



European
Commission



The EU Action Plan 2017-2019 on tackling the gender pay gap and EU policy to improve childcare provision in Europe

Karen VANDEKERCKHOVE
DG JUST.D2 Gender equality

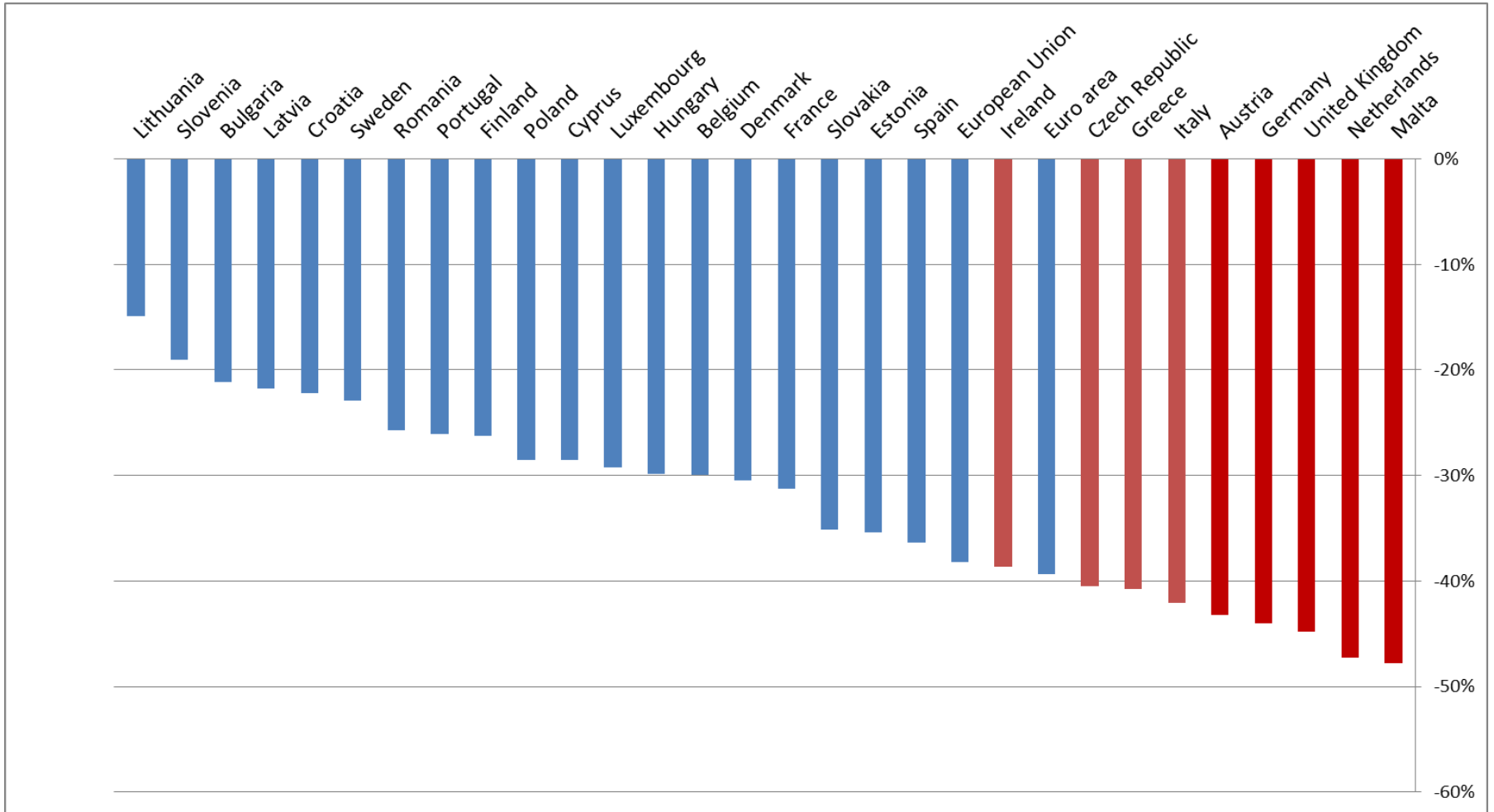
The starting point: gender equality as a key value of the EU policies

