutschland Eine Standortbestimmung/215433.html www.sozialministerium-bw.de/fm7/1442/atlas-gleichstellung-deutschland.pdf (only in German)
GenderCompetenceCenter (GenderKompetenzZentrum, Humboldt Universität zu Berlin)	The centre provides information about gender aspects in the working environment as well as gender-mainstreaming at the federal level in a well structured way www.genderkompetenz.info/genderkompetenz-2003-2010/zielgruppen/genderkompetenz/sachgebiete/arbeit/index.html (only in German) www.genderkompetenz.info/genderkompetenz-2003-2010/zielgruppen/politik/bund/index.html (only in German)
The gender equality report of the Federal Government (Gleichstellungsbericht der Bundesregierung)	The gender equality report of the federal government gives an overview on the state of the art of the gender equality in Germany. Besides of the detailed analysis, it gives as well recommendations. www.gleichstellungsbericht.de (only in German)

MINT = mathematics, informatics, sciences, technology

GREECE

Although important steps towards gender equality have been taken, especially during recent years, women still appear to be in a quite disadvantaged position compared to men in the Greek labour market.

Gender stereotypes are high. Women are seen as mainly responsible for family issues. Part-time work is consequently seen as a "women-only affair and a means of promoting female employment" (European Commission, 2007:71). Accordingly, the difference in work experience and seniority (with regard to positions in the company and on the labour market) are considered the factor with the greatest impact on gender wage differences in Greece (Eurofund, 2010: 10).

Years of stereotyped perceptions ("woman's position is in the house, serving her family") as well as absence of supportive structures (kindergartens, flexible working hours, part-time work etc.), have resulted in an **gender employment-gap** and lower salaries for female employees in Greece. The employment rate for women is 47.2 per cent compared to a male employment rate of 74.6 per cent (data December 2010, Hellenic Statistic Authority, 2010). The Greek employment gap is more than double the European average: 27.6 per cent (Hellenic Statistic Authority, 2010), 24.6 per cent (Eurostat, 2011); or 22 per cent (according to the General Secretariat for Gender Equality, 2010). This difference is partly reflected in the high female unemployment rate of 18.1 per cent, compared to the male rate of 11.7 per cent in December 2010 (Hellenic Statistic Authority, 2010).

Despite the improvements in this field during recent years, the problem of inequality between men and women in the labour market is visible in other factors: Most striking is the **inequality** regarding **career opportunities** that men and women have inside Greek companies. A thirty per cent of **business leaders** are female - three percentage points less than the European average.

In recent years, the **university attendance** was dominated by women: In the academic year 2006-2007, 64.3% of Bachelor graduates, 59% of Master and 40.3% of PhD graduates at Greek Universities were female (Greek Ministry of Education, 2007). In other words, the main problem arising in Greece regarding the position of women in the labour market is that, although Greek women are well educated and participate in only slightly lower terms than men in the labour market, evidence show that women face higher unemployment rates and tend to occupy lower ranked positions. Despite having the credentials, women cannot develop their full potential in the Greek labour market. Main **reasons** are considered to be the (stereotyped) lack of trust to women leadership skills and their ability to perform successfully under pressure, but also, and more importantly, the absence of **supportive structures** in terms of family obligations and work-life balance. For instance, childcare facilities do almost not exist for children less than three years.

Another explanation is based on the fact that women are quite **new entrances in the corporate world** (especially concerning the private sector). In management career decisions, the statutory minimum childcare leave in the private sector of four months plus a 20% decreased working time for the next 1.5 years (keeping salary stable) turns out to be regarded as relatively long. This has a negative impact on their professional development. Especially, as changes in the Greek market are thought of taking a lot of time.

Gender equality in numbers - a statistical outline

Indicators	Greece			EU 27		
	Women	Men	Gap	Women	Men	Gap
Labour market						
Employment Rate (15-64) ^A	48.9	73.5	24.6	58.6	70.7	12.1
Employment Rate of older workers (55-64) ^A	27.7	57.7	30.0	37.8	54.8	17.0
Unemployment Rate (25-74) ^A	11.5	6.0	5.5	7.7	7.5	0.2
Share of part-time workers (% all jobs) ^A	10.4	3.2	7.2	31.5	8.3	23.3
Share of employees with temporary contracts ^A	14.1	10.6	3.5	14.5	12.8	1.7
Gender pay gap ^A			22.0 ^Y			17.5 ^Y
Business						
Highest Decision Making Body: President ^B	0.0	100.0		3.0	97.0	
Highest Decision Making Body: Members ^B	6.0	94.0		12.0	88.0	
Leaders of Business ^C	30.0	70.0		33.0	67.0	
Higher Education						
Educational attainment (Age 15 -24; Level 3-4) ^A	51.0	48.4	2.6	45.3	43.5	1.8
Educational attainment (Age 25-64; level 3-4) ^A	39.8	37.0	1.8	45.1	48.7	3.6
Educational attainment (Age 25-64; level 5-6) ^A	22.9	22.7	0.2	25.9	24.4	1.5
Students and Postgraduates ^D	-	-		55.2	44.8	
Share of Students enrolled in Science, Mathematics and Computing fields ^D	-	-		37.5	62.5	
Share of Students enrolled in Engineering, manufacturing and construction fields ^D	-	-		24.7	75.3	
Full Professor ^E	-	-		19.0	81.0	
Associate Professor ^E	-	-		36.0	64.0	
Lecturer and PhD ^{E, W}	-	-		27.5	72.5	
Work & Family						
Total fertility Rate ^A	1.52			1.6		
Formal childcare (%) for children under 3 years ^A	4 ^U			14.0		
Formal childcare (%) 3 years to school (1-29h/w) ^A	33.0			40.0		
Formal childcare (%) 3 years to school (30+h/w) ^A	25.0			44.0		

^A Eurostat (2010)

^D European Commission (2010d)

^W non weighted average

^B European Commission (2010a)

^E She Figures (2009)

^Y Year 2008

^C European Commission (2010b)

^U unreliable/uncertain data

- no data available

Legislative and governmental actions

Coordinating institutions

General Secretariat for Gender Equality (Ministry of Interior),
General Secretariat of Adult Education (Ministry of National Education and Religious Affairs),
Secretariat General for Social Security (Ministry of Employment and Social Protection),
General Secretariat for Welfare (Ministry of Health and Social Solidarity),
General Secretariat for Public Health (Ministry of Health and Social Solidarity)

Main documents

The Greek Constitution (according to article 116, paragraph 2) recognises the need for and supports the implementation of positive measures for the promotion of gender equality. Like most EU Member States, Greece adopted some form of legislation to promote the equality between women and men. Greece, for instance, introduced two important laws:

- Law No. 3488/2006 on the Implementation of the principle of equal treatment for men and women with respect to access to employment, vocational training and promotion, working conditions and other relevant provisions.
- Law 3896/2010 has further enhanced the principle of equal treatment of men and women in employment issues, with a focus on pay-related issues, social security, professional development and career, and positive measures for the promotion of women in the workplace.

State of affairs regarding gender mainstreaming

Associated with the EU membership (i.e. since 1981), gender equality policy and regulations have undergone elementary changes: During the last 10 years, three action plans for gender equality have been adopted by Greek governments. The respective working documents ascertained the enforcement and positive effects of the medium-term strategies (European Commission, 2007: 38). Furthermore, political responsibilities have been strengthened to ensure a successful implementation of the gender mainstreaming principle.

- **Active labour market policies:** Gender equality is imposed in the Greek labour market in terms of recruitment, payment and development by law. Active gender mainstreaming policies include higher subsidies for women belonging to socially disadvantaged groups. For instance, job creation schemes have been introduced for mothers with children. Employers hiring single parents and returners receive higher subsidies (European Commission, 2007: 37).
- **Pay and career policies:** To date, the government did not interfere with specific measures into gender-related wage issues - neither in the public, nor in the private sector. Gender equality in wages is protected by Greek law. Still, in the field of career policy the government introduced indirect measures in the private and the public sector to support female employment.
- **Reconciliation policies:** Reconciliation has been enhanced by extending the availability of public childcare facilities (nurseries, kindergartens, schools) and creating an infrastructure for the care of elderly and disabled persons (European Commission, 2007: 64). Equally important is the increase in paid maternity leave for women, legally implemented in 2009.
- **Flexicurity policies:** Part time work is female dominated. Legislative regulations improving the security of several flexible labour arrangements therefore considerably improved the situation for women (European Commission, 2007: 71). This still holds true in 2011.

