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**COMMISSION STAFF WORKING DOCUMENT**

**2014 Report on equality between women and men**

# Commission Staff Working Document

## 2014 Report on equality between women and men

### Introduction

Equality between women and men is a fundamental right and a precondition for effective democracy and lasting economic growth. It is one of the EU's founding principles and a building block of its future. Gender equality contributes to jobs, growth, fairness and democratic change.<sup>1</sup>

The present report outlines the progress achieved in 2014 in the six priority areas of the Commission's 2010-15 strategy for equality between women and men. It is a way for the Commission to review EU and Member State action on gender equality and identify remaining challenges and gender gaps, on the basis of updated information and statistics. It strengthens the EU's accountability and lays the ground for evidence-based policies.<sup>2</sup>

Although gender gaps have narrowed in recent decades, inequalities within and between Member States have grown overall and challenges remain in critical areas:

- gender gaps in employment and decision-making have narrowed in recent years, but women still account for less than a quarter of company board members, despite representing almost half of the employed workforce (46%). Also, the extent of gender equality varies substantially across Member States and has not reached everyone. Deficient work-life balance policies hamper women's employment and therefore the potential for economic growth;
- progress in closing the gender pay and pension gaps has been frustratingly slow. The former is stagnant at 16% and the latter has reached 39%. Occupational segregation is still widespread and women tend to be concentrated in less well-paid sectors;
- Men drop out of school more often and perform less well in reading. Women are more likely to have a higher education degree but are significantly under-represented in STEM<sup>3</sup> studies and careers, in research and in senior posts at all levels of education, including higher education;
- the prevalence of gender-based violence is still alarmingly high. A third of women in the EU have experienced physical or sexual violence;

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<sup>1</sup> President Juncker's political guidelines, *A new start for Europe: my agenda for jobs, growth, fairness and democratic change. Political guidelines for the next European Commission*, Strasbourg, 15 July 2014.

<sup>2</sup> This report focuses on initiatives and actions implemented in 2014; for the previous report, see SWD(2014) 142 final. In certain areas, data are from the 2012 and/or 2013 waves of surveys, which (due to the data collection cycle) were the most recent available at the time of publication.

<sup>3</sup> Science, technology, engineering and mathematics. The two broader fields of study grouped here are "science, mathematics and computing" and "engineering, manufacturing and construction".

- while a few national parliaments and governments are about to reach gender parity, women still account for less than a third of ministers and members of parliaments in the vast majority of Member States.

At this rate of change, it would take another 70 years to achieve gender equality. Therefore, active policy initiatives are needed to accelerate progress and meet the expectation of citizens. Nearly all Europeans (94%) agree that equality between women and men is a fundamental right and a large majority of citizens (76%)<sup>4</sup> believe that tackling inequality between women and men should be a priority for the EU.

**The EU has acted to advance gender equality over the past year and will continue to do so. In particular, its activities in 2014 included:**

- promoting female employment, investment in early childhood education and care facilities, accessible long-term care and the reduction of tax-benefit disincentives for women to work through country-specific recommendations (see Annex 1) and using the significant possibilities for co-funding with the European Structural and Investment Funds;
- continuing to raise awareness of the gender pay gap and to monitor the application of legislation on equal treatment; it also issued a recommendation on pay transparency;<sup>5</sup>
- continuing to protect women and girls from gender-based violence through legislation and practical measures on victims' rights, by supporting specific action, such as national governments' campaigns against gender-based violence and grass-root projects led by non-governmental organisations.

The present report contributes to the stock-taking exercise, which is a pre-condition for developing a shared vision, common goals and effective measures.

## 1. Equal economic independence

Fifteen years into the 21st century and five years before its Europe 2020 target date, Europe needs to fully utilise the talents of all its women.

### ***Women's indispensable contribution to family incomes is growing ...***

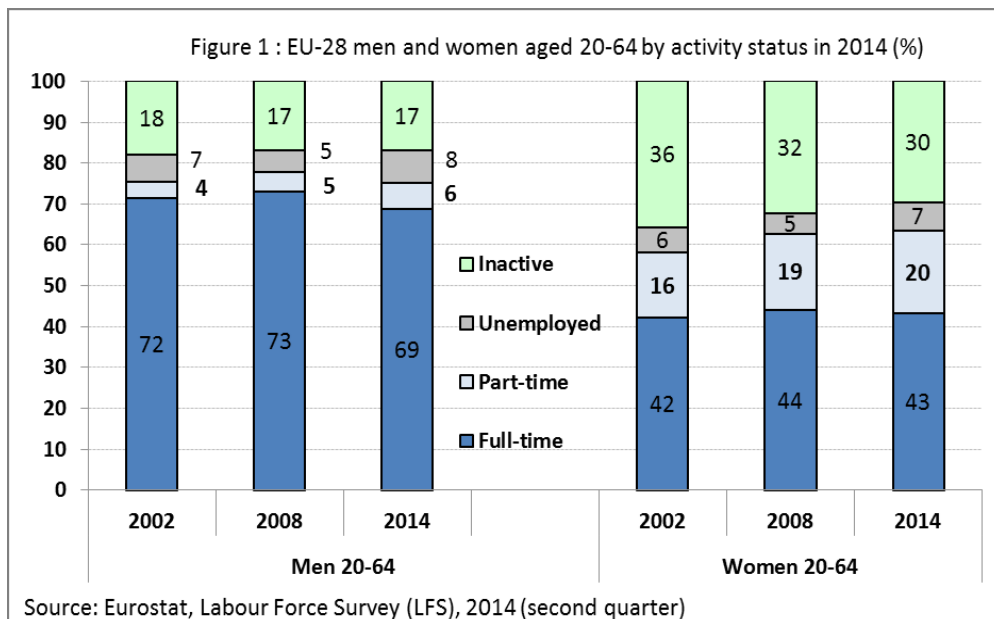
Over the past decade, more women have become involved in full-time and, particularly, in part-time work (see Figure 1). However, the percentage of **women in employment in 2014 (63.5%)** is still 11.5 percentage points (pp) off the Europe 2020 target for total employment and the rate for men (**both 75%**). Also, employed women are still four times more likely to be working part-time than employed men. At the same time, more and more families depend on women's work — a majority of mothers (61%) are also breadwinners or co-breadwinners.<sup>6</sup>

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<sup>4</sup> Special Eurobarometer 428, *Gender equality*; fieldwork: 29 November to 9 December 2014 (Wave EB82.4).

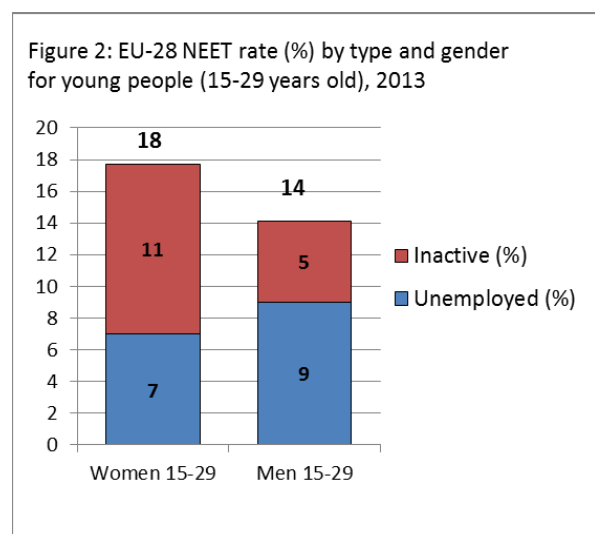
<sup>5</sup> C(2014) 1405.

<sup>6</sup> Co-breadwinners bring home at least 25% of a couple's earnings; calculation by the European Network of Experts on Gender Equality.



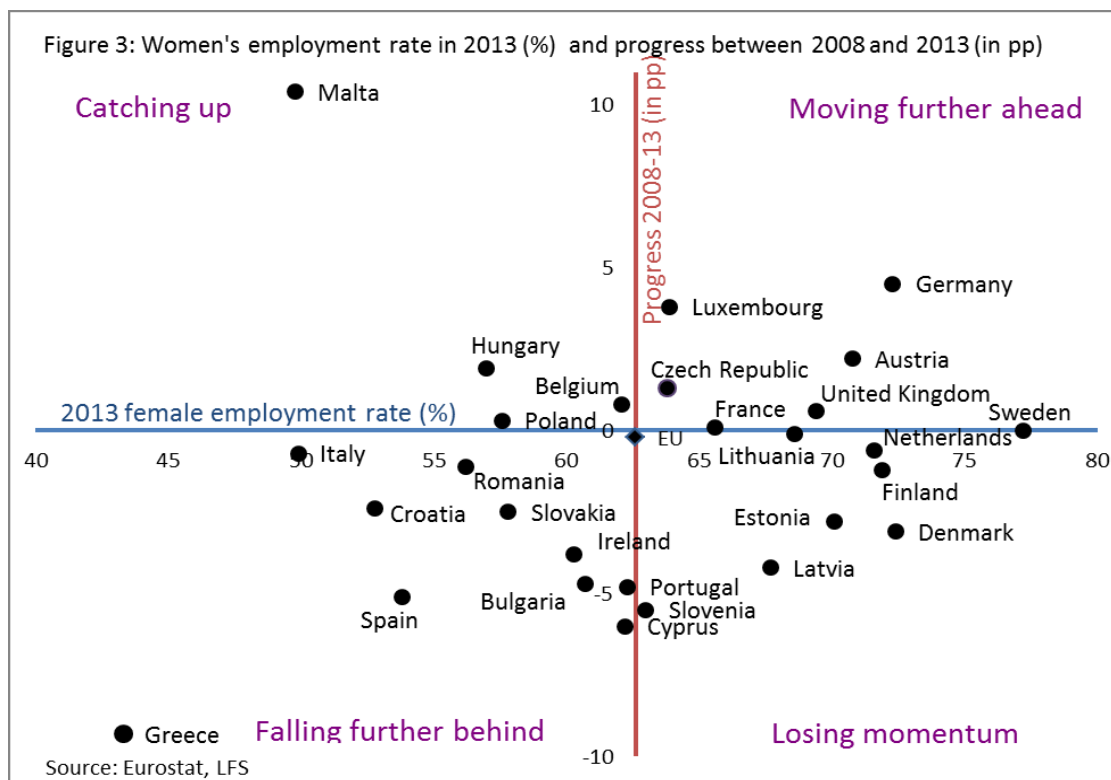
**... but the trend towards equal economic independence has come to a grinding halt or, in some cases, been reversed**

Having a paid job is in general a necessary condition of financial independence, but unemployment rose steeply for both women and men during the crisis (see Figure 1)<sup>7</sup> and shows no signs of falling — a whole generation has been affected. The rate of those ‘not in education, employment or training’ (NEET) is consistently higher for women since before the crisis. The proportion of inactive young women, i.e. those who are not employed and are not looking for a job, remains double that of young men (see Figure 2).