Drivers:

- Gender employment gap:
 - 11.6 % (and 18.2 % in FTE)
- Gender pay and pensions gap
- Care responsibilities for children and other dependents impact on work participation
 - Impact varies across countries: inactivity vs part time due to care responsibilities (gender working time gap!)
 - employment impact of parenthood remains considerable for women

-> Tackling gender equality is not only an important value as such but is also important from an economic point of view

Gender Overall Earnings Gap %



The benefits of moving to full gender equality in 2030 selected examples

Full gender equality in 2030 at Member States level					
	Current GDP billions Eur	No change in gender equality GDP 2030 (A)	Full gender equality GDP 2030 (B)	% gain (B-A)/A	Total increase in government revenue billions Eur
European Union	14,531	17,547	19,594	12%	815
Czech Republic	170	242	288	19%	16
Germany	3,042	3,596	3,916	9%	129
Estonia	21	31	36	17%	2
France	2,195	2,834	2,988	5%	73
Italy	1,655	1,973	2,203	12%	98
Netherlands	687	946	1,028	9%	32

EU Action Plan 2017-2019 Tackling the Gender Pay Gap



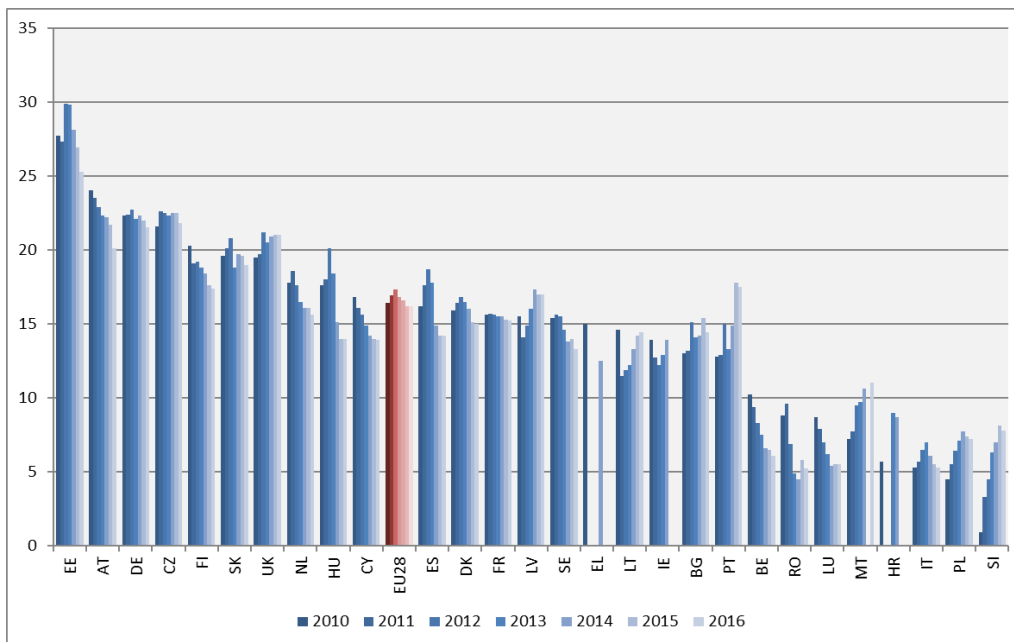
What is the Gender Pay Gap?