Important gender equality related laws and regulations

The European Commission passed several (Council) Directives. **All objectives** of the following directives have or will have (i.e. parental leave) to be transposed into national law. A respective deadline is set for each EC directive passed and all Member States are legally obliged to meet the deadline. Therefore, the Member States will sooner or later initiate actions to achieve the respective goal set

by the following (Council) Directives to prevent an infringement procedure imposed by the European Court of Justice.³⁶

1. Employment and training

Directive 2006/54/EC (integration into Greek national law with Law 3896/2010 (Government Gazette 207/A/8-12-2010)) **consolidates all rules and case law** of the European Court of Justice (ECJ) with regard to equal opportunities and equal treatment for both sexes in employment and occupation. It replaces the directives **on equal pay**, on **equal treatment** and occupational social security schemes as well as on the **burden of proof** in cases of **sex discrimination**.³⁷

Still, in the following sections, the previous directives are discussed as they form the unconsolidated base for the recast Directive.

1.1 Equal pay

Council Directive 75/117/EEC (integration into Greek national law with Law 1414/1984 (Government Gazette A' 10)) - on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women.

- Employees having suffered pay discrimination can take **legal action against** their employer **without fear of retaliation**. Still, the principle of equal pay for work of equal value cannot always be enforced. That is the reason for the gender pay gap.

1.2 Access to training, promotion and equal working conditions

Directive 2002/73/EC (integration into Greek national law with Law 3488/2006 (Government Gazette A' 191/11.09.2006)) - on the implementation of the principle of equal treatment for men and women aiming at equal access to **vocational training, promotion** (i.e. career advancements), **and working conditions** (including dismissals, prohibiting (sexual) harassment and instructions to discriminate).

- Not-equally treated employees taking legal action are **protected from dismissal** or any other form of retaliation by their employer.

2. Reconciliation of professional, private and family life

2.1 Pregnant workers

Council Directive 92/85/EEC (integration into Greek national law with Presidential Decree 41/2003 (Government Gazette 44/A/21-2-2003)) - on the introduction of measures to encourage improvements in the safety and health at work of **pregnant workers and workers who have recently given birth** or who **are breastfeeding**. The Directive also covers **maternity leave** and **discrimination in the workplace**

³⁶ On the website of the European Commission, all information of the legal part of this document can be found under <http://ec.europa.eu/social/main.jsp?catId=420&langId=en>. Details on the national enforcement and communication can be found under <http://ec.europa.eu/social/main.jsp?catId=639&langId=en>, last accessed on 7 March 2011.

³⁷ Directive 2006/54/EC of the European Parliament and of the Council is online available at <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:32006L0054:EN:NOT>. Last accessed on 6 May 2011.

- Women **may not be obliged to take night shifts** during pregnancy and for a period after childbirth
- **Maternity leave** must comprise an uninterrupted period of at least **14 weeks**
- Pregnant workers may attend **ante natal examinations** during work hours, without loss of pay
- Women may **not be dismissed** for reasons related to their condition from the beginning of their pregnancy to the end of their maternity leave
- **Employment rights** - such as maintenance of payment, adequate allowance - must be ensured.

2.2 Parental leave

Directive 2010/18/EU sets **minimum requirements on parental leave** for female and male workers, time off from work and **related employment protection**. It is a revision of the earlier Directive on parental leave (Directive 96/34/EC). The directive has not been integrated yet into national legislation. All European member states must apply the new rules **by March 2012**, latest.

Current debate & future topics

Against the tense economic situation in Greece, non-gender-related topics dominate the current debate (public deficit, IMF supervision). Greece remains, to a great extent, a society with traditional structures. Despite the steps towards modernization during the last decades, women are still frequently regarded as the main childcare-taker in the family. In that line, the traditional role might hinder women from advancing their professional career. Opinions on gender-related topics are therefore mixed:

- In 2009 and 2010 there was a broad and vivid debate on the measures the Government should take in order to generally **reform the social security system** with regard to pensionable ages (European Gender Equality Law Review — No. 1/2010: 79). A Commission of Experts was set-up to propose solutions.
- The discussion changed its focus towards gender-related differences, when 28 women's NGOs (the **Greek League for Women's Right, GLWR**) presented a petition to several ministries, requiring that the reform of social-security system shall be conducted keeping gender equality goals in mind: The GLWR proposed to conduct simultaneous measures in the field of the social security system, employment and taxation. All over all, the NGOs do not consider the working conditions as favourable for women.³⁸
- The **main topics** of the debate were the **large gender pay gap** demonstrating a certain "traditional", indirect discrimination, the **"glass-ceiling" effect** due to a lack of career opportunities for women. Surveys indicate that 50 to 57 per cent of the gender pay gap in services and industries is caused by occupational segregation (Eurostat, 2010).

³⁸ For further information on details of the petition, please go to the website of the league: www.leaguelawrights.gr (in Greek), last accessed on 18 Feb. 2011.

- **Media coverage** of the GLWR's petition was broad and not only positive. Some presented women as "privileged" employees (especially in the public sector) having had better pension conditions than men before. This ended in a negative connotation of gender equality-measures under the pessimistic financial outlook of Greeks economy.
- An important **open issue** is whether **public funding of gender equality activities** of the private sector will continue. Closely related is the topic **work-life balance**. Both private companies and the public sector have recognized the importance of the issue. Currently, the right of parental leave is used to a great extent only by women (partly unpaid in the private sector, no state refund). Nurseries and kindergartens are missing.

It is important to note that the new national plan for the promotion of gender equality that is implemented for the period 2010-2013 provides for a new Law which will promote gender mainstreaming issues, gender budgeting and gender proofing.

National non-legislative and industries' initiatives

Initiative	Description, link
PRIZE	
The Top Five in Equal Opportunities (Οι Καλύτερες 5 στις Ίσες Ευκαιρίες) Organised by ALBA Graduate Business School (lead management), Hellenic Federation of Enterprises (SEV), General Secretariat for Gender Equality of the Ministry of the Interior	The competition was held for the first time in 2007 as part of an EU EQUAL supported project (ANTHISI). The target group was companies of all sizes in all industries. However, it can be assumed that most of the interest in the competition came from large companies, or that these had the greatest chances of winning: the five winners include three multinationals – Shell, BP and McDonald's – along with two Greek companies – one SME and one big Greek multinational. This competition is the only one that explicitly states that the questionnaires, which form the basis for the application, should be filled out by human resources managers. The participation in the competition was free of charge. The competition was funded by the EU EQUAL initiative, national funds and own funds.
MEMORANDUM	
Memorandum of understanding relating to the promotion of equal opportunities for men and women in enterprises (2006)	Mutual obligations for promoting, among other things, equal pay, especially in SME. <i>Signatories:</i> General Secretariat for Equality of the Ministry of Interior, Public Administration and Decentralisation (Υπουργείο Εσωτερικών, Δημόσιας Διοίκησης και αποκέντρωσης, YPES), 5 Greek employer / business organisations

LITHUANIA

Gender equality in numbers - a statistical outline

Traditional gender stereotypes are quite persistent in Lithuania: A qualitative study found that "men are considered as those who usually assume more responsibilities, are not afraid of risks and are more efficient at using the same working time" (Eurofund, 2010: 10). The attribution of different work behaviours and gender-related reliabilities are thus seen as explaining factors for the high segregation as well as for the pay gap. On the other hand, women are still considered as mainly responsible for family care responsibilities - and childcare for children under three years (approx. 2 per cent) does almost not exist (whereas childcare facilities, 30+/week, exist for more than 50 per cent of the children aged 3-6 years). The thereby caused career-break is another important problem (Eurofund, 2010: 10). Breaking gender stereotypes is therefore an important issue.

The **employment rate** of women is higher than the men's employment rate. This is European wide a unique phenomenon. Part time is unusual in Lithuania - the figures are extremely low, especially for women (in comparison to other European countries). The educational figures are quite favourable for women: 60 per cent of students and postgraduates are women - this is again one of the highest numbers across Europe. The last two characteristics of the female workforce (few part-timers, high education) are the main reason for the **gender pay gap** being with 15.3 per cent one of the lowest in Europe. In the private sector, the gender pay gap amounts to 18.2 per cent due to a highly horizontally segregated labour market (i.e. with respect to professions). Only in the financial and insurance sector, the pay gap rises to 45 percentage points due to high vertical gender segregation (i.e. with respect to management level). The just described **vertical gender segregation** is strikingly high, as a larger part of women work but fewer are in leading positions compared to the European average.