Moreover, most of the countries with women’s employment rates below the EU average have fallen further behind during the crisis (see Figure 3).

<sup>7</sup> The female employment rate has remained stable since 2008, while female unemployment and activity rates have increased (see figure 1)



Note: the X-axis ranks countries according to the female employment rate in 2013 and the Y-axis according to the changes in female employment rate between 2008 and 2013. For example, the female employment rate in Hungary increased from 55% in 2008 to 57% in 2013. For the EU as a whole, the employment rate stagnated at 63% in 2008-13.

### **Work-life balance: a policy mix essential for success**

Improving women's position in the economy has always been closely linked with finding ways of reconciling work and family life. Lasting change requires a suitable policy mix that offers mothers and fathers with real alternatives. This should involve:

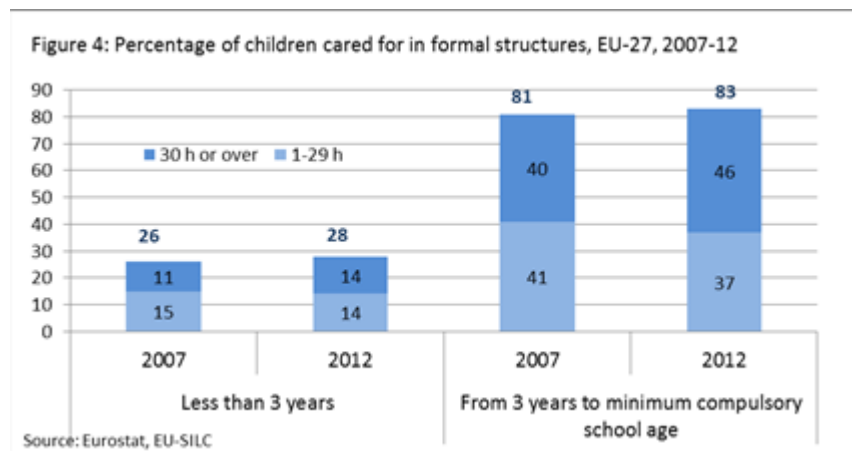
- a) affordable quality childcare, out-of-school care and care for other dependants;
- b) paid leave for women and men; and
- c) flexible working arrangements, such as job-sharing, working from home and flexitime, and innovative measures to promote equal sharing of work and care (see text box below on the German and Finnish examples).

Childcare availability, maternity, paternity and parental leave allowances and effective working hours still vary considerably across the EU (see Annex 2). However, by adopting legislation, setting targets, issuing recommendations and encouraging transfers of good practice, the EU has positively influenced national policies on facilitating work-life balance.<sup>8</sup>

The EU has recognised the significance of childcare in signing up to the **Barcelona targets**, whereby all Member States must seek to provide childcare places for 33% of children under three years of age and 90% of children between three and mandatory school age. It has also supported countries by expanding childcare facilities through the European Structural and Investment Funds (see Figure 4

<sup>8</sup> Sonja Blum (2014), *No Need to reinvent the wheel: family policy transfers in Germany and Austria*, Policy Studies, Volume 35, Issue 4, pp. 357-376.

and Annex 4). While the overall progress in childcare has been modest, provision of the more intensive kind of care (i.e. for over 30 hours a week) has grown strongly.



Surveys indicate that Europeans are in favour of a **more equal sharing of care activities between women and men**. Only a very small minority (3%) says that they do not want men to be more involved in caring activities.<sup>9</sup> In practice, however, things change slowly: working men devote only nine hours a week to care and (unpaid) household work, as compared with 26 hours for working women,<sup>10</sup> who therefore bear a 'double burden'. The Commission launched a call for proposals in December 2014 to provide funding for projects managed by gender equality ministries and promoting a good balance between professional and private life and a more equal sharing of housework and care responsibilities between women and men. The successful projects (to start by the end of 2015) could, for instance, include campaigns highlighting particularly successful men as care-givers, having adapted their working days to accommodate the needs of their families, or encourage companies to protect employees who make use of their right to family leave from having to face adverse consequences.

The EU also promotes adequate leave through legislation, adopting in recent years the **Parental Leave Directive**,<sup>11</sup> which gives all working parents the right to at least four months' leave after the birth or adoption of a child (previously they could take up to three months). Because at least one of the months cannot be transferred to the other parent, fathers have an incentive to take the leave themselves (otherwise that month will be lost).

While this Directive has fostered the development of new rights for mothers and fathers, the revision of two other Directives on leave and working time has run into major difficulties. The co-legislators have still not reached agreement on the proposal, tabled by the Commission in 2008, to amend the **Maternity Leave Directive**<sup>12</sup> and grant four weeks of paid maternity leave on top of the current 14 weeks. In the work programme it adopted in December 2014, the Commission announced that it would withdraw the proposal and replace it by a new initiative if no agreement is found within six months. In addition, workers' and employers' organisations have failed to reach an agreement on the revision of the **Working Time Directive**.<sup>13</sup> In response, in December 2014, the Commission launched

<sup>9</sup> Special Eurobarometer 428, *Gender equality*; fieldwork: 29 November to 9 December 2014 (Wave EB82.4).

<sup>10</sup> *2010 European Working Conditions Survey*.

<sup>11</sup> Directive 2010/18/EU (OJ L 68, 18.3.2010, p. 13).

<sup>12</sup> Directive 92/85/EEC.

<sup>13</sup> Directive 2003/88/EC (OJ L 299, 18.11.2003, p. 9).

a public consultation on revising the Directive, including through the introduction of new support for work-life balance.

Over the past year, the EU also promoted a better policy mix through **country-specific recommendations on female employment** addressed to half of the Member States in the framework of the Europe 2020 Strategy (see Annex 1). This is a strong signal that Europe cannot reach its headline target on employment without further efforts to promote women's employment. This was confirmed by the Member States' request for a greater emphasis on gender equality in EU economic governance.<sup>14</sup>

In **Germany**, a reform of **parents' benefit** (*ElterngeldPlus*)<sup>15</sup> adopted in 2014 introduces a bonus for partners: If parents share childcare equally and work between 25 and 30 hours a week for at least four months, they will receive the benefit for an additional four months. In addition, the reform involves new flexible forms of parental leave. Germany introduced new and improved regulation with the Family Care Time Act and the Care Time Act to make it easier to reconcile family, care and work. From 1 January 2015, employees are given more time flexibility and security so that they can care for their relatives and continue to work.

In 2014, **Finland** hosted a seminar focused on the role of men in developing gender equality. Finland is ahead of other EU countries in developing a more comprehensive approach to men's issues<sup>16</sup>. Its paternity leave schemes are quite effective in terms of the take-up by fathers. Finland also has a governmental Working Group dealing with men's issues. Furthermore, it launched some reforms in education which specifically integrate men's perspective in school curricula and monitoring of progress towards more gender equality.

## 2. Equal pay for equal work and work of equal value

Women still get paid less than men and continue to take up different types of job. However, applying the 'equal pay' principle, as enshrined in the Treaty since 1957, is essential, as pay differences contribute to a widening of inequalities throughout people's lives.

### ***Educational and occupational segregation***

The education and training performances, as measured by the Europe 2020 indicators, are marked by gender inequalities: in 2013, 10.2% of young women were early-school leavers compared to 13.6% of young men. The tertiary achievement rate reached 41.2% among women and 32.7% among men<sup>17</sup>. Moreover, 15-year-old girls outperform boys in reading.<sup>18</sup> During adulthood, women's participation in lifelong learning is more frequent than men.

While women's participation in tertiary education and in lifelong learning exceeds that of men in most Member States, this relative advantage of women graduates does not fully "translate" into an

<sup>14</sup> This request was outlined in the Employment and Social Policy Council (EPSCO) conclusions of 19 June 2014 and supported in a letter to the Commission from 22 equality ministers in July 2014.

<sup>15</sup> <http://www.bmfsfj.de/BMFSFJ/Presse/pressemitteilungen,did=210830.html>.

<sup>16</sup> See the results of the mutual learning seminar hosted by Finland: [http://ec.europa.eu/justice/gender-equality/other-institutions/good-practices/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/other-institutions/good-practices/index_en.htm)

<sup>17</sup> *Education and Training Monitor 2014*, p. 33.

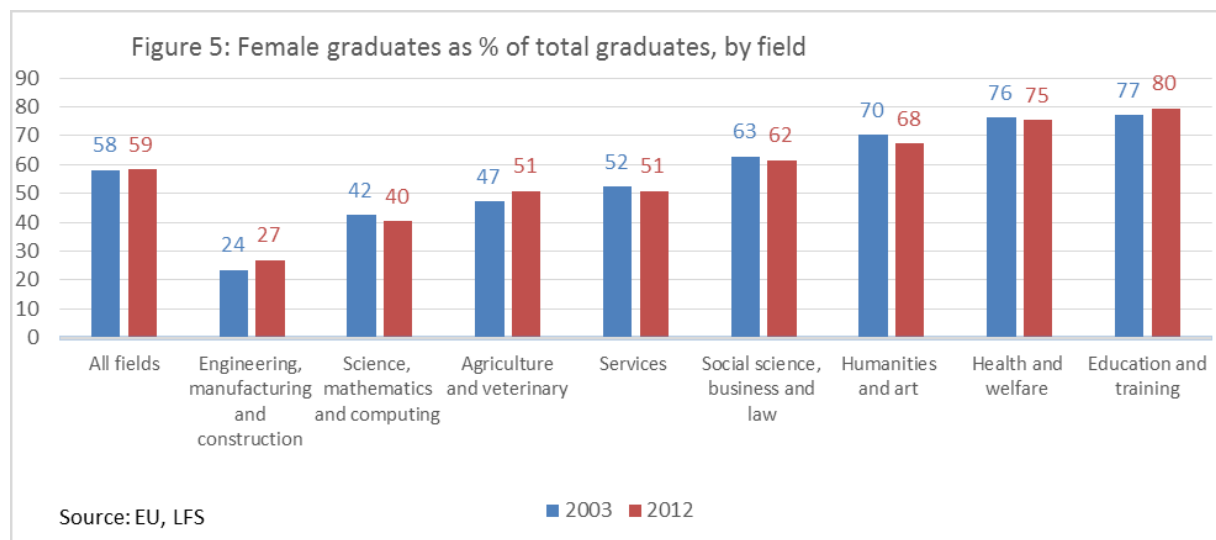
<sup>18</sup> *Education and Training Monitor 2014*, p.43.



advantage in the labour market: as for men, the likelihood of working for women increases with higher educational attainment, but the gender gap in employment remains significant even at the highest levels of educational attainment (73.4% for women with a tertiary degree, 77.7% for men).<sup>19</sup>

Occupational gender segregation, or the tendency for women and men to go into different types of work, partly reflects gender differences in education and training. Women remain over-represented in fields of study that are linked to traditional female roles, such as the arts, the humanities, health and teaching, but under-represented in engineering, science and mathematics (see Figure 5).