- ❖ The gender pay gap is the difference between men's and women's pay (based on hourly earnings across the economy)
- ❖ The pay gap goes far beyond the single issue of equal pay for equal work or work of equal value
- ❖ It is a consequence of ongoing discrimination and inequalities in the labour market

Gender Pay Gap evolution

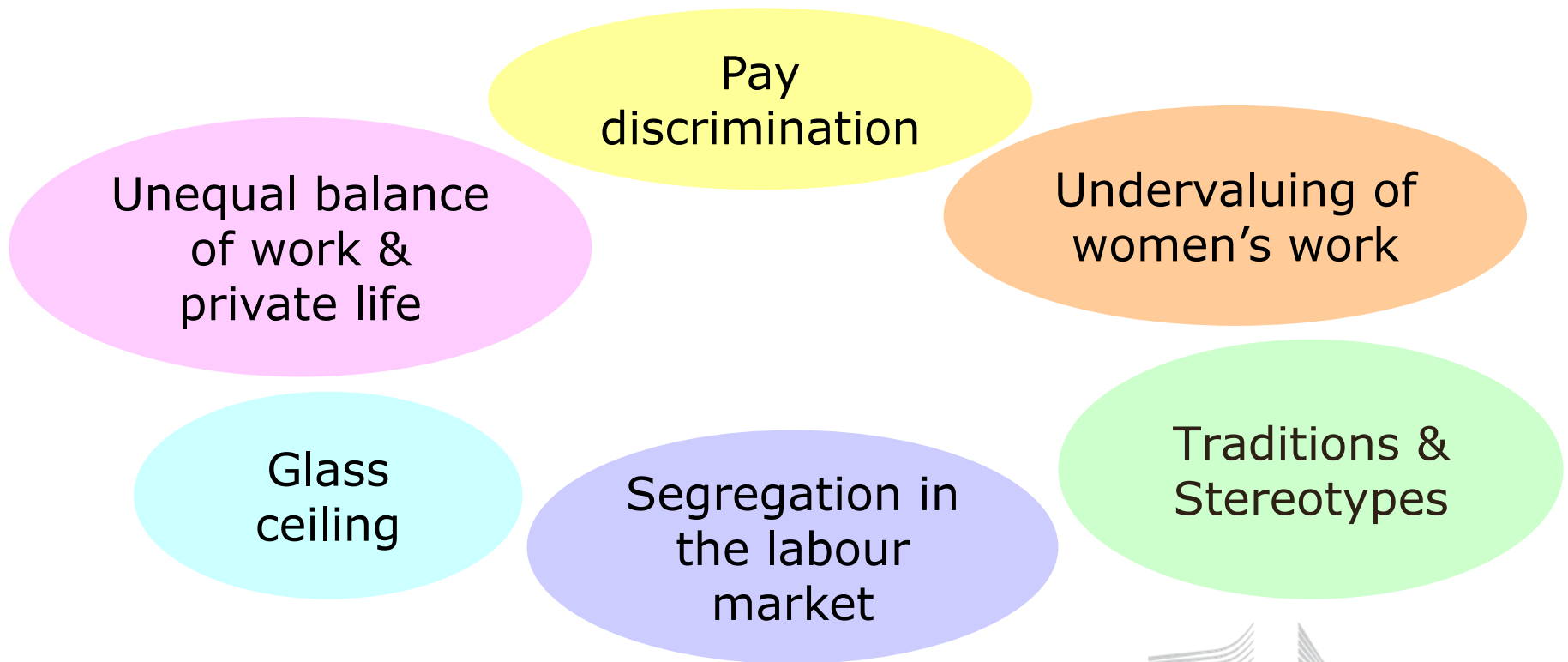
Despite the existing EU legal framework on equal pay, women in the EU earn **on average 16%** less than men

- **Gender Pay Gap has been plateauing over the last 5 years in the EU**



Why does the Gender Pay Gap persists?