Indicators	Lithuania			EU 27		
	Women	Men	Gap	Women	Men	Gap
Labour market						
Employment Rate (15-64) ^A	60.7	59.5	1.2	58.6	70.7	12.1
Employment Rate of older workers (55-64) ^A	48.3	56.0	7.7	37.8	54.8	17.0
Unemployment Rate (25-74) ^A	9.4	14.8	5.4	7.7	7.5	0.2
Share of part-time workers (% all jobs) ^A	9.5	7.0	2.5	31.5	8.3	23.3
Share of employees with temporary contracts ^A	1.6 ^u	2.9 ^u	1.3 ^u	14.5	12.8	1.7
Gender pay gap ^A			15.3			17.1
Business						
Highest Decision Making Body: President ^B	3.0	97.0		3.0	97.0	
Highest Decision Making Body: Members ^B	13.0	87.0		12.0	88.0	
Leaders of Business ^C	32.0	68.0		33.0	67.0	
Higher Education						
Educational attainment (Age 15 -24; Level 3-4) ^A	45.4	42.0	3.4	45.3	43.5	1.8
Educational attainment (Age 25-64; level 3-4) ^A	56.3	64.8	8.5	45.1	48.7	3.6
Educational attainment (Age 25-64; level 5-6) ^A	36.0	25.5	10.5	25.9	24.4	1.5
Higher Education						
Students and Postgraduates ^D	60.0	40.0		55.2	44.8	
Share of Students enrolled in Science, Mathematics and Computing fields ^D	32.0	68.0		37.5	62.5	

Indicators	Lithuania			EU 27		
	Women	Men	Gap	Women	Men	Gap
Share of Students enrolled in Engineering, manufacturing and construction fields ^D	24.1	75.9		24.7	75.3	
Full Professor ^E	14.0	86.0		19.0	81.0	
Associate Professor ^E	42.0	58.0		36.0	64.0	
Lecturer and PhD ^{E, W}	28.0	41.0		27.5	72.5	
Work & Family						
Total fertility Rate ^A	1.55			1.6		
Formal childcare (%) for children under 3 years ^A	2.0 ^U			14.0		
Formal childcare (%) 3 years to school (1-29h/w) ^A	4.0 ^U			40.0		
Formal childcare (%) 3 years to school (30+h/w) ^A	51.0			44.0		

^A Eurostat (2010)

^D European Commission (2010d)

^W non weighted average

^B European Commission (2010a)

^E She Figures (2009)

^Y Year 2008

^C European Commission (2010b)

^U unreliable/uncertain data

- no data available

Legislative and governmental actions

Coordinating institutions

Ministry of Social Security and Labour - the Ministry is de jure responsible but de facto, the department for gender equality is closed. Since March 2000, one or two representatives are responsible for gender equality in each Ministry and they created the interministry Equality Commission for Women and Men, led by the Ministry of Labour and Social Security. (www.socmin.lt)

Office of Equal Opportunities Ombudsperson. The Office of Equal Opportunities Ombudsperson (functions since 1999), which is an independent state institution accountable to the Parliament, is one of the key institutions within the equal opportunities and gender equality machinery. It takes overall responsibility for the supervision and implementation of the Law on Equal Opportunities for Women and Men (1998) and Law of Equal Treatment (2005) in Lithuania. The Ombudsman investigates individual complaints on the grounds of gender, age, racial or ethnic origin, religion and beliefs, disability, sexual orientation, language, social status; submits recommendations and proposals to the Parliament, governmental institutions on the priorities of gender equality policy, including recommendations on amendments to relevant legislation. In cooperation with other office officials the Ombudsman supervises mass media so that it does not place discriminatory advertisements and does not treat one social exclusion group as in any way superior or better in regard to the other. The Office is actively working to raise public awareness on antidiscriminatory and gender equality issues. The Office is also very active in working with public and non-governmental sectors in Lithuania and abroad; participates in national and international projects. (www.lygybe.lt)

Main document

Equal rights of women and men are protected by legislation in Lithuania. Since 1998, the Law on Equal Opportunities for Women and Men of the Republic of Lithuania prohibits any kind of discrimination of women and men, especially in relation to family or marital status.

Lithuania can be called a pioneer in the field of specific laws on equal opportunities since the Law on Equal Opportunities of the Republic of Lithuania, which was passed on 1 December 1998 and came

into effect on 1 March 1999 (http://www3.lrs.lt/pls/inter3/dokpaieska.showdoc_l?p_id=381468), can be placed among the first ones passed in the whole region of Central and Eastern Europe.

The acts of an employer shall be deemed discriminatory if, because of the person's sex, he/she:

- applies to an employee less (more) favourable terms of employment or payment for work;
- in organising work, creates worse (better) working conditions for an employee;
- imposes a disciplinary penalty on an employee, changes working conditions, transfers him/her to another work or terminates the employment contract;
- persecutes an employee who has filed a complaint because of discrimination.

The acts of educational and scientific institutions shall be deemed discriminatory if on grounds of sex:

- different requirements are applied in respect of men and women for admission to schools or study programmes, for drawing up curricula or for assessment of knowledge;
- different opportunities are provided for choosing a special area of study.

Sellers, producers and service providers violate the principle of equal treatment if on grounds of gender, they:

- apply different pay conditions or guarantees for the same products, goods and services or those of equal value;
- express humiliation, restrict the rights of persons, grant privileges or form public attitudes towards the superiority of one sex when providing information or advertising their products and services.

It is also prohibited in the Law on Equal Opportunities to specify requirements in job advertisements or education opportunities advertisements, giving priority to one of the sexes and to request information from job seekers about their civil status, private life or family plans.

A person who thinks that discriminatory acts have been directed against him/her or that he/she has become the subject of sexual harassment shall have the right to appeal to the Equal Opportunities Ombudsman.

The latest amendments to the Law on Equal Opportunities introduce the notion of positive action. Temporary special measures can be applied to improve the situation of men and women de facto.

National Programs on Equal Opportunities for Men and Women (2003-04, 2005-09, 2010-14)

In order that gender equality becomes a reality, the National Programme on Equal Opportunities for Women and Men is implemented. The Programme aims at addressing, in a consistent, complex and systematic manner, gender equality issues, ensuring gender mainstreaming in all spheres and tackling specific problems of women and men. The programme identifies main priorities for gender equality, and specific measures to achieve set goals.

State of affairs regarding gender mainstreaming

During the past two decades (after regaining its independence), Lithuania has achieved gender equality in many ways. Joint efforts of governmental, non-governmental and social partners (employers and trade unions) have been undertaken to improve the equality between men and women.

Lithuania was welcomed as being the first Eastern EU country to pass the Law on Equal Opportunities for Women and Men in the year 1998. Since then, the respective legislation has been amended several times: indirect discrimination has been prohibited with the burden of proof being on the employers' side; temporary measures to enhance gender equality have been allowed (e.g. gender-related quotas). On the governmental level, an enforcement mechanism of equal rights has been established in 2003 (European Commission, 2007: 38).

Lithuanian efforts to deal with gender equality and gender mainstreaming issues were highly appreciated on the European level so that the European Gender Equality Institute has been established in Lithuania in January 2011. Even though, the Lithuanian government pays much less attention to the implementation of gender equality policy in recent years: the Division of Gender Equality at the Ministry of Social Security and Labour (responsible for the implementation of gender equality issues) has been abolished and funding for the national Ombudsman has been cut notably. NGOs, important drivers for gender equality, are currently underfinanced. This has been criticized by the UN CEDAW Committee without being solved so far.

- **Active labour market policies:** The 'Programme of actions for the development of human resources for the period 2008-2013' comprises a significant budget for the implementation of active labour market policy measures (European Commission, 2007: 47), including the programs and actions supported by European Structural Fund. The program was successful but up to now it is not clear if funding of this program will be sufficient.
- **Pay and career policies:** The high segregation of the labour market has been recognised as problematic on the policy level. In 2006, the government took positive action and increased wages in women dominated public sectors like education and health care (European Commission, 2007: 54). In the private sector, the law on "Employer's Duty to Implement Equal Rights for Women and Men at Workplace" ensures equal pay for the same work or for the work of equivalent value, including all the additional remuneration paid by the employer to employees for the performed work. (Parliament of LT, Law on equal opportunities for women and men, 1998; http://www3.lrs.lt/pls/inter3/dokpaieska.showdoc_l?p_id=381468); besides, a new 'model collective agreement', based on eight factors, has been installed by the social partners. It promotes a gender neutral job classification and is recommended for a non-stereotype based assessment of jobs and positions (Eurofund, 2010: 24; LT0507102N).
- **Reconciliation policies:** For years, reconciliation has been identified as a both-gender-related topic. Policy measures have had a positive effect on gender equality (introduction of paternity leave). Since 2005, employers must grant the parental leave to all employees for the requested period until the second birthday of the child. For the same timeframe, parental allowance (both to mothers or fathers) is paid for the period of leave due to childcare responsibilities. Besides, employers are not allowed to terminate the contract before the leave. This is in line with the respective EU legislation. (Parliament of LT, **Law on sickness and maternity social insurance**, 21 December 2000 No IX-110, http://www3.lrs.lt/pls/inter3/dokpaieska.showdoc_l?p_id=391553).
- **Childcare facilities** are, however, still lacking for children younger than three years.
- **Flexicurity policies:** The labour market is relatively inflexible and offers comparatively low security to employees (European Commission, 2007: 71).