Even when women graduate in sciences and technology, they are less likely to go on to work in those fields. For example, only 29 of every 1000 female graduates have a computing-related degree and only four go on to work directly in ICT.<sup>20</sup> Gender inequalities in science and in research persist<sup>21</sup>: Women represent 59% of new graduates, but 46% of PhD degree holders, 33% of researchers, and only 20% of the highest academic staff and 11% of heads of universities or assimilated institutions. Also, there are strong gender imbalances in the teaching profession, with women greatly overrepresented in the teaching force but underrepresented in management positions, including in higher education.



The persistence of this segregation in education and occupations reinforces gender stereotypes, facilitates the under-valuation of women's work, leads to a suboptimal matching of skills and jobs, and contributes to bottlenecks on the labour market.<sup>22</sup> To overcome stereotypes and segregation, the Commission launched a campaign<sup>23</sup> in March 2014 encouraging young people, in particular women, to take up ICT-related careers. Also, the Erasmus+ Programme and its predecessor, the

<sup>19</sup> European Commission (2014), *Employment and Social Developments in Europe 2014*, Chapter 3, section 3.3.2. The gender gap varies considerably from country to country. See the *Education and Training Monitor 2014*, p.20.

<sup>20</sup> European Commission report (2013), *Women active in the ICT sector*.

<sup>21</sup> *She Figures 2012 – Gender in Research and Innovation*, European Commission, 2013.

<sup>22</sup> *Mapping and Analysing Bottleneck Vacancies in EU Labour Markets*, report for the Commission, 2014.

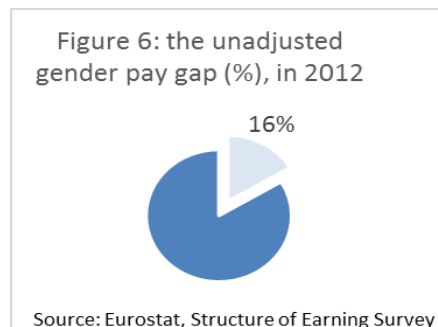
<sup>23</sup> 'Every Girl Digital', to be followed on Facebook.

2007-13 Lifelong Learning Programme, have supported a number of projects on gender equality in education.<sup>24</sup>

Women represent the most underrepresented source of entrepreneurship, with **only 30% of new start-ups in Europe established by women**. Under the Entrepreneurship Action Plan, the Commission has supported action to increase access to funding, educational, mentoring and business networking opportunities for women who want to start, run and grow a business.<sup>25</sup>

### **Tackling the gender pay gap**

**On average, across the economy, for every euro men get paid in the EU, women get paid only 84 cents** (see Figure 6). Even in the same occupation and with the same education level, women tend to be paid less than their male counterparts. Many factors contribute to the gender pay gap and reducing it requires a multi-pronged approach.



First, the Commission constantly monitors the correct application and enforcement of existing EU equal pay legislation in the Member States.<sup>26</sup> Also, in March 2014, it adopted a **Recommendation on strengthening the principle of equal pay between men and women through transparency**.<sup>27</sup> Building on experience from a number of Member States, the Recommendation suggests a **toolbox of concrete measures** for improving pay transparency, which may expose gender bias and discrimination in organisations' pay structures and therefore lead to corrective action.

To raise public awareness of the size and persistence of the gender pay gap, the Commission has since 2012 organised a **European Equal Pay Day**. In 2014, it provided funding (EUR 2.5 million) for eight **transnational projects** aimed at understanding and reducing the gap. One of these involves an online tool whereby companies in France, the UK, Finland, Poland and Portugal can calculate their own gender pay gap and analyse the issues that may be preventing women from getting paid the same as their male colleagues.

In **Austria**, equal pay reports have been compulsory since 2013 for companies with over 250 employees and since 2014 for those with over 150.

In addition to legislation in the field of employment, there is also EU legislation to ensure equal treatment in terms of access to, and the supply of, goods and services. In 2015, the Commission will report on the implementation of the Directive applying this principle<sup>28</sup> and on changes following the European Court of Justice ruling<sup>29</sup> prohibiting the use of gender-based actuarial factors in insurance contracts (e.g. separate life-expectancy statistics for men and women in life insurance or separate accident statistics in motor insurance).

### **The total earnings gap: a better understanding of the scope of the inequalities**

<sup>24</sup> [http://eacea.ec.europa.eu/llp/results\\_projects/project\\_compendia\\_en.php](http://eacea.ec.europa.eu/llp/results_projects/project_compendia_en.php) and <http://www.europeansharedtreasure.eu/>.

<sup>25</sup> *Entrepreneurship 2020 Action plan. Reigniting the entrepreneurial spirit in Europe* (COM(2012) 795 final).

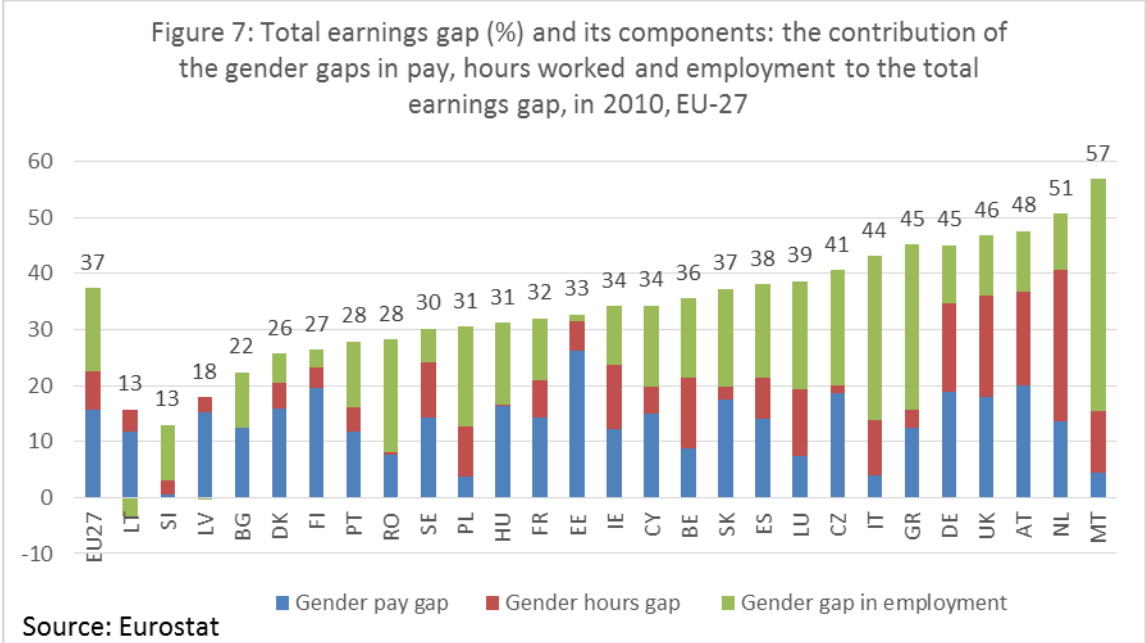
<sup>26</sup> Directive 2006/54/EC (OJ L 204, 26.7.2006, p. 23).

<sup>27</sup> C(2014) 1405 final.

<sup>28</sup> Directive 2004/113/EC (OJ L 373, 21.12.2004, p. 37).

<sup>29</sup> *Test Achats* ruling of 1 March 2011 (Case C-236/09).

Women face three types of disadvantage on the labour market: being paid less per hour, working fewer hours in paid jobs and being under-represented in paid jobs.<sup>30</sup> These disadvantages combine and mutually reinforce each other so as to create **an overall problem deeper than each of its components**. The result is that women earn much less than men on average: the **total earnings gap reached 37%** in 2010 (see Figure 7).<sup>31</sup> Although data show that this represented an improvement since 2006, Europe is still very far from achieving gender equality on the labour market.



**The older generation bears the brunt of lifelong inequality**

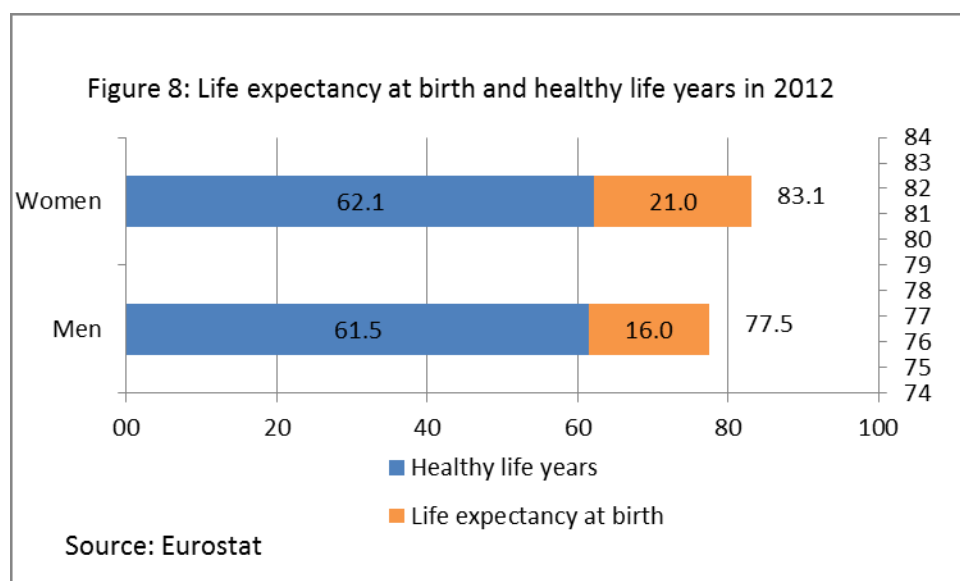
As women leave the labour market and move into retirement, they continue to encounter in-built discrimination as regards pensions. Far from being a neutral filter passing on improvements in employment, **pension systems may add new disadvantages of their own**. Significant inequality remains: the gender gap in pensions widened to 39% in 2012, from 38% in 2008, and in some countries a third of women receive no pension at all (see Annex 2). In almost all Member States women are much more exposed to the risk of poverty in old age than men.