The causes of the gender pay gap are complex and often interrelated



2017-2019 EU Action Plan: tackling the gender pay gap

- Action Plan takes **the holistic approach** to address all different root causes of gender pay gap.
- 8 main strands of action
 1. Improving the application of the equal pay principle
 2. Combating segregation in occupations and sectors
 3. Breaking the glass ceiling: vertical segregation
 4. Tackling the care penalty (work-life balance)
 5. Better valorizing women's skills, efforts and responsibilities
 6. Uncovering inequalities and stereotypes
 7. Alerting and informing about the gender pay gap
 8. Enhancing partnerships to tackle the gender pay gap
- In total **over 20 actions** to be delivered until 2019

2017-2019 EU Action Plan: examples

Social partners can play an important role in implementing measures that will help closing GPG

- **Engage in dialogue with social partners to promote measures leading to improved gender balance in decision making**
- **Initiate and implement projects aiming to improve the gender balance in decision making position**

Call open till 19 June 2018

<http://ec.europa.eu/research/participants/portal/desktop/en/opportunities/rec/topics/rec-rgen-wwlb-ag-2018.html>

2017-2019 EU Action Plan: examples

- Improve pay transparency can be done by **making an equal pay issues (including pay audits) part of the collective bargaining**
 - 5 MS (BE, DE, FI, FR and SE) have legal measures in that respect
 - 3 MS (AT, CY and PT) provide for voluntary measures

2017-2019 EU Action Plan: examples

- Raise awareness on the importance of **gender neutral job classification systems** to ensure equal pay in practice
 - Special attention will be paid to make the concept of "equal pay for work of equal value" more operational on the ground



Barcelona objectives:

**participation of children in childcare
to enhance female labour market
participation**



Two targets:

- **33 % of children from 0 to 3**
- **90% of children from 3 to mandatory school-going age**

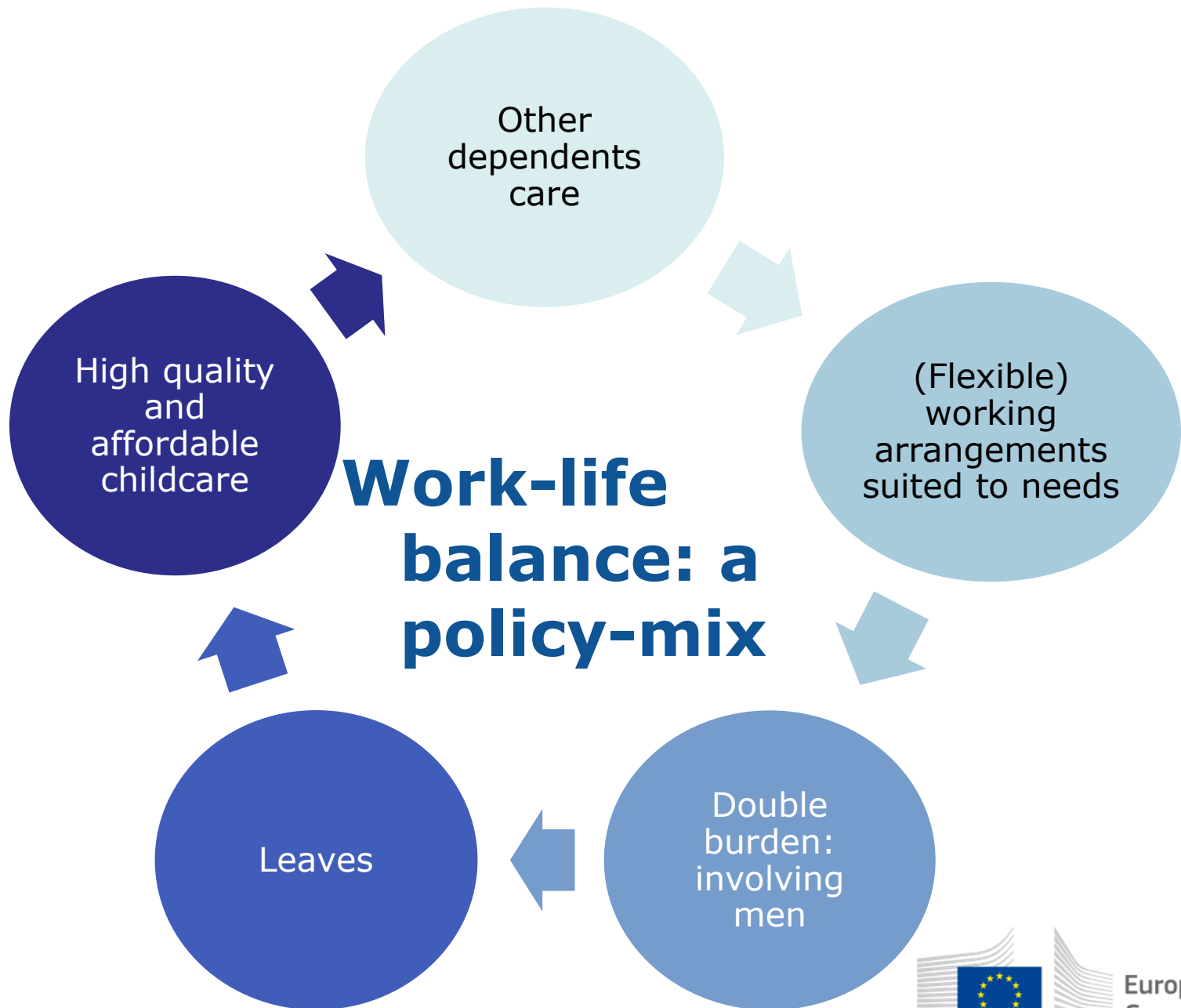
-> Established in 2002 by Barcelona Council, were not reached in 2010