Important gender equality related laws and regulations

- Constitution of the Republic of Lithuania, (Adopted by citizens of the Republic of Lithuania **the Referendum of 25 October 1992**)
http://www3.lrs.lt/pls/inter3/dokpaieska.showdoc_l?p_id=275302
- Republic of Lithuania Law on equal opportunities for women and men
http://www3.lrs.lt/pls/inter3/dokpaieska.showdoc_l?p_id=381468
- Republic of Lithuania Labour Code
http://www3.lrs.lt/pls/inter3/dokpaieska.showdoc_l?p_id=391385
- Republic of Lithuania Law on safety and health at work (1 July 2003 No IX-1672 Vilnius, As last amended on 11 May 2010 – No. XI-802)
http://www3.lrs.lt/pls/inter3/dokpaieska.showdoc_l?p_id=377613
- Republic of Lithuania Law on state social insurance (21 May 1991 No I-1336, Vilnius; As amended on 18 June 2009 No. XI-307)
http://www3.lrs.lt/pls/inter3/dokpaieska.showdoc_l?p_id=350864
- Republic of Lithuania Law on sickness and maternity social insurance (21 December 2000 No IX-110; As last amended on 22 December 2010 – No XI-1244, No XI-1245)
http://www3.lrs.lt/pls/inter3/dokpaieska.showdoc_l?p_id=391553

The European Commission passed several (Council) Directives. **All objectives** of the following directives have or will have (i.e. parental leave) to be transposed into national law. A respective deadline is set for each EC directive passed and all Member States are legally obliged to meet the deadline. Therefore, the Member States will sooner or later initiate actions to achieve the respective goal set by the following (Council) Directives to prevent an infringement procedure imposed by the European Court of Justice.³⁹

1. Employment and training

Directive 2006/54/EC consolidates all **rules and case law** of the European Court of Justice (ECJ) with regard to equal opportunities and equal treatment for both sexes in employment and occupation. It replaces the directives **on equal pay**, **on equal treatment** and occupational social security schemes as well as on the **burden of proof** in cases of **sex discrimination**.⁴⁰

Integration into Lithuanian national law with

- Republic of Lithuania Law on equal opportunities for women and men
- Republic of Lithuania Labour Code

³⁹ On the website of the European Commission, all information of the legal part of this document can be found under <http://ec.europa.eu/social/main.jsp?catId=420&langId=en>. Details on the national enforcement and communication can be found under <http://ec.europa.eu/social/main.jsp?catId=639&langId=en>, last accessed on 7 March 2011.

⁴⁰ Directive 2006/54/EC of the European Parliament and of the Council is online available at <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:32006L0054:EN:NOT>. Last accessed on 6 May 2011.

1.1 Equal pay

Council Directive 75/117/EEC - on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women

- Employees having suffered pay discrimination can take **legal action** against their employer **without fear of retaliation**. Still, the principle of **equal pay for work of equal value** cannot always be enforced. That is the reason for the gender pay gap.

1.2 Access to training, promotion and equal working conditions

Directive 2002/73/EC - on the implementation of the principle of equal treatment for men and women aiming at equal access to **vocational training, promotion** (i.e. career advancements), **and working conditions** (including dismissals, prohibiting (sexual) harassment and instructions to discriminate).

- Not-equally treated employees taking legal action are **protected from dismissal** or any other form of retaliation by their employer.

Integration into Lithuanian national law with

- Republic of Lithuania Law on equal opportunities for women and men
- Republic of Lithuania Labour Code

2. Reconciliation of professional, private and family life

2.1 Pregnant workers

Council Directive 92/85/EEC - on the introduction of measures to encourage improvements in the safety and health at work of **pregnant workers and workers who have recently given birth** or who **are breastfeeding**. The Directive also covers **maternity leave** and **discrimination in the workplace**

- Women **may not be obliged to take night shifts** during pregnancy and for a period after childbirth
- **Maternity leave** must comprise an uninterrupted period of at least **14 weeks**
- Pregnant workers may attend **ante natal examinations** during work hours, without loss of pay
- Women may **not be dismissed** for reasons related to their condition from the beginning of their pregnancy to the end of their maternity leave
- **Employment rights** - such as maintenance of payment, adequate allowance - must be ensured.

Integration into Lithuanian national law with

- Republic of Lithuania Labour Code
- Act “The list of hazardous working conditions and risk factors for pregnant, have recently given birth or are breast-feeding women”, (2003-03-26, Nr. 29-1184)

http://www3.lrs.lt/pls/inter3/dokpaieska.rezult_l?p_nr=&p_nuo=&p_iki=&p_org=&p_drus=31&p_kalb_id=1&p_title=&p_text=D%EBI%20n%EB%F0%E8ioms%2C%20neseniai%20pagimd%FEiusioms%20ar%20kr%FBti

2.2 Parental leave

Directive 2010/18/EU sets **minimum requirements on parental leave** for female and male workers, time off from work and **related employment protection**. It is a revision of the earlier Directive on parental leave (Directive 96/34/EC)

- Male and female workers have an "individual entitlement" for parental leave (i.e. childcare) for **at least four months** after childbirth or adoption. At least one of the three months cannot be transferred from one parent to the other.
- All workers are **protected from discrimination** on the grounds of applying for or taking parental leave
- The right **to return to the same job** or an equivalent / similar job consistent with their previous contract is guaranteed at the end of parental leave
- Workers have the right to request **changes to their working hours** for a limited period - individual and company needs shall be balanced

Integration into Lithuanian national law with

- REPUBLIC OF LITHUANIA LABOUR CODE
http://www3.lrs.lt/pls/inter3/dokpaieska.showdoc_l?p_id=391385
- REPUBLIC OF LITHUANIA LAW ON SICKNESS AND MATERNITY SOCIAL INSURANCE (21 December 2000 No IX-110; As last amended on 22 December 2010 – No XI-1244, No XI-1245)
http://www3.lrs.lt/pls/inter3/dokpaieska.showdoc_l?p_id=391553

Current debate& future topics

Measures against the high segregation of the labour market have been discussed recently: Breaking stereotypes and reconciliation are high on the political agenda.

- **Work-family-reconciliation:** Concrete measures are needed to encourage fathers to take family leave and the support of women's (re) entry to the labour market. These issues together with the promotion of the equal sharing of domestic and family tasks will remain for the upcoming years.
- **Mandatory equality plans** may be introduced in public sector and private businesses - covering pay issues and family-friendly policies, as it was recommended by CEDAW Committee. The introduction of such plans would require another amendment of the Law on Equal opportunities for Women and Men. The amendment is under discussion.
- **Public sector:** Women are increasingly encouraged to enter the political sphere. There were some actions and initiatives of women's NGO to encourage women to participate in the political and campaigns "women - vote for women" were organized. The women politician's club united women politicians from the different political parties "MILDA" was established and has branches in different cities and towns.