Women's lower pay, higher concentration in part-time work, and more interrupted careers due to care contribute to women's lower pension entitlements. Furthermore, women are less likely to be covered by supplementary pensions and are generally at a disadvantage when the role of private pension schemes increase or when public schemes strengthen the link between contributions and benefits. Finally, as women live longer on average but typically retire earlier than men, notably where the pensionable age is lower for women, they have less time to build entitlements and are more affected by changes to indexation mechanisms.

<sup>30</sup> See Figure 1.

<sup>31</sup> By definition, the total earnings gap is much wider than the gender pay gap, which measures the difference in hourly wage of employed men and women. The total earnings gap combines three factors: hourly earnings, hours paid and employment rate. It measures the impact of these three factors on the average earnings of all men of working age — whether employed or not employed — compared to women. The total earning gap is calculated on the basis of the *Structure of Earnings Survey* and updated every four years. 2010 data are the most recent available. 2014 data will be available in 2016.

Moreover, as women live longer, their later years are often marked by deteriorating health and disability (see Figure 8). **Long-term care is therefore even more essential for women**, as stressed by the Social Protection Committee's 2014 report on *Adequate social protection for long-term care needs in an ageing society*.<sup>32</sup>



### **Poverty and social exclusion: adding to the worrying trends**

In June 2010, the EU committed itself, as part of the Europe 2020 Strategy, to the ambitious target of bringing 20 million people out of poverty and social exclusion by 2020. However, instead of progress towards the target, we are witnessing a **rise in poverty affecting both women and men: 65 million women and 57.6 million men** were at risk of poverty and social exclusion in 2013 (as compared with 62.5 and 55 million, respectively, in 2010). **This represents a quarter of the EU population. Single parents — mainly mothers — are at greatest risk.** About 50% of single parents were at risk of poverty or social exclusion in 2013, i.e. double the risk for the population as a whole

In France, about 40% of alimony pensions remain unpaid (or barely paid), a factor that contributes to poverty among single mothers. Under **France's law** of 4 August 2014 for real equality between women and men, an 18-month experiment has been launched in 20 local districts to support women who do not receive their alimony pension.

The situation of **Roma women** is particularly alarming.<sup>33</sup> They are often victims twice over – of racial discrimination outside their community and gender-based discrimination. For Roma women, employment is the urgent issue: on average, 21% are in paid work (as compared with 35% of Roma men) and many face a high risk of poverty. They also fall behind in terms of education: more Roma women than men say that they have never been to school (19% as compared with 14%) and that

<sup>32</sup> Endorsed by the Council of Employment, Social Policy and Health Ministers, 19-20 June 2014.

<sup>33</sup> *Discrimination against and living conditions of Roma women in 11 EU Member States*, European Union Agency for Fundamental Rights (FRA), 2014.

they cannot read and write (23% as compared with 15%). The European institutions and Member States have a **joint responsibility** to change this.<sup>34</sup>

### ***A gender-sensitive approach to migration and asylum***

**Migrants are often worse off than people living in their home countries:** 36% of foreign-born women in the EU and 33% of foreign-born men were at risk of poverty or social exclusion in 2013.<sup>35</sup> The situation of **migrant women** varies widely across countries and depends on the policies in place, including those on informal work, e.g. in personal services. The Commission called for more targeted support for vulnerable migrants, especially women, in its March 2014 Communication *An open and secure Europe: making it happen*.<sup>36</sup>

A growing proportion of asylum seekers in the EU are women (34% in 2013, as compared with 28% in 2008), but asylum policies have yet to adapt to this new trend. To remedy this, the European Asylum Support Office (EASO) has developed training modules for asylum officers and practitioners in 2013-14 that take gender issues into account. The modules will be introduced in 2015.

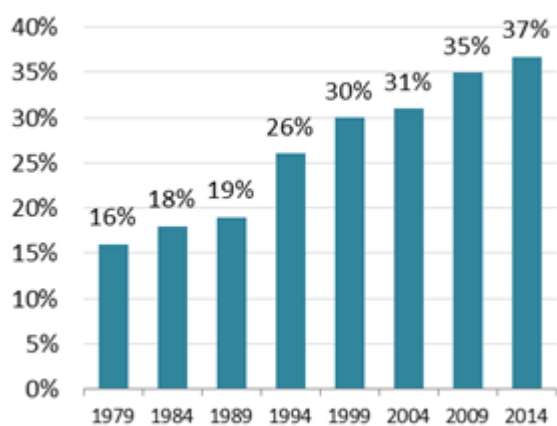
## **3. Equality in decision-making**

Women remain under-represented in positions of power in all walks of life in the EU. Addressing this deficit plays an important role in improving democratic accountability and prosperity in Europe.

### ***Gender balance in decision-making at EU level***

2014 was an important year in European politics, with the election of a new **European Parliament** in May, followed by the appointment of a new Commission in November. Both events were opportunities to boost the representation of women. The proportion of women in the Parliament (37%) is now at an all-time high (see Figure 9). The **new (2014-19) Commission is made up of 19 men and 9 women**, a gender (im)balance unchanged from the previous (2009-14) College, despite the efforts of President Jean-Claude Juncker, who had urged Member States to nominate more women.

**Figure 9: Representation of women in the European Parliament, 1979-2014**



Source: European Parliament

In July 2014, women accounted for 21% of judges in the **Court of Justice of the European Union** and the governing council of the **European Central Bank (ECB)** still comprised 22 men and just 2 women. However, the ECB took over supervisory responsibility for banks in the euro area from

<sup>34</sup> Report on the implementation of the EU Framework for National Roma Integration Strategies (COM(2014) 209).

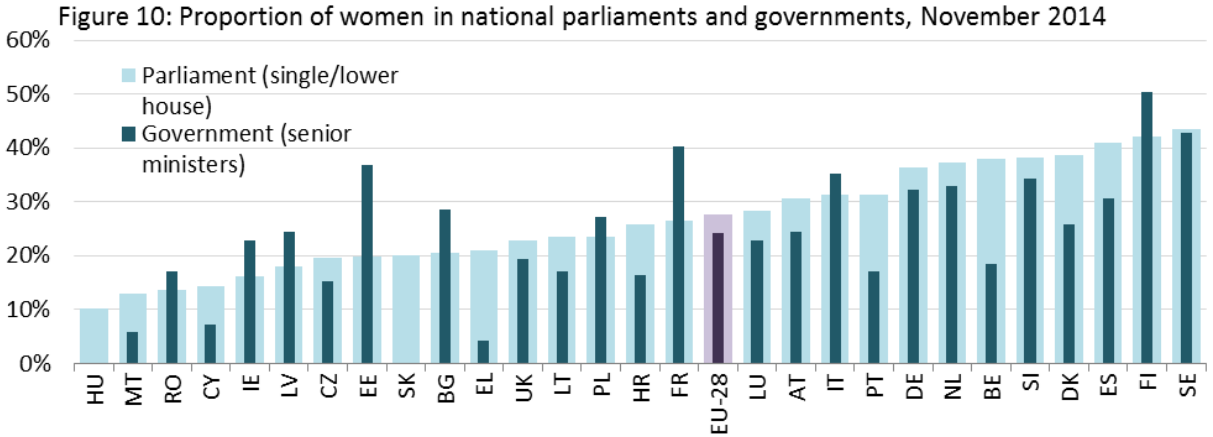
<sup>35</sup> Eurostat, EU-SILC.

<sup>36</sup> COM(2014) 154 final.

4 November 2014 and the new single supervisory mechanism is managed by a board made up of four women, including the chair and vice-chair, and one man.

**National parliaments and governments: the gender balance is improving slowly**

In November 2014, 28% of elected members of national parliaments<sup>37</sup> in the Member States were women, as compared with 22% a decade earlier. National governments<sup>38</sup> were also composed 28% of women on average (up from 21%), but there are significant differences between countries (see Figure 10).



Source: European Commission database on women and men in decision-making

**Corporate boards: progress driven by regulatory pressure, but men still outnumber women by more than four to one**

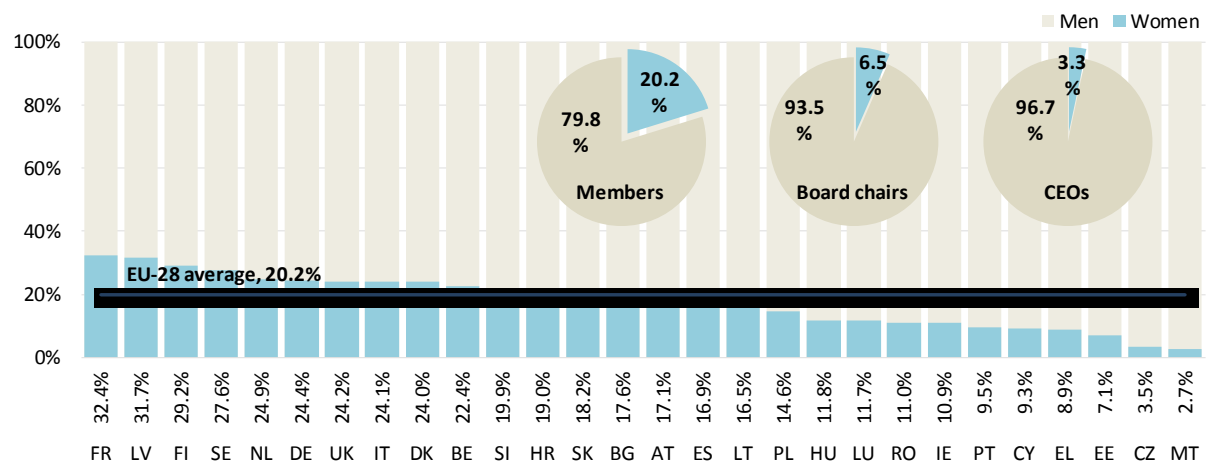
In October 2014, the **proportion of women on the boards of the largest publicly listed companies in the Member States reached 20.2%**. Since the Commission placed the issue on Europe’s political agenda (in 2010) and put forward a proposal (in November 2012) for a Directive on improving the gender balance among directors of listed companies,<sup>39</sup> the proportion of women on boards has risen by 8.3 pp, i.e. an average of 2.1 pp/year, over four times as fast as in 2003-10 (0.5 pp/year). Most of the top-ranked countries (see Figure 11) have taken legal measures to promote a better gender balance on company boards.