-> Time to take stock again

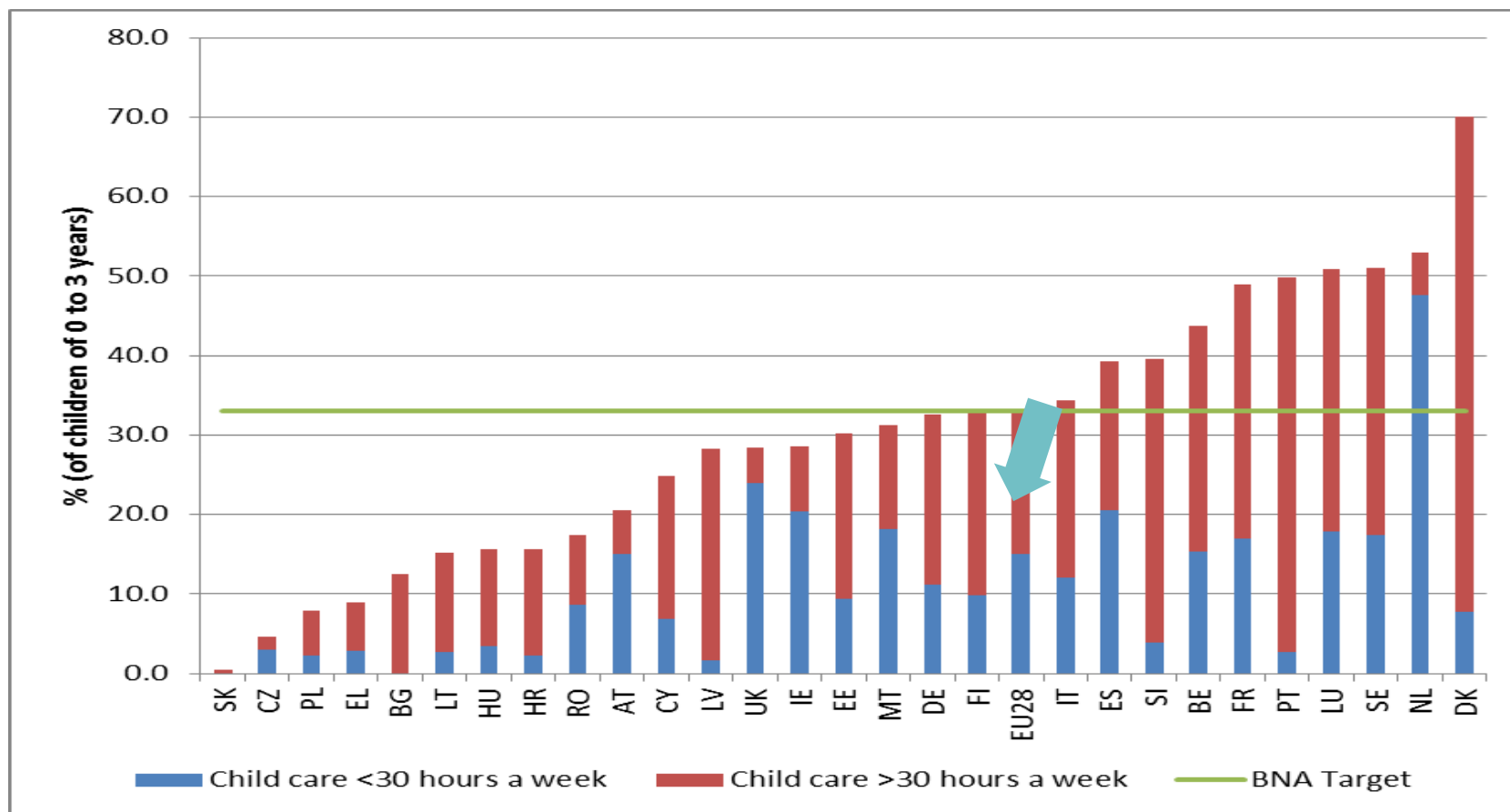
European Social Pillar and the Commission's Initiative on Work-life Balance for Working Parents