National non-legislative and industries' initiatives

Initiative	Description, link
PRIZE	
National responsible business award - The enterprise of the year (<i>Nacionalinio atsakingo verslo apdovanojimas - Metų darbovietė</i>)	<p>Since 2008, National Responsible Business Awards is annual initiative, supported by the state institutions, aiming to raise awareness on Corporate Social Responsibility (CSR). National Responsible Business Awards recognize business enterprises within 3 nominations – Employer of the Year, Partner of the Year, and Environmental Enterprise of the Year. The companies that are mostly contributing to the development and strengthening of social wellness, putting the most efforts to minimize the effect of their operation onto the environment; are mostly committed to operate transparently and fair with the employees, community and society are awarded under the National Responsible Business Awards.</p> <p>Small and medium enterprises, large Lithuanian companies and foreign companies are awarded separately within each nomination.</p> <p>The most prominent companies are awarded with the Socially Responsible Enterprise of the Year award.</p> <p>National Responsible Business Awards is initiated and ran by the UNDP Lithuania, Ministry of Social Security and Labour. Partners of the initiative Ministries of Economy and Environment of the Republic of Lithuania</p> <p>This initiative is supported by the National Network of Responsible Business.</p> <p>http://www.undp.lt/index.php?mact=News,cntnt01,detail,0&cntnt01articleid=58&cntnt01returnid=40&cntnt01returnid=40&hl=en_US</p> <p>http://www.undp.lt/index.php?page=NAVA&hl=en_US</p> <p>http://www.eurofound.europa.eu/eiro/2008/11/articles/lt0811029i.htm</p>
The enterprise which promotes gender equality the most (<i>Lygiausia darbovietė</i>)	<p>It was organized only twice (in year 2006 and 2008) during the national projects, implemented by Women's Issues Information Centre.</p> <p>http://www.lygus.lt/23/darboviete.php (only in Lithuanian)</p> <p>http://www.apklausa.lt/f/lygiausia-darboviete-4584/answers/new.html</p>
Other	
The network of ten municipalities for implementation of equal employment opportunities for men and women	<p>Network was created in year 2006 during the project „Implementation of equal employment opportunities for men and women: measures, practice, changes“. During this project 50 employers participated in the trainings on gender equality planning at workplaces.</p> <p>http://www.ppp.webinfo.lt/ (only in Lithuanian)</p>
Lithuanian woman of the year	<p>The magazine “Woman” has organized annual selection of “Lithuanian woman of the year” for the past 19 years.</p> <p>http://www.moteris.lt/lt/naujienos/veidai/is_arciau/lietuvos_metu_moteria_i_paaukuota_sidabrine_lijija/ (only in Lithuanian)</p>
The network of women entrepreneurs	<p>http://www.verslomoterys.lt/index.php?pid=1 (only in Lithuanian)</p>

UNITED KINGDOM

In the UK, women and men have been in paid employment in close to equal proportions since 1999. At 9.8% the **gender employment gap** is lower in the UK than the EU 27 average of 12.1% shown in the “Statistical Outline” table below. This was a trend that started in the late 1970s and plateaued in 1999 at 70% female and 79% male employment (ONS, 2010). It should be noted that this was not a question of women taking ‘men’s jobs’, as during the same period economic growth fuelled an increase in career opportunities and both male and female employment rates generally increased. Men’s employment levelled off towards the end, when the early 21st century’s economic slump hit men worst, because jobs fell mainly in the private sector, where they were more likely to work than women (ONS, 2010).

Conversely, the current UK **public sector cuts** are likely to impact more on women. (Ibid). In addition, as women still tend to be the primary carer (ONS, 2008) and live longer (ONS, 2010), a whole host of wider economic changes are also more likely to affect women than their male counterparts, such as plans for decreasing employer pension contributions, recent decreases in child benefit, new fees for claiming child maintenance from the other parent, and stricter rules for claiming incapacity benefit.

In the UK, **work-life balance** (which is a wide concept that includes ‘reconciliation’ and ‘flexicurity policies’) is complex. For women, the presence of a dependent child has long had a substantial and negative impact on paid employment and on career progression, which it does not have on their male counterparts (ONS, 2008). However, women have persisted in their career ambitions despite this. The steady increase since the 1970s of UK women working mentioned above was fuelled by an increasing proportion of women with family obligations returning to work after childbirth (UKRC, 2010, p77).

Gender equality in numbers - a statistical outline⁴¹

The figures below show that, in the UK the **employment rate** for economically active men aged 15-64 is 9.8% higher than for women, a smaller gap than the 12.1% EU 27 average (although still significant.) . It is therefore no surprise to see that the EU statistics indicate greater than average use in the UK of childcare and part-time work:

- The proportion of **women working part-time** in the UK is 42.5%, 11 percentage points higher than the EU 27 average at 31.5%.
- 70% of UK children aged 3-6 years are in **childcare facilities** for up to 29 hours per week and 21% for 30 hours or more, making a total of 91% of in childcare facilities. The EU 27 average is much lower, at a total of 61%.

⁴¹ It should be noted that, in many cases, the figures for the UK given by the EU sources used in this report are different to figures for the UK given by UK sources such as the Office of National Statistics. This is likely to be due to aggregation of data and that some occupational areas have been defined in different ways to the UK Standard Occupational Classifications.

At 20.4%, the higher rate of UK **gender pay gap**, as compared to the EU 27 average of 17.1%, may be related to the higher incident of UK women working part-time coupled with lower pay rates for part-time work compared to full-time. **Vertical and horizontal gender segregation** is also likely to play a part, because men are still more likely to be in the higher-paid, knowledge-based sectors and in senior positions than women.

At 57.2%, the EU statistics on UK **female students and postgraduates** are actually slightly higher than the EU 27 average at 55.2%. Despite this female majority at the entry level of higher education, their proportion falls at **senior levels within academia**. In the UK as across the EU, there is a significant **attrition** of women graduates as seniority rises in academia: Students/Postgraduates 57.2% (EU 27 55.2%); Lecturers/PhD UK 27% (EU 27 27.5%); Associate Professor UK 37% (EU 27 36%); full Professor UK 17% (EU 27 19%). They are not joining the ranks of **business leaders** in industry instead, as EU statistics indicate that women make-up only 33% of UK private sector business leaders. However, this reflects the situation across the EU 27 as a whole, where the average is 34%, and the situation may improve given the current debate and future topics indicated in the section of that name below.

Indicators	United Kingdom			EU 27		
	Women	Men	Gap	Women	Men	Gap
Labour market						
Employment Rate (15-64) ^A	65.0	74.8	9.8	58.6	70.7	12.1
Employment Rate of older workers (55-64) ^A	49.2	66.2	17.0	37.8	54.8	17.0
Unemployment Rate (25-74) ^A	4.7	6.3	1.6	7.7	7.5	0.2
Share of part-time workers (% all jobs) ^A	42.5	11.8	30.7	31.5	8.3	23.3
Share of employees with temporary contracts ^A	6.1	5.3	0.8	14.5	12.8	1.7
Gender pay gap ^A			20.4			17.1
Business						
Highest Decision Making Body: President ^B	0.0	100.0		3.0	97.0	
Highest Decision Making Body: Members ^B	13.0	87.0		12.0	88.0	
Business leaders ^C	34.0	66.0		33.0	67.0	
Higher Education						
Educational attainment (Age 15 -24; Level 3-4) ^A	59.5	57.7	1.8	45.3	43.5	1.8
Educational attainment (Age 25-64; level 3-4) ^A	37.8	44.6	6.8	45.1	48.7	3.6
Educational attainment (Age 25-64; level 5-6) ^A	33.7	33.1	0.6	25.9	24.4	1.5
Students and Postgraduates ^D	57.2	42.8		55.2	44.8	
Share of Students enrolled in Science, Mathematics and Computing fields ^D	37.2	62.8		37.5	62.5	
Share of Students enrolled in Engineering, Manufacturing and Construction fields ^D	20.4	79.6		24.7	75.3	
Full Professor ^E	17.0	83.0		19.0	81.0	
Associate Professor ^E	37.0	63.0		36.0	64.0	
Lecturer and PhD ^{E, W}	27.0	53.0		27.5	72.5	
Family & Work						
Total fertility Rate ^A	1.96 ^Y			1.6 ^Y		
Formal childcare (%) for children under 3 years ^A	31.0			14.0		
Formal childcare (%) 3 years to school (1-29h/w) ^A	70.0			40.0		
Formal childcare (%) 3 years to school (30+h/w) ^A	21.0			44.0		

^A Eurostat (2010)

^B European Commission (2010a)

^C European Commission (2010b)

^D European Commission (2010d)

^E She Figures (2009)

^U unreliable/uncertain data

^W non weighted average

^Y Year 2008

- no data available

Legislative and governmental actions

Coordinating institutions

The United Kingdom (UK) is made up of Scotland, Wales, England and Northern Ireland. The UK Parliament is in London but some government powers are devolved to the Scottish Government (which has its own Parliament in Scotland's capital city of Edinburgh), the Northern Ireland Assembly and Executive in Stormont, Belfast and, to a lesser extent, the Welsh Assembly Government in Cardiff. There are also local government bodies for each county and many cities across the UK, funded by central government and their own local "community charge".

The **Government Equalities Office (GEO)** is responsible for UK government equality issues including gender equality (<http://www.equalities.gov.uk/>). As of April 2011, the GEO will no longer be a separate department but will operate within the Home Office. For Scotland, the lead body is the Scottish Government Equalities Unit (<http://www.scotland.gov.uk/topics/people/equality>).