<sup>37</sup> Data on parliaments refer only to single/lower houses and not upper houses (where they exist).

<sup>38</sup> Data on governments refer only to senior ministers, i.e. members of the cabinet or council of ministers.

<sup>39</sup> COM(2012) 614 final, 14.11.2012; the proposal is under discussion in the Council of the EU.

Figure 11: Representation of women and men on the boards of large listed companies in the EU, October 2014



Source: European Commission database on women and men in decision-making

If rapid and sustainable progress is to be made on equality in decision-making, governments, political parties and corporate top management need to show strong political will and take concrete action. The Commission remains committed to monitoring progress and supporting Member States in their efforts to bring about change. It co-finances 23 projects led by governments and/or relevant stakeholders to increase women’s involvement in economic decision-making at all levels. It is counting on the support of the EP and the Council to adopt its proposal for a Directive to improve gender balance on company boards.

The **Luxembourg Government** has announced new measures to improve the gender balance in decision-making. It is planning to change the law on financing political parties by requiring political parties to ensure that at least 40% of candidates on their lists belong to the gender that is less well represented. Fines will apply in cases of non-compliance. The Government also intends to ensure at least 40% representation of the under-represented gender on publicly-owned company boards by 2019 and in appointments to boards of private companies of which it is a shareholder.

On 11 December 2014, the **German federal cabinet** endorsed draft legislation geared to increasing women’s participation as leaders in economic decision-making. The bill will propose a 30% minimum quota for each gender on the largest companies’ supervisory boards from 2016. Any election or appointment to the supervisory board that violates this requirement will be declared void (‘empty chair policy’). Smaller companies will also be required to increase the number of women in leadership positions by means of individual targets they set for themselves and, from 2017, to report regularly on their progress in doing so. However, they will not be subject to penalties if they do not meet their targets.

#### 4. Dignity, integrity and ending gender-based violence

Gender-based violence is violence that is directed against a person because of his or her gender (including gender identity/expression) or that affects persons of a particular gender disproportionately. It can be **physical, sexual, economic and/or psychological** in nature and includes violence in close relationships. It breaches the fundamental right to physical integrity and endangers

the well-being, health and, in too many cases, the life of victims. Gender-based violence affects European society as a whole and its costs are estimated at **EUR 258 billion every year**.<sup>40</sup>

In 2014, both the European Parliament and the Council called for more action in this area.<sup>41</sup> The Commission pursued its efforts to prevent all forms of violence, help victims, raise awareness and improve data on gender-based violence.

### ***Gaining a better understanding of gender-based violence***

The EU worked to gather accurate and comparable European data on gender-based violence, as a basis for gauging the right policy responses. In cooperation with national statistical offices, Eurostat started to collect more detailed crime data recorded by the police and justice systems. The results, along with breakdowns by gender, will be published in 2015. Already in 2014, Eurostat released data on the **30146 registered victims of trafficking in human beings (THB)** during 2010-2012.<sup>42</sup> The statistics reflect a strong gender bias in that the majority (80%) of recorded victims were women and girls and 69% were trafficked for sexual exploitation. In parallel, the European Parliament adopted a resolution recognising the links between prostitution, trafficking and violence against women.<sup>43</sup>

However, police and justice records may under-estimate the prevalence of gender-based violence, as some forms of violence are not considered crimes in all Member States and violence is unfortunately under-reported: only about a third of women who are physically or sexually abused by their partners contact the authorities. Surveys based on face-to-face interviews can help to provide a more accurate picture of the prevalence and circumstances of violence.<sup>44</sup> The **first EU-wide survey** on women's experiences of various forms of violence, carried out by the **European Union Agency for Fundamental Rights (FRA)**,<sup>45</sup> shows that violence takes place everywhere, in every society, whether at home, at work, at school, in the street or online (see Figure 13). It is alarmingly frequent: on average, every minute of every day in Europe, 7 women are victims of rape or other sexual assault, 25 are victims of physical violence and 74 are victims of sexual harassment<sup>46</sup>. Cyber violence is a growing concern: 10% of women in the EU report to have been victims of sexual harassment online.

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<sup>40</sup> *Estimating the costs of gender-based violence in the European Union*, European Institute for Gender Equality (EIGE), 2014.

<sup>41</sup> European Parliament resolution with recommendations to the Commission on combating violence against women (2013/2004(INL)); Justice and Home Affairs Council conclusions on 'Preventing and combating all forms of violence against women and girls, including female genital mutilation' (9543/14).

<sup>42</sup> Second Eurostat statistical working paper on trafficking in human beings. These statistics may not give an accurate picture of the actual number of victims, which is probably much higher.

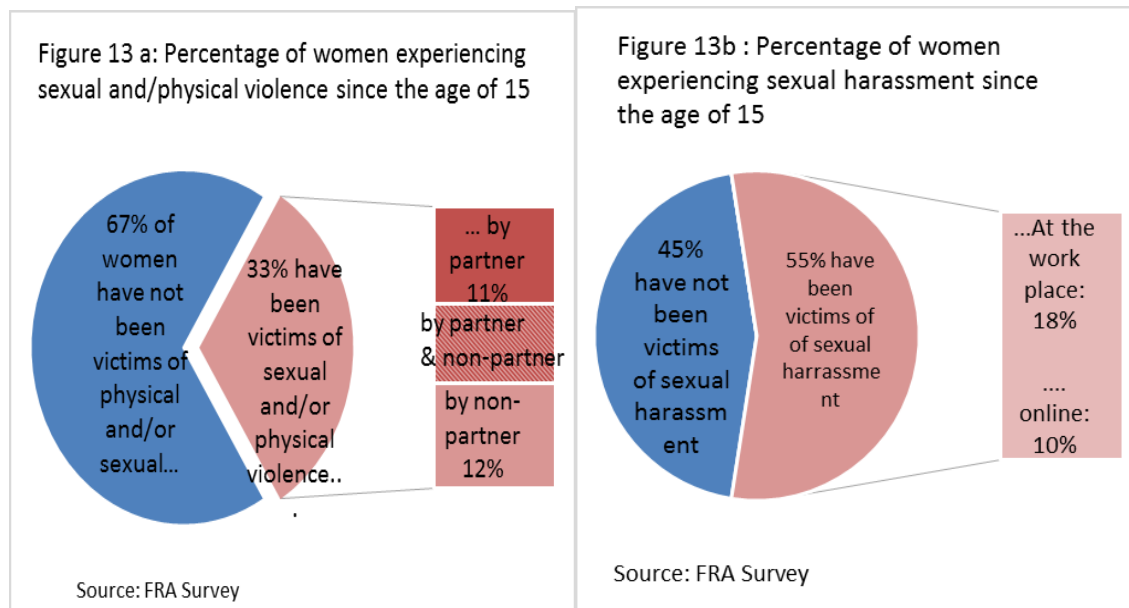
<sup>43</sup> European Parliament resolution of 26 February 2014 on sexual exploitation and prostitution and its impact on gender equality (2013/2103(INI)).

<sup>44</sup> See also the *Opinion on data collection on violence against women* issued in 2014 by the Advisory Committee on Equal Opportunities for Women and Men, for suggestions on how to improve data collection at EU level: [http://ec.europa.eu/justice/gender-equality/files/opinions\\_advisory\\_committee/141201\\_opinion\\_ge\\_eu\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/opinions_advisory_committee/141201_opinion_ge_eu_en.pdf).

<sup>45</sup> The survey is based on face-to-face interviews with a random sample of 42 000 women across the EU.

<sup>46</sup> Sexual harassment was defined as physical, verbal or non-verbal acts of sexual nature – as described in the survey – which women felt to be unwanted, offensive or intimidating.





In 2014, a new survey on gender-based violence was launched in France. Entitled *Violences et rapports de genre (VIRAGE)* and covering both men and women, the new survey aims to understand the scope of gender-based violence, its context and consequences. It will complement administrative data and the annual safety survey, entitled "Cadre de vie et sécurité"<sup>47</sup>. The safety survey already shows that women are two and half times more likely than men to be victims of intimate partner violence, whether this violence is sexual or physical<sup>48</sup>. This violence can lead to death: in 2013, 121 women and 25 men were killed by their partner or ex-partner in France. In the cases of domestic violence, 97% of convictions concerned men. Other countries have developed regular surveys covering gender-based violence. As an example, the 'Crime Survey for England and Wales' shows that women are six times more likely than men to be victims of sexual offences.

### ***Prevention, protection and support***

Over the past few years, the EU has developed legal and policy measures in a targeted approach to combating gender-based violence. In 2014, the Commission focused on implementation and evaluation.

Following the adoption of legislation on victims' rights<sup>49</sup> and European protection orders,<sup>50</sup> the Commission is **helping Member States with transposition**, e.g. by organising two implementation workshops for Member State representatives in 2014.

The Commission also followed up on concrete commitments in the Communication ***Towards the elimination of female genital mutilation***, which it adopted (together with the European External

<sup>47</sup> La lettre de l'observatoire national des violences faites aux femmes, n°4, novembre 2014, Mission interministérielle pour la protection des femmes contre les violences et la lutte contre la traite des êtres humains

<sup>48</sup> Chiffres clés de l'égalité. Vers une égalité réelle entre hommes et femmes. Thème 6 - Violences faites aux femmes, 2014, Ministère des droits des femmes

<sup>49</sup> Directive 2012/29/EU establishing minimum standards on the rights, support and protection of victims of crime (OJ L 315, 14.11.2012, p. 57).

<sup>50</sup> Regulation (EU) No 606/2013 on mutual recognition of protection measures in civil matters (OJ L 181, 29.6.2013, p. 4); Directive 2011/99/EU on the European protection order (OJ L 338, 21.12.2011, p. 2).

Action Service) in November 2013. In 2014, it supported the development of a web-based knowledge platform on female genital mutilation, which will train and support professionals who come into contact with women and girls living with or at risk of FGM.