Also from different perspective:

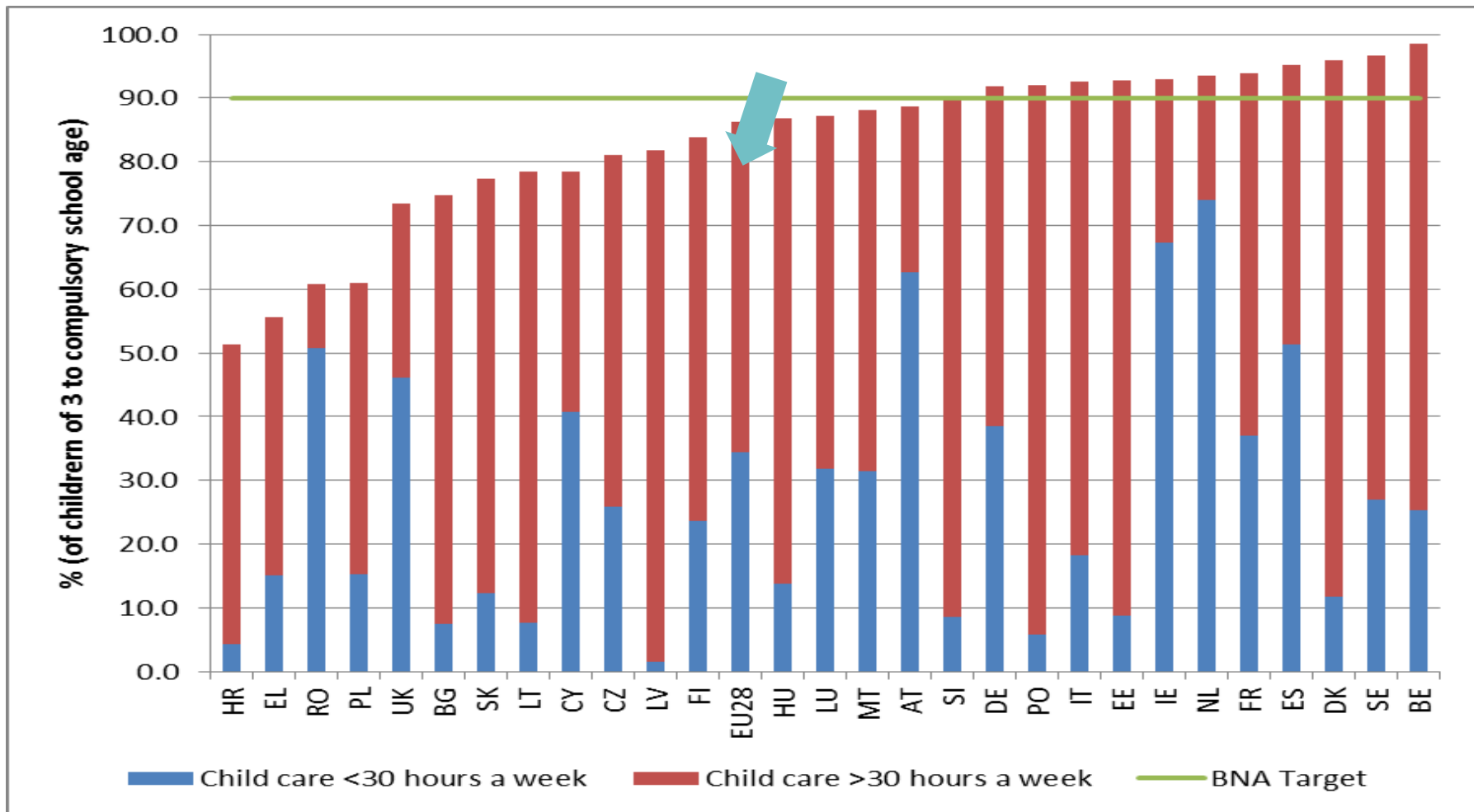
- Social inclusion
- Education from early start:



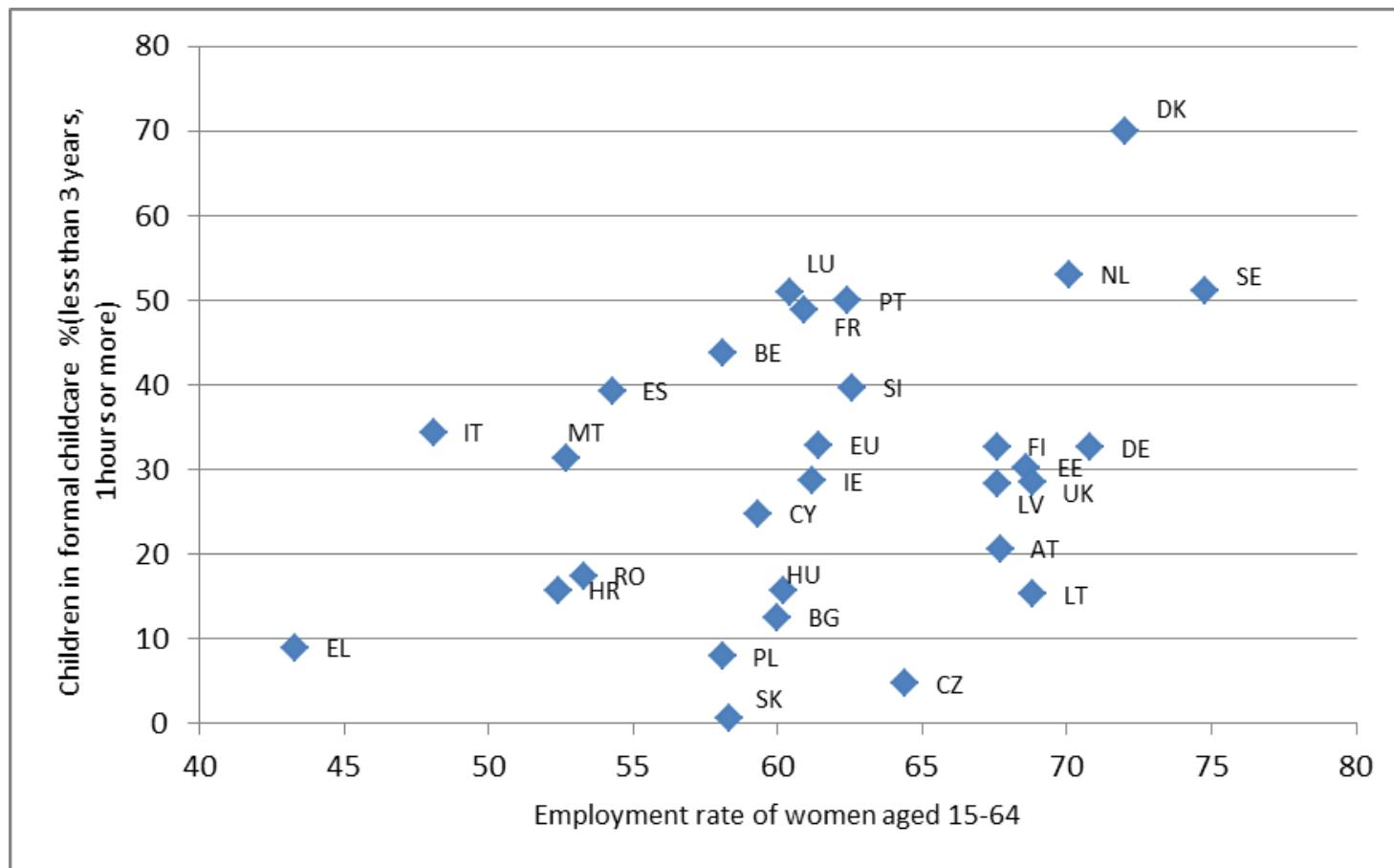
Childcare participation rate for 0 – 3 olds