The **Equality & Human Rights Commission (EHRC)** is an independent, government funded body that has a statutory remit across England, Scotland and Wales to promote and monitor human rights; and to protect, enforce and promote equality across the nine "protected" grounds - age, disability, gender, race, religion and belief, pregnancy and maternity, marriage and civil partnership, sexual orientation and gender reassignment. It has regulatory powers to enforce the law including helping individual people with their legal cases and taking legal action against organisations that appear to have broken the law (<http://www.equalityhumanrights.com/>). The Equality Commission for Northern Ireland performs the same function for Northern Ireland (www.equalityni.org).

Equality Challenge Unit (ECU) The ECU works to further and support equality and diversity for staff and students in higher education across all four nations of the UK, and in further education in Scotland www.ecu.ac.uk.

The **UKRC** is an independent, government funded body that takes lead responsibility for advancing equality in Science, Technology, Engineering & Mathematics disciplines and sectors, mainly gender equality but also other equality areas where organisations need this (www.theukrc.org).

State of affairs regarding gender mainstreaming

- **Government policy lends towards mainstreaming** The government's policy documents described above in the 'National Documents' section has re-opened the debate about whether to focus on 'equality' or 'fairness'. The 'equality' approach might be described as deciding how far specialist services are needed for gender equality based on how much evidence there is of gender inequality for either women or men. In the 'fairness' approach, the preferred strategy is making sure workforce management, service provision, procurement etc accommodates the needs of as great a range of people as possible, and deciding whether different provision is needed based on business benefits. The 'fairness' agenda might also be called 'mainstreaming' and is generally accompanied by a pragmatic approach to whether different needs should be accommodated based on how far it is possible to make a real difference. The government is currently promoting the fairness/mainstreaming approach. (GEO, 2010).
- **Employment law** changes are on the horizon, whose demands may steer employers towards mainstreaming gender equality simply because of the burden of wider regulation. Planned

changes include provisions for increased flexible working, the removal of the default retirement age, the introduction of the Agency Workers Directive and the new Bribery Act. These come on the heels of recent changes to dismissal and redundancy process, and stress, bullying and harassment at work. In addition, UK law is governed by precedent, which means that organisations often have to wait for a ‘test case’ in the courts to see what the law really means.

- **Flexible working** policies and procedures are provided by some UK employers in addition to legal rights, as part of a ‘work-life balance’ approach that is seen as a way of providing mainstream fairness for all. However, the actual use of flexible working may still be seen a) as a female activity and b) having a detrimental effect on the career of either a man or a woman. See “Current debate & future topics” below.

Current debate & future topics

- Whether facilitating **work-life balance has business benefits** has long been the subject of debate. While men take-up part-time working much less than women in the UK, there is evidence of interest from both men and women in employers that facilitate work-life balance, which could be of business benefit in terms of attracting graduates. A series of UK sector graduate surveys in 2008 revealed that in the science, engineering and construction sectors, respondents considered work-life balance and training/development opportunities to be the most important factors in choosing an employer. For the IT sector respondents, these two factors ranked highest after salary/benefits (UKRC, 2010). More recently, the government is consulting on the implications of enacting the EU right to request flexible working for all employees, which must be in place by 2015. This consultation, alongside the new rights for parental leave, has led to some public debate about business benefits. On the one hand, some business leaders say the increased bureaucracy and the reduction in availability of staff will affect their ability to respond to customer demands, particularly small businesses operating at slim margins or academic research teams with heavy workloads. On the other hand, some workplace managers point to the value of flexible working in meeting customer demands, recruiting and retaining women into senior roles, and recognise the role men play in family life, which can increase employee engagement, leading to better retention and performance. There is also a view emerging from some men, who are saying they would like to for parental leave but will not do so because they fear it will jeopardise their career prospects. This may also be indicated by the EU statistics, which show that UK men are not working part-time (11.8%) at anywhere near the rate of UK women (42.5%) and at almost half the rate of the EU 27 average for men (23.3%). Taken together, all these factors could be interpreted to mean that a genuine offer of work-life balance to women and men, and getting men to actually take it up, could help lead to an increase in women in senior and non-traditional roles, as the practice would then be normalised and truly mainstream.
- **The need for more diversity amongst leaders is receiving new support** The proportion of women right at the top is still low, but it has been increasing steadily over the past 12 years and government backing has been given to organisations willing to voluntarily take the lead. Lord Davis’ “Women on Boards” report in February 2011 for the Minister for Women puts female FTSE 100 directors at 12.5%, up gradually year-on-year from 6.9% in 1999. This proportion seems to be concentrated amongst a **relatively small number of companies leading the way**, for example, 21% of FTSE 100 and 52.4% of FTSE 250 companies have no women at all on their boards. Lord Davis’ research indicated that, while there are less women than men coming through the pipe-

line, there are women in industry capable of serving on boards who are not getting these roles, the two main barriers being a perception that the use of **flexible working** might damage your career and a culture which did not offer women truly **effective networking** opportunities. Davis recommends that Chairs of FTSE 350 companies to voluntarily set out the percentage of women they aim to have on their boards in 2013 and 2015. FTSE 100 boards should aim for a minimum of 25% female representation by 2015 and we expect that many will achieve a higher figure. Davis asked FTSE Chairs to announce their aspirational goals by September 2011 and all Chief Executives to review the percentage of women they aim to have on their Executive Committees in 2013 and 2015 (Davis, 2011).

- The **disproportionate attrition of women from STEM roles** has been the subject of debate since the Greenfield Report identified this within academia in 2002 (Greenfield, 2002). (“STEM” covers science, technology, engineering and mathematics including computing and construction.) While gender stereotyping in career choice and advice remains a recognised phenomenon, it seems that girls and women are interested in many STEM disciplines, but face a lukewarm welcome from some parts of industry and academia. UK data on entrants for the General Certificate of Secondary Education (GCSE) and the Advanced level General Certificate of Education (GCE A Level) indicates a long-standing, active interest by girls in **STEM disciplines at school**. For example, in 2009, girls accounted for 48.8% of STEM subject entries at GCSE level and 42.2% at GCE A Level. Within that, while female entry for some disciplines such as Physics GCSE and GCE A Levels is low, core subjects of Mathematics, Information & Communication Technology and Technology regularly see 40% female entrants (UKRC, 2010). Yet, despite this interest and drive, **female attrition from STEM roles is still disproportionately high in both industry and academia**. Only 29.8% of female STEM graduates are employed in STEM role as compared to 50% of their male counterparts (UKRC, 2010).
- **Using the ‘purchasing power’ of procurement to improve equality** may be a renewed topic of debate in the UK, where the US approach was adapted for the UK in the late 1990s/early 2000s in industry at Littlewoods and public sector commissioners of private sector contractors, such Nottingham City Council, Transport for London and the Greater Nottingham Training & Enterprise Council, who showed that it was possible to set equality criteria and targets for contractors and stay within the EU Procurement Directive, as well as pioneering capacity building support for the contractors themselves. Some other public sector bodies such as the Olympic Development Agency and the Local Government Association have since developed this approach. However, some of these public sector approaches were accused of taking a bureaucratic and ‘checkbox’ approach, hence the current government policy for focusing on impact rather than process (GEO, 2010).
- **The need for up-to-date and robust evidence of the business benefits of diversity** is a continuing issue that looks set to become even more important under a policy of fairness and pragmatism. The business case for diversity will need to be reviewed and evidence for or against the case kept up to date. In addition, impact measurement for equalities programmes will be even more critical, so that what works can be transferred and what does not work can lead to valuable lessons learnt.

Important gender equality related laws and regulations

A multitude of UK law enacting Council Directives on equal treatment for men and women with respect to access to employment, training and promotion, working conditions and other relevant provisions have recently been consolidated, alongside protection for other equality groups, into the new Equality Act 2010. The Equality Act 2010 applies to all organisations including universities and private sector companies, regardless of their size. There is one exception: micro-businesses and start-ups are exempt from this and other new domestic regulation for three years from 1 April 2011 (HM Treasury, 2011).