As regards THB, the Commission is currently assessing information from Member States on the **transposition of Directive 2011/36/EU on preventing and combating trafficking in human beings and protecting its victims**.<sup>51</sup> In 2014, it issued a *Mid-term report on the implementation of the EU strategy towards the eradication of THB 2012-16*,<sup>52</sup> which highlighted the work of the informal EU Network of National Rapporteurs and Equivalent Mechanisms, the establishment of the EU Civil Society Platform against THB and the publication of several guidelines and handbooks for victim identification, victims' rights and guardianship for children deprived of parental care.

Lastly, the Commission **funded** transnational grassroots projects to combat violence against women and girls, through the new **Rights, Equality and Citizenship programme** (EUR 9 million in 2014). These projects and networks **raise awareness of and prevent** violence against women and girls, including harmful practices (FGM, forced marriage and 'honour crimes') bring about **attitudinal and behavioural change**, assist **victims**, **train** relevant professionals, support NGOs and encourage the **exchange** of knowledge and best practices (see Annex).

In May 2014, **Latvia's** Parliamentary Legal Affairs Committee approved amendments to the Criminal Law which, *inter alia*, **expanded the definition of rape** to include cases in which the perpetrator uses a position of authority, the victim's trust, etc. to force sexual intercourse on the victim.

As of January 2014, the **Polish Penal Code** recognises the **ex officio procedure concerning the prosecution of all sexual violence** related crimes. The new provisions in criminal procedures also introduced a single interview with the victims of sexual offences, which would be carried out in a special room and in the presence of a psychologist. They also restrict the need for interviewing juvenile victims of such offences. Additionally in April 2014, the Council of Ministers adopted a new **National Programme for Combating Domestic Violence for the years 2014 – 2020**, which includes such actions as setting up a 24/7 free hotline for victims of violence, and women victims of gender violence specifically.

#### ***International commitment on combatting violence against women***

The **Council of Europe Convention on preventing and combating violence against women and domestic violence** (Istanbul Convention) represents a valuable framework for combating the phenomenon both at national and European level. National ratifications have been progressing rapidly. By February 2015, **nine Member States had ratified the Convention on preventing and another 14 had signed it** (see Annex 3). The Commission has explored further the implications of the EU's accession to the Convention

## **5. Gender equality in external action**

The EU promotes gender equality in international fora, in countries that are candidates or potential candidates for EU accession, European Neighbourhood Policy countries and countries outside Europe.

#### ***Developing a global goal for equality with the UN***

<sup>51</sup> OJ L 101, 15.4.2011, p. 1.

<sup>52</sup> SWD(2014) 318 final.

At its 58th session in March 2014, the Commission on the Status of Women (CSW), the principal United Nations policy-making body on gender equality and the advancement of women, adopted agreed conclusions on **challenges and achievements in the implementation of the Millennium Development Goals for women and girls**. At global level, tangible progress has been made towards eliminating gender disparity in primary education and on increasing the proportion of women in national parliaments. However, progress for women and girls remains slow and uneven in many areas, in particular when it comes to maternal mortality, universal access to reproductive health, higher HIV/AIDS infection rates among women, early and forced marriages, decent employment for women, gender gaps in secondary education and violence against women. On the basis of this stock-taking exercise, the Commission pushed for a stand-alone goal on gender equality and the mainstreaming of gender issues in the **post-2015 framework**.<sup>53</sup>

The next CSW session, dedicated to the **20th anniversary of the UN Beijing Platform for Action**, should be an opportunity to reaffirm global objectives on gender equality. In preparation for the session, the Council adopted conclusions taking stock of progress achieved since the adoption of the UN Beijing Declaration in 1995.<sup>54</sup>

### **Mainstreaming of gender equality in the EU's external relations**

In its **Strategic Framework and Action Plan on Human Rights and Democracy** in third countries, the EU prioritised issues such as women's political participation and economic empowerment, initiatives against gender-based violence and harmful traditional practices, and the implementation of UNSCR 1325 on women, peace and security. In 2014, the EU's Second Implementation Report on Women, Peace and Security was published and Member States took part in the annual exchange on the national implementation of Resolution 1325 with a special focus on the ongoing negotiations of the post-2015 development agenda. The EU pledged concrete commitments in the Global Summit to End Sexual Violence in Conflict and the Girl Summit in London.. The 2014 **Sakharov Prize** went to the Congolese physician Denis Mukwege for his treatment of the victims of gang rape during war.<sup>55</sup>

Implementation of the **EU Plan of Action on Gender Equality and Women's Empowerment in Development (GAP)** has led to significant progress since 2010. The 2014 report on the implementation of the GAP<sup>56</sup> provides a comprehensive overview of the main ways in which, over the previous year, the Commission had supported developing countries' efforts to promote equal rights and improve the situation of women. It shows that **gender mainstreaming was enhanced in 20 different policy sectors**. In addition, the report draws attention to the **importance of promoting gender equality through political dialogue**. A majority of EU delegations (66 out of 78, as compared with 57 in 2013) reported that they had raised gender equality at least once in the framework of political dialogue with partner countries.

**Gender has been systematically integrated into the main humanitarian aid policy areas** (e.g. protection, shelter, food assistance, health, water, sanitation and hygiene) and the **gender-age marker**<sup>57</sup> introduced in 2014 will further ensure gender- and age-sensitive programming in these

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<sup>53</sup> See also the Commission Communication on *A decent life for all: from vision to collective action* (COM(2014) 335 final).

<sup>54</sup> Council conclusions on *Gender equality in the EU: the way forward after 2015 – taking stock of 20 years of implementation of the Beijing Platform for Action*; supported by an EIGE report on *Beijing+20: the 4th review of the implementation of the Beijing Platform for Action in the EU Member States, 2014*.

<sup>55</sup> <http://www.europarl.europa.eu/aboutparliament/en/00f3dd2249/Sakharov-Prize-for-Freedom-of-Thought.html>.

<sup>56</sup> *2014 Report on the implementation of the EU Plan of Action on Gender Equality and Women's Empowerment in Development (2010–15)* (SWD(2015) 11 final).

<sup>57</sup> [http://ec.europa.eu/echo/files/policies/sectoral/gender\\_age\\_marker\\_toolkit.pdf](http://ec.europa.eu/echo/files/policies/sectoral/gender_age_marker_toolkit.pdf).

areas. The Commission is currently supporting several projects aimed primarily at eliminating sexual and gender-based violence in various countries, including the Democratic Republic of Congo and Syria.

The 2014-15 **enlargement strategy** pays special attention to discrimination in employment, low participation rates of women in the workforce, and stereotypes and traditional gender roles that limit women's ability to assert their rights. It also makes clear that violence against women remains a challenge to be addressed in all candidate countries.

In the context of accession negotiations, **Montenegro** has adopted an Action Plan containing awareness raising and support measures in the area of gender equality. Accession negotiations with **Serbia** were formally launched in January 2014, and the screening report includes explicit recommendations in the area of gender equality.

Gender equality, including reflecting discrimination against women, has been promoted in the Neighbourhood partner countries through policy dialogue and assistance in the framework of the **European Neighbourhood and Partnership Instrument**.

The Global Approach to Migration and Mobility (GAMM), the EU's overarching external migration policy, systematically takes into consideration the gender perspective in all dialogues and cooperation frameworks with third countries, in particular in the Mobility Partnerships and the Common Agendas for Migration and Mobility. Special attention is given to the gender dimension when it comes to the most vulnerable categories of migrants, such as children, victims of trafficking of human beings and asylum seekers.

## 6. Cross-cutting issues

In his political guidelines<sup>58</sup> for the new Commission, President Juncker called for a 'thorough social impact assessment' before any conditional stability support programme for Euro area countries is implemented. Since social impact often concerns gender equality, the Commission organised in 2014 an exchange between Member States in order to share best practices in the area of gender impact assessment at national level.

Although **gender budgeting**<sup>59</sup> is not applied systematically to the EU budget, EU programmes helped to promote gender equality in a number of key areas, impacting the health and well-being of men and women alike. For example, the EuGenMed project will ensure that greater account is taken of gender differences in medical research and improve the treatment of major chronic diseases such as heart disease, diabetes, rheumatism, etc. Most research today focuses on men and is then extrapolated to women, without recognising that their symptoms and diagnostic or therapeutic requirements may differ. Through **Horizon 2020** and cooperation with research institutions and

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<sup>58</sup> *A new start for Europe: my agenda for jobs, growth, fairness and democratic change. Political guidelines for the next European Commission*, Strasbourg, 15 July 2014.

<sup>59</sup> Gender budgeting means a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality.

national authorities, the EU promotes the mainstreaming of gender issues in research content and the equal participation of male and female researchers. It also seeks to do so in and through sport: in May 2014, the Council called for the Erasmus+ programme to include a focus on decision-making in sports' governing bodies, on coaching, and the fight against gender-based violence and negative stereotypes in sport<sup>60</sup>.

## Conclusion

The European Union must persevere in its quest for gender equality and continue to support women in the rest of the world. Although important advances have been made over the past year, still much remains to be done to close gender gaps in economic empowerment, pay, earnings, pensions and power, and to address stereotypes and eradicate gender-based violence. While a number of countries have made significant progress in employment or decision-making, others are losing momentum. So far, the 21st century has seen some mild improvements, whilst reproducing old forms of inequality and violence, and creating new ones (cyber violence, rising poverty).