Childcare participation rate for children from age 3 - school- going age



Employment rate and childcare participation



Factors determining use of childcare: availability, affordability, accessibility and quality of childcare

- **Legal entitlement to childcare**

- Legal entitlement exists in nearly all countries,
 - In 6 countries from 6 – 18 months onwards
 - In most countries only from age of 3 onwards
- Gap between end of (well-paid) parental leave and legal entitlement

- **Public spending on childcare**

- funding of childcare facilities
 - Sweden, Denmark, France, Bulgaria and France spend higher percentage of GDP on childcare
- European semester: see next presentation

Factors determining use of childcare: affordability, accessibility, quality

- **Cost of childcare:** 15% of average net family income
 - out-of-pocket cost widely varies across countries
 - difficulty in affording childcare
 - important to consider social gradient in childcare participation
- **Accessibility**
 - opening hours (adapted to parents' working schedules)
 - distance to childcare facilities
 - languages spoken
 - inclusion of children with special needs
- **High quality childcare**
 - determinant for parents to decide to let their children participate from an early age in childcare

Proposal for a Council Recommendation on affordable and high quality early childhood education and care

Present the key elements of a

quality framework

to inspire Member States in their strategic thinking

and invite them to create corresponding national frameworks.



A new Working group (2018-2020)



Social inclusion

Professionalisation
of staff

Barcelona objectives ...

- ... still of crucial importance in 2018 ...
 - enhance gender equality, work-life balance of parents, smart, sustainable and inclusive growth



Considerable progress was made ...

- The target from 0 – 3 was reached but with considerable differences ...
- The target for 3 – mandatory school-going age nearly reached

Availability of affordable and high quality childcare remains vital for the European agenda:

- > need to keep on monitoring the situation, particularly those countries lagging behind, including link with funding (see next presentation)
- > time to review the targets?

Thank you for your attention!