Employment and workforce training

- **Equal treatment** The Equality Act 2010 gives protection against direct and indirect discrimination, harassment and victimisation to people with certain ‘protected characteristics’. These nine ‘protected characteristics’ are simply all those which were covered by previous anti-discrimination laws in the UK. They are: gender; age; disability; gender reassignment; pregnancy and maternity; race; religion and belief; sex; sexual orientation; marriage and civil partnership. The Act protects people against discrimination in all aspects of equality, including employment. "Employment" includes all those who work, such as the self-employed, agency and contract workers, previous workers and job applicants.
- **Harassment** In addition, Under Section 40 of the Equality Act 2010, employers can be liable for the harassment of their clients or customer, where an employer has not taken "reasonably practicable steps" to prevent a third party from harassing one of its workers during the course of their employment.
- **Positive action in recruitment and selection** Section 159 of the Equality Act 2010 brings in an extended definition of ‘positive action’ for candidates with “protected characteristics”, in order to boost workforce diversity. This section permits an employer to recruit or promote a person with one “protected characteristic” (such as being female or male) in preference to another person who does not have the “protected characteristic”, provided that they are equally qualified for the post. However, this only applies to recruitment and selection.
- **"Associative discrimination" and "perceptive discrimination"** are included in the Equality Act 2010. This means that more people are protected from discrimination that happens because they associate with someone with a “protected characteristic” or because they are mistaken for someone with a “protected characteristic”. These types of discrimination rights do not apply to the “protected characteristic” of marriage and civil partnership.

Equal pay

- The Equality Act 2010 consolidates the previous law on equal pay and brings in a new regulation to say that an equal-pay claimant can compare their work to someone doing a different job, as long as it is work of equal value. Gender pay audits are not required of organisations but can be carried out voluntarily.

Access to training, promotion and equal working conditions

- **Working conditions** Under the Equality Act 2010, not-equally treated employees taking legal action are protected from dismissal (“victimisation”) or any other form of retaliation by their employer.

Reconciliation of professional, private and family life:

- **Pregnant workers** Maternity leave in the UK is longer than the 14 weeks required by Council Directives 92/85/EEC and 2010/18/EU. Mothers who qualify have the right to 26 weeks leave with Statutory Maternity Pay (SMP), as well as the other Directive rights before, during and after maternity. The first 6 weeks of SMP is paid at 90% of average weekly earnings and the remainder at the lower statutory level (or 90% of the average weekly earnings, if this is less than the lower level). SMP rates are normally increased in April each year. Women are not permitted to return to work during the first 2 weeks (4 weeks if working in a factory). Mothers are entitled to take a further 26 weeks additional maternity leave with 13 weeks of those paid by SMP. In order to attract and keep both women and men with families, some employers offer more generous terms and conditions, plus flexible working on return after maternity, and 'return to work days' to help women keep in touch with scientific, industrial and organisational developments in their absence.
- **Parental leave** Maternity and paternity leave has become more flexible and paternity leave has been extended. Since April 2003, fathers and adoptive parents also have statutory rights to 2 weeks leave plus pay equivalent to SMP. These statutory payments are paid by the employer, who then recoups the cost from the government. As from April 2011, if a woman returns to work without having used all of her maternity leave and SMP, fathers/partners can claim her remaining statutory pay (as Additional Statutory Paternity Pay) and up to 26 weeks of the leave from their employer. This is conditional upon the employee being able to prove the baby has reached 20 weeks old, the mother is employed and has returned to work, and that she had first been on leave for at least 26 weeks. All of the leave has to be taken before the child's first birthday. This basically means the father/partner can get a maximum of 13 weeks Additional Statutory Paternity Pay with leave and another 13 weeks with no pay. These new regulations apply to same-sex, heterosexual and adoptive parents.
- **More flexibility proposed for parental leave** The government is consulting on further flexibility in parental leave that would allow both parents to be on leave at the same time. This proposed regulations are for 18 weeks maternity leave and pay – in one continuous block around birth - 4 weeks of parental leave and pay exclusive to each parent to be taken in the first year and 30 weeks of additional parental leave available to either parent, of which 17 weeks would be paid and can be broken in blocks between parents.
- **Flexible working** – Parents and carers of children aged 16 and under have the right to request flexible working of their employers. There are 8 reasons for which an employer can turn down the request. The government is consulting on extending this right to all workers who have been with their employer for 26 weeks.

Additional requirements in the UK

- **A higher standard of legal duty on public bodies (e.g. universities)** Section 149 of the Equality Act 2010 puts an additional legal duty on public bodies, called a 'general duty'. Previously, there were separate and different legal demands on public bodies for race equality, gender equality and disability equality. The Act simplifies this into a single public sector duty but also extends it to include all of the nine 'protected characteristics'. This 'general duty' applies across all the policies and practices of public bodies, such as workforce management, service

provision, commissioning, procurement and partnerships. It applies to all public bodies in the widest sense, that is, all organisations with a public function. Section 155 of the Act defines this ‘general duty’. It says that public bodies must pay “due regard” to the need to advance equality of opportunity, eliminate discrimination, harassment and victimisation, and foster good relations between different groups.

Additional demands on private sector companies

- Under the Equality Act 2010, private sector companies may see increased demand for workforce equality placed on them** A private sector company must comply with the ‘general duty’ for equality in respect of any public functions it has. As noted above, that ‘general duty’ has extended from three to nine categories of ‘protected characteristics’ and require a higher standard than before. (The ‘general duty’ only applies to those functions, not to any private functions the organisation carries out. For example, if a security firm has a contract with a public body to cover engineering works, this function would be covered by the ‘general duty’, but any security work it undertakes for a bank would not be covered.) The Act also allows public bodies to use procurement to drive equality. The Welsh ‘specific duties’ mentioned above include the requirements public bodies must place on their private sector contractors. Scotland may or may not do this, depending on the results of consultation. In England, the Government has said that it would rather see outcomes than a prescribed process for procurement in its ‘specific duties’ (Government Equalities Unit, 2010, s5.21). The effect of this may be that public bodies in England make greater demands for evidence of tackling workforce inequality from their contractors, even if these are private sector.

National non-legislative and industries' initiatives

This section describes some of the key gender equality award schemes available in the UK.

Initiative	Description, link
PRIZE	
Daphne Jackson Fellowships	Fellowships designed to return scientists, engineers and technologists to their careers after a break, e.g., after maternity. Normally part-time for two years, with salary and some expenses paid. http://www.daphnejackson.org/fellowships/
Dorothy Hodgkin Fellowships	The Royal Society provides the Dorothy Hodgkin Fellowships for excellent scientists in the UK at an early stage of their career, who require a flexible working pattern due to personal circumstances such as parenting or caring responsibilities or health issues. Female candidates are particularly invited to apply. http://royalsociety.org/grants/schemes/dorothy-hodgkin/

Initiative	Description, link
Women of Outstanding Achievement (WoOA) and Women in Science & Engineering (WISE) Awards	Made annually by to women in science, technology, engineering and mathematics (STEM), including ICT and the built environment. WoOA has separate categories for academics and the private sector, and creates dramatic photographic portraits of each winner, which are then used to inspire other women and celebrate the support of their organisations. The WISE awards are designed to encourage UK girls of school age to value and pursue STEM courses and careers. http://theukrc.org/women/women-of-outstanding-achievement http://www.wisecampaign.org.uk/
LABEL	
SET Fair Standard	A prestigious award that gives public recognition for excellence in gender equality in science, technology, engineering and mathematics (STEM) including ICT and the built environment. Organisations are audited by independent experts for best practice in their policies, procedures and workplace culture, given practical recommendations for the way forward, and benchmarked to see if they are Committed, Achieving or Outstanding level. The SET Fair Standard is customised for <ul style="list-style-type: none"> • corporates and large organisations • small and medium sized organisations • professional institutions • research facilities and councils • employer networks (such as trade bodies and sector skills councils) • further education and training providers http://theukrc.org/for-organisations/set-fair-standard
CHARTER	
CEO Charter	By signing the Charter, the Chief Executive Officer publicly commits the organisation to tackling gender inequality. Available only to organisations in science, technology, engineering and mathematics. Open all year round. http://www.theukrc.org/for-organisations/ceo-charter
RANKING	
Opportunity Now	A campaign run by Business in the Community, a charity promoting ethical corporate social responsibility. Several categories of annual prize for organisations, including advancing women in business and champion of gender equality. Organisations can apply for membership and then submit an application to the panel. Reports include details of scores for each criterion, which is ranked against other organisations that have applied. Annually awarded. http://www.opportunitynow.org.uk