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<sup>60</sup> Council Conclusions of 21 May 2014 on Gender Equality in Sport, 2014/C 183/09

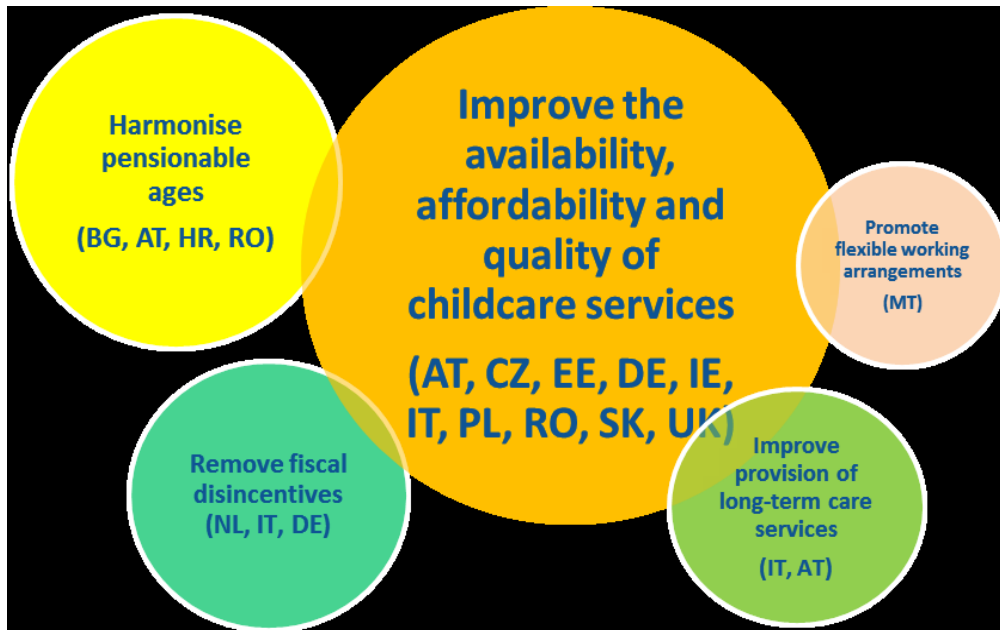
## Annex 1: Europe 2020 country-specific recommendations

The Council addressed recommendations on gender equality and promoting the participation of women in the labour market to **14 Member States**, in the following areas:

- the need for **early childhood education and care (ECEC)<sup>61</sup> services** (and in some cases including all-day schools), with recommendations on ECEC availability/quality and/or affordability addressed to 10 Member States: Austria, the Czech Republic, Estonia, Germany, Ireland, Italy, Poland, Romania, Slovakia and the United Kingdom. Ireland received a recommendation for the first time in 2014. While the situation in these countries remained stable as compared with 2013, progress in the provision of childcare services led to the relevant part of the 2013 CSR being dropped for Hungary and Malta. The CSR for Italy calls on the country to ‘provide adequate care services’, which, if read in conjunction with the staff working document, encompasses both childcare and long-term care services;
- the need for **long-term care services**, with recommendations addressed to Austria and Italy. Austria had received such a recommendation in 2012 and 2013, while Italy received one for the first time in 2013;
- the need **to tackle financial disincentives to work**, with recommendations addressed to three Member States: Germany, Italy and the Netherlands. Germany and the Netherlands had received recommendations in 2012 and 2013. Italy received a recommendation for the first time in 2013;
- the need **to harmonise pensionable ages and rights**, with recommendations to four Member States: Austria, Bulgaria, Croatia and Romania. Austria, Bulgaria and Romania had received recommendations in 2013, while Croatia received a recommendation for the first time in 2014;
- the need to **promote flexible working arrangements**, with one recommendation addressed to Malta (as was the case in 2013).

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<sup>61</sup> In this report, the terms ‘childcare services’, ‘childcare facilities’ and ‘early childhood education and care (ECEC)’ are used interchangeably



## Annex 2: Member States' performances

This annex is based on the most recent available statistics.

### Employment rates among women and men (20-64 year-olds), in %, 2002-13

	Women			Men		
	2002	2008	2013	2002	2008	2013
EU-28	58.1	62.8	62.6	75.4	77.8	74.3
Austria	63.7	68.6	70.8	78.3	81.7	80.3
Belgium	55.5	61.3	62.1	73.8	74.7	72.3
Bulgaria	53.2	65.4	60.7	59.8	76.1	66.4
Croatia	50.3	55.2	52.8	65.8	70.7	61.6
Cyprus	64.6	68.2	62.2	86.2	85.2	72.6
Czech Republic	62.4	62.5	63.8	81.0	82.0	81.0
Denmark	73.9	75.5	72.4	82.6	83.9	78.7
Estonia	64.8	72.9	70.1	72.2	81.5	76.7
Finland	71.1	73.1	71.9	75.3	78.4	74.7
France	61.6	65.5	65.6	75.8	75.5	73.7
Germany	61.8	67.8	72.3	75.6	80.1	81.9
Greece	47.0	52.6	43.3	78.8	80.1	62.7
Hungary	54.3	55.1	57.0	68.9	69.0	69.7
Ireland	59.8	64.1	60.3	81.7	80.4	70.9
Italy	44.8	50.6	49.9	73.7	75.4	69.8
Latvia	63.9	71.9	67.7	70.9	79.3	71.9
Lithuania	64.0	68.7	68.6	72.4	75.6	71.2
Luxembourg	55.4	60.1	63.9	81.2	77.2	78.0
Malta	34.9	39.4	49.8	81.2	78.5	79.4
Netherlands	66.6	72.2	71.6	84.9	85.5	81.3
Poland	51.9	57.3	57.6	63.7	73.0	72.1
Portugal	66.2	67.1	62.3	82.4	79.4	68.7
Romania	57.8	57.3	56.2	70.9	71.6	71.6
Slovakia	56.9	60.3	57.8	69.7	77.4	72.2
Slovenia	65.1	68.5	63.0	74.8	77.4	71.2
Spain	48.3	58.9	53.8	78.0	77.9	63.4
Sweden	76.9	77.2	77.2	80.7	83.5	82.2
UK	67.5	68.8	69.4	81.3	81.8	80.5

Source: Eurostat, LFS



## Employment rates in full-time equivalent among women and men (20-64 year-olds), in %, 2002-13

'Full-time equivalent' (FTE) is a unit to standardise the measurement of employment where employees may work a different number of hours per week. The unit is obtained by comparing the average number of hours worked by an employee with the average number worked by a full-time worker. A full-time worker is counted as one FTE, while the work of part-time workers/trainees is scored in proportion to the hours worked. For example, if full-time work consists of 40 hours a week, a part-time worker employed for 20 hours is counted as 0.5 FTE.

	Women			Men		
	2002	2008	2013	2002	2008	2013
EU-28	50.9	54.4	53.7	74.4	76.2	71.9
Austria	53.3	55.2	56.2	78.1	79.9	77.9
Belgium	46.5	51.5	52.1	72.7	73.2	70.2
Bulgaria	52.5	64.9	59.9	59.7	75.9	65.9
Cyprus	61.8	65.0	57.1	87.1	85.2	70.0
Czech Republic	60.9	60.7	61.3	81.1	81.9	80.6
Germany	48.8	51.8	55.8	73.8	77.1	78.2
Denmark	66.6	68.4	64.4	81.2	81.2	75.0
Estonia	62.7	70.6	67.3	72.6	80.9	75.7
Spain	44.3	53.1	47.2	77.5	77.2	61.4
Finland	67.3	68.9	67.3	74.6	76.6	72.8
France	55.3	58.8	58.6	75.0	74.1	72.0
Greece	45.5	50.4	40.7	79.2	80.4	61.3
Croatia	48.9	53.1	51.4	65.4	70.0	60.7
Hungary	53.6	54.0	55.7	69.9	68.6	69.4
Ireland	51.4	55.0	50.8	80.7	79.2	67.2
Italy	41.7	44.8	43.2	73.2	74.1	67.6
Lithuania	63.2	67.6	67.2	71.7	75.5	70.9
Luxembourg	48.5	50.1	55.0	81.0	76.6	76.9
Latvia	61.2	71.6	66.2	70.3	79.6	71.4
Malta	32.4	35.6	45.0	81.5	78.9	78.7
Netherlands	44.4	48.7	48.1	79.6	79.9	74.7
Poland	50.3	55.4	56.0	63.8	73.3	72.6
Portugal	62.9	63.4	58.3	82.9	79.6	66.5
Romania	57.1	56.0	54.7	71.1	70.9	70.4
Sweden	69.4	68.7	69.6	79.1	81.1	79.9
Slovenia	63.2	66.1	59.9	74.1	76.8	70.3
Slovakia	56.4	59.4	56.3	69.5	77.2	71.2
UK	53.5	55.5	55.9	79.0	78.9	76.6

Source: Eurostat, LFS

**Young people neither in employment nor in education and training (NEET) by gender (15-29 year-olds), in %, 2013**

	Women			Men		
	2002	2008	2013	2002	2008	2013
EU-28	18.9	16.0	17.7	12.2	10.2	14.1
Austria	9.4	10.8	9.4	6.5	6.3	7.1
Belgium	18.9	14.0	15.7	14.0	10.1	14.1
Bulgaria	32.4	21.9	27.8	29.6	15.4	23.8
Croatia	24.3	13.4	22.1	19.2	9.8	22.5
Cyprus	12.7	13.2	20.1	5.8	8.3	20.7
Czech Republic	24.3	16.8	17.7	8.7	4.9	8.2
Denmark	8.2	5.5	8.1	5.0	4.6	7.0
Estonia	18.5	16.0	17.5	11.7	6.9	11.1
Finland	11.2	10.4	11.4	9.1	7.4	10.4
France	16.1	14.4	15.3	10.4	10.4	12.3
Germany	13.5	13.8	10.7	8.4	8.2	6.8
Greece	26.5	20.0	30.3	12.3	9.8	26.8
Hungary	23.8	20.4	22.7	12.9	11.2	14.9
Ireland	16.7	16.7	18.7	12.2	15.4	18.4
Italy	24.5	23.0	27.7	15.0	15.6	24.4
Latvia	20.0	16.7	17.3	15.0	10.5	13.9
Lithuania	15.3	12.7	14.3	15.1	11.1	13.2
Luxembourg	11.5	11.3	7.8	3.5	7.0	6.7
Malta	23.5	15.9	13.4	13.7	7.0	9.3
Netherlands	8.2	6.0	7.6	4.0	3.3	6.7
Poland	24.6	16.7	19.1	18.8	8.8	13.4
Portugal	14.1	14.6	16.9	8.8	9.2	16.0
Romania	26.7	17.8	23.1	20.3	8.9	16.3
Slovakia	31.1	20.3	21.9	23.3	10.5	16.2
Slovenia	10.5	8.4	14.1	9.7	6.6	11.7
Spain	19.4	16.6	22.1	11.2	14.0	22.8
Sweden	8.5	8.9	8.3	6.7	7.2	7.5
UK	16.0	16.4	17.6	9.1	9.8	11.9