Initiative	Description, link
Athena SWAN Charter	<p>The Athena SWAN Charter recognizes and celebrates good employment practice for women working in science, engineering and technology (SET) in higher education and research.</p> <p>Eligible organisations are Higher Education Institutions, and Research Institutions that are part of a Higher Education Institution. Research Institutions that are not part of a Higher Education Institution can apply for a SET Fair Standard award from UKRC. Where they are committed to the advancement of the careers of women in SET in higher education and research, these organisations can apply for Charter membership. A membership of the Charter makes the university eligible to apply for a Bronze, Silver or Gold SWAN awards, which can help universities meet Equality Act 2010 requirements, work towards sustaining equitable working environments and enable them to identify themselves as employers of choice, not only to their staff, but to students, funders, Research Councils and industry.</p> <p>Athena SWAN is jointly owned by the Equality Challenge Unit and the UKRC. It is funded by the Equality Challenge Unit, UKRC, Higher Education Funding Council, Royal Society and the Biochemical Society.</p> <p>www.athenaswan.org.uk</p>
OTHER	
UKRC	<p>The UKRC is an independent, government funded body that takes lead responsibility for advancing equality in Science, technology, engineering & mathematics disciplines and sectors, mainly gender equality but also other equality areas where organisations need this.</p> <p>www.theukrc.org</p>
Equality Challenge Unit	<p>The ECU Equality Challenge Unit (ECU) works to further and support equality and diversity for staff and students in higher education across all four nations of the UK.</p> <p>www.ecu.ac.uk</p>
International Women’s Day	<p>Is widely celebrated in industry, academia and schools, with many different websites and organisations involved.</p>

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[Employment Equality \(Sexual Orientation\) Regulations 2003](#) (PDF)

[Equality Act 2006](#) (PDF)

[Equal Pay Act 1970](#) (PDF)

[Human Rights Act 1998](#) (PDF)

[Race Relations Act 1976](#) (PDF)

[Racial and Religious Hatred Act 2006](#) (link to OPSI website)

[Sex Discrimination Act 1975](#) (PDF)

[Special Educational Needs and Disability Act 2001](#) (PDF)

[Convention for the Protection of Human Rights and Fundamental Freedoms as amended by Protocol No. 11](#)

[Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation](#) (PDF)

APPENDIX: DEFINITIONS

Active labour market policies: "Active labour market policies (ALMPs) aim to increase the likelihood of employment or improve income prospects for unemployed people/groups who find it difficult to enter the labour market." (European Commission, 2007: 6)

Employment rate: "The employment rate is calculated by dividing the number of persons aged 15 to 64 in employment by the total population of the same age group. The indicator is based on the EU Labour Force Survey. The survey covers the entire population living in private households and excludes those in collective households such as boarding houses, halls of residence and hospitals. Employed population consists of those persons who during the reference week did any work for pay or profit for at least one hour, or were not working but had jobs from which they were temporarily absent." (Eurostat, 2011)

Europe 2020: "Europe 2020 is a 10-year strategy proposed by the European Commission on 3 March 2010 for reviving the economy of the European Union. It aims at 'smart, sustainable, inclusive growth' with greater coordination of national and European policy." (European Commission, 2011a)

Flexicurity policies: "Flexicurity policy can be described as 'a policy strategy that attempts, synchronically and in a deliberate way, to enhance the flexibility of labour markets, the work organisation and labour relations on the one hand, and to enhance security – employment security and social security – notably for weaker groups in and outside the labour market on the other hand'." (Wilthagen and Tros 2004: 169, cited by European Commission, 2007: 9)

GenCo (project title): Improving Gender Equality Competences of Persons Responsible for Personnel Development in Private Enterprises and Higher Education

Gender employment gap: The difference between the male and the female employment rate.

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, 2007)

Gender Stereotypes: "Gender stereotypes are simplified opinions concerning women and men, which are commonly and often unconsciously accepted in a given society. These social stereotypes about women and men have nothing to do with specific persons. Unfortunately, these metaphors are often confused with real life situations or with real persons. As societies change, so do stereotypes. For example the idea that women are not fit to study in universities has been overcome almost completely in modern western societies and other societies, but stereotypes still exist about the type and/or level of studies that women and men are best fit to take up. [...]To put it in another way, the discrimination of women could be more related to the professional work-life sphere while the discrimination of men could be more related to the private sphere" (European Commission, 2008-GER: 9 et seq.)

Highest Decision Making Body: President - 1. Organisations covered: "The largest publicly listed companies in each country are taken to be the nationally registered constituents (max.50) of the primary blue-chip index of the stock exchange in each country. Blue-chip indices cover

the largest companies by market capitalisation and/or market trades.", 2. Positions covered: "President: Chairman of the board of directors (supervisory board in case of separated supervisory and executive functions)". Source: <http://ec.europa.eu/social/main.jsp?catId=777&langId=en&intPagelId=675>

Horizontal or occupational gender segregation: refers to "differences between men and women in employment occupations" (European Commission, 2008-GER: 6)

ISCED 3/4: ISCED 3 = (Upper) secondary education - "This level of education typically begins at the end of full-time compulsory education for those countries that have a system of compulsory education. [...]The entrance age to this level is typically 15 to 16 years."; ISCED 4: "...captures programmes that straddle the boundary between upper secondary and post-secondary education from an international point of view, even though they might clearly be considered as upper secondary or post-secondary programmes in a national context. These programmes can, considering their content, not be regarded as tertiary programmes." Sources: http://circa.europa.eu/irc/dsis/employment/info/data/eu_lfs/lfs_main/Related_documents/ISCED_EN.htm, http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-QA-10-037/EN/KS-QA-10-037-EN.PDF

ISCED 5/6: These educational levels comprise the "first stage of tertiary education (not leading directly to an advanced research qualification" (level 5) and the "second stage of tertiary education (leading to an advanced research qualification)." Sources: http://circa.europa.eu/irc/dsis/employment/info/data/eu_lfs/lfs_main/Related_documents/ISCED_EN.htm, http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-QA-10-037/EN/KS-QA-10-037-EN.PDF

Leader of Business (as tabulated): the positions covered are persons, " whose occupation is recorded as being in one of the following categories of the ISCO classification: 121 Directors and chief executives, 13 Managers of small enterprises" (Eurostat, 2010b). The survey covers companies and small enterprises and is based on the EU Labour Force Survey. (Data are collected annually.)

Lisbon Strategy: "The Lisbon Strategy, also known as the Lisbon Agenda or Lisbon Process, was an action and development plan for the economy of the European Union between 2000 and 2010." (European Commission, 2011^b)

Part Time employment: Eurostat distinguishes - in all focus countries - between full-time and part-time work based on the "spontaneous response" by the interviewee, as national distinctions are diverse. The European figure is based on the same procedure - except in the Netherlands, Iceland and Norway (part-time < 35h per week) and Sweden (the criterion is also applied to self-employed persons; Eurostat (Methodology, Definitions), 2011)

Reconciliation policies: "Reconciliation policies can be defined as policies that directly support the combination of professional, family and private life. As such, they may refer to a wide variety of policies ranging from childcare services, leave facilities, flexible working arrangements to other reconciliation policies such as financial allowances for working partners." (European Commission, 2007: 8)

STEM Sciences, technology, engineering and mathematics, as collective fields of study (equivalent to the German "MINT")



About the Project

Improving GENder COmpetences in Business and Research

Many businesses and higher education institutions are becoming aware that gender equality is a key strategic issue in tackling growing competition for qualified staff members, and in building the conditions for future economic success. However, they often lack the information and skills necessary to implement sustainable improvements in gender equality within their own organisations.

GenCo will develop a European toolkit with practical examples of gender equality measures that can be implemented within organisations. The toolkit is conceived as an innovative self learning instrument, which de-tails change processes and provides concrete examples to motivate decision makers to improve gender quality in their own organisation. National network meetings on gender equality topics will provide the opportunity for HR managers to exchange experiences.

The GenCo partners are mainly institutions which award organisations for good practice in gender equality. Based on their awarding activities, they have a large pool of interventions that create good practice in gender equality. They can therefore demonstrate effective ways for HR Managers to implement these measures in their own organisations. This expertise will be made available to HR managers in a focused and user-friendly way.

GenCo Project Partners

- **TU Dortmund, Sozialforschungsstelle Dortmund (sfs)**, Germany (Project Leader)
- **TU Berlin, Institute for Tool and Industrial Manufacturing**, Department of Gender and Diversity in Organisations, Germany
- **ALBA Graduate Business School**, Greece
- **Gender Studies**, Czech Republic
- **ÖGUT — The Austrian Society for Environment and Technology**, Austria
- **The UKRC – The UK Resource Centre for Women in SET**, UK
- **SIF — Social Innovation Fund**, Lithuania

GenCo advisory board

- **Anita Sares**, Commission for Equality in Labour & Employment, Equality is Quality, Portugal
- **Anne-Marie Theisen**, ACORD international s.a., Luxembourg
- **Zita Küng**, european network gender mainstreaming — ewiv, Austria
- **Véronique Goy Veenhuys**, Equal Salary, Switzerland
- **Claire Pickerden**, CP Associates, UK
- **Valter Fissamper**, National Centre for Vocational Orientation — EKEP, Greece





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