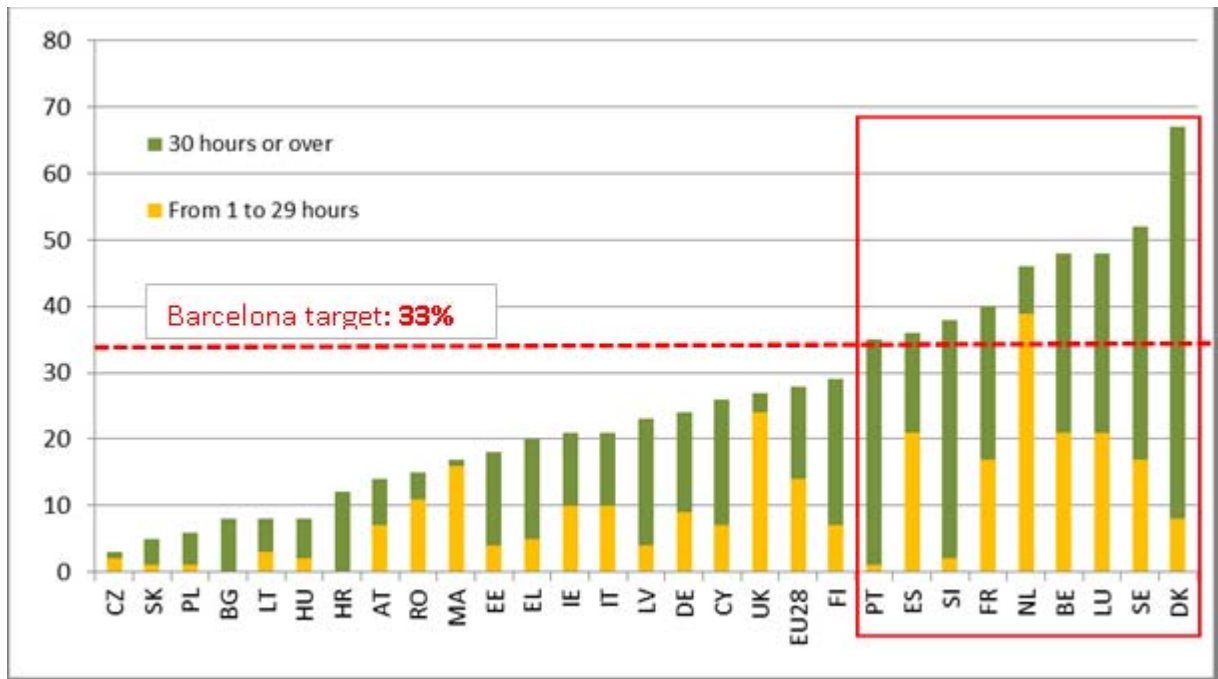
Source: Eurostat, LFS

**Proportion of children up to and over age of three in formal care, 2012 (2011 for IE and PT)**

	Under three years		From three years to minimum compulsory school age	
	2006	2012	2006	2012
EU-28	:	28	:	83
Austria	4	14	71	80
Belgium	40	48	98	100
Bulgaria	16	8	59	97
Croatia	:	12	:	41
Cyprus	25	26	81	74
Czech Republic	2	3	67	75
Denmark	73	67	96	94
Estonia	18	18	85	93
Finland	26	29	77	77
France	31	40	94	95
Germany	18	24	90	91
Greece	10	20	61	76
Hungary	8	8	72	75
Ireland	18	21	93	82
Italy	26	21	90	91
Latvia	16	23	60	79
Lithuania	4	8	56	74
Luxembourg	31	48	57	80
Malta	8	17	57	91
Netherlands	45	46	89	89
Poland	3	6	28	36
Portugal	33	35	75	86
Romania	:	15	:	59
Slovakia	5	5	73	71
Slovenia	29	38	81	92
Spain	39	36	91	92
Sweden	44	52	92	96
UK	33	27	89	72

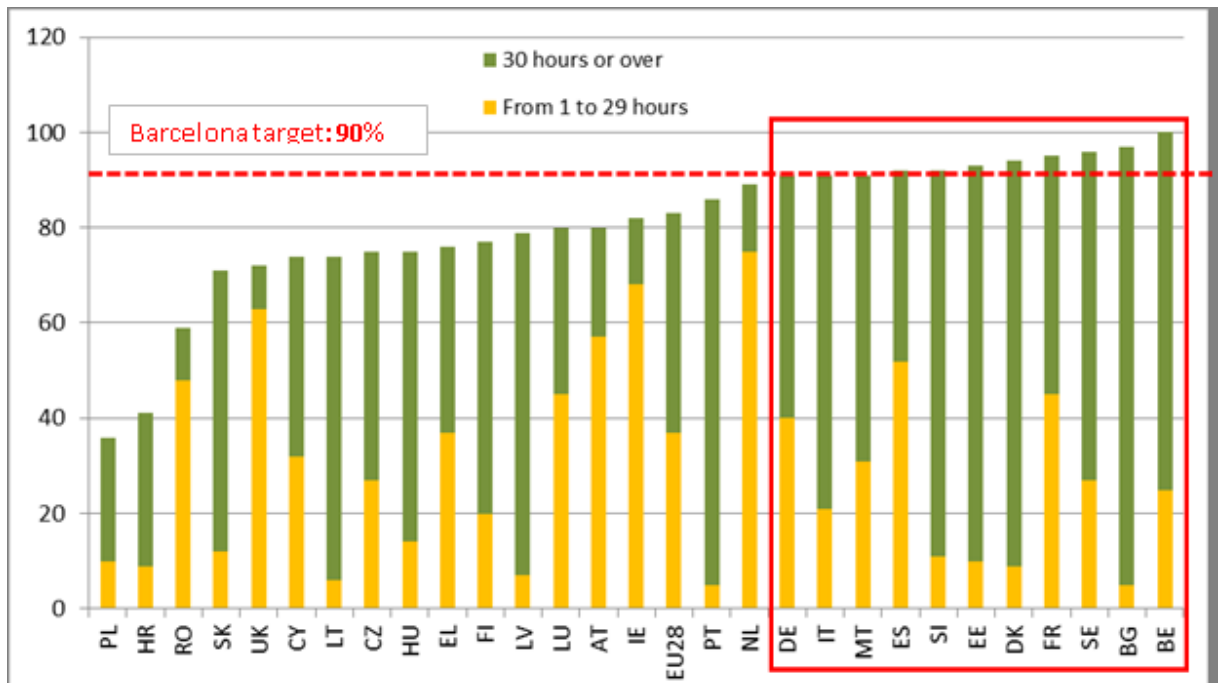
Source: Eurostat, European Union Statistics on Income and Living Conditions (EU-SILC)

**Proportion of children below age of three in formal care, 2012 (2011 for IE and PT)**



Source: Eurostat, EU-SILC

**Proportion of children between three and minimum compulsory school age in formal care, 2012 (2011 for IE and PT)**



Source: Eurostat, EU-SILC

## Duration of maternity, paternity (if any) and parental leave

EU	Maternity leave Directive 95/85/EC: min. fourteen weeks		Paid paternity leave No EU law	Parental leave Directive 2010/18/EU: min. four months
	Duration	Payment	Duration	Duration
AT	16 weeks	100% of average earnings if earning, for at least three months prior to the maternity leave, over the mandatory social security threshold (2014: EUR 396.31/month); without ceiling	No	Parental leave until the child's second birthday (24 months), with an option to shorten this by three months (for each parent), to be taken later (before the child's seventh birthday).
BE	15 weeks	82% for first 30 days, then 75% (daily maximum EUR 98.70)	Two weeks	For every child, four months full-time, eight months half-time or 20 months one-fifth time. Leave can be broken down into periods of one month (full-time), two months (half-time) or five months (one-fifth), or a multiple of each length.
BU	58.6 weeks	90% of average income; no ceiling	15 days	Each parent has the right to six months unpaid parental leave. This can be broken down into units of at least five days.
CY	18 weeks	72% of the weekly average of the beneficiary's basic insurable earnings in the previous contribution year. Weekly supplementary benefits of 72% of the weekly average of the claimant's basic insurable earnings. Maximum insurable earnings EUR 4 533.	No	4.5 months, 5.75 months if parent is widowed
CZ	28 weeks	70% of average income in past 12 months, with a ceiling of EUR 1 178 (CZK 31 800)	No	48 months maximum. The parent can interrupt the parental allowance and return to work. The duration (and so amount) of the allowance can be changed under conditions specified by law.
DE	14 weeks (up to 18 in	100% of average income in the past 13	No	Up to 36 months

	cases of premature or multiple birth)	weeks or three months for dependent employees; no ceiling		12 months between the child's third and eighth birthday with the employer's consent  <i>Draft law: up to 24 months between the child's third and eighth birthday without the need for the employer's consent</i>
<b>DK</b>	18 weeks (four before and 14 after birth)	Benefit for 18 weeks. Mothers are entitled to wages during pregnancy- and childbirth-related absences only if such a right follows from a collective agreement or an individual employment contract. If the mother is entitled only to benefit and not to wages, she will get 90% of the wages; max EUR 547.48/week (DKK 4075).  Under many collective agreements: 100% of salary	Two weeks	Eight months (can be taken piecemeal until the child reaches the age of nine).
<b>EE</b>	20 weeks (140 calendar days)	100% of average earnings in the preceding calendar year; no ceiling	Two weeks	36 months minus 70 days (70 days is maternity leave). Can be taken piecemeal. Under Article 62(2) of the Employment Contract Act (ECA), childcare leave may be used in one part or in several parts every year.
<b>EL</b>	Public sector: 20 weeks; private sector: 17 weeks	Public sector: 100%, paid by employer. Private sector: one month paid by employer; a social security allowance for the remaining period, which covers most of the wages, if 200 days have been worked in the previous two years (sickness allowance is subject to 100 days having been worked in the previous year).	Two days	Four months minimum; nine months in the public sector
<b>ES</b>	16 weeks, 10 of which are	100% of monthly salary, provided that	13 uninterrupted	Breastfeeding leave is one hour a day until the child is nine months old. It can

	transferable to the father	at least 180 days' social security contributions have been paid in the previous seven years or 360 days' over the whole working career (except for mothers under 21, for whom no minimum contribution period is required). No ceiling	days plus 2 days where an additional child is born (20 days where the child is disabled, for large families or families with at least one (33%) disabled member)	<p>be taken in two periods of half an hour or accumulated in complete days if so provided in a collective agreement.</p> <p>Unpaid leaves (<i>excedencias</i>) can be taken where children are less than three (no limit in the case of adoption) for a maximum of three years (two of which are taken into account for the calculation of retirement and other benefits).</p> <p>Ordinary reduction of working time to care for children (up to 12): between an eighth to half of the worker's working day. Salary is reduced proportionally.</p> <p>Reduction of working time to care for a seriously ill child: minimum of half of worker's working time (no maximum).</p>
<b>FI</b>	105 days	<p>Payment depends on previous earnings:</p> <ul style="list-style-type: none"> <li>• 90% for first 56 working days after birth, up to EUR 55 498; for higher salaries, the proportion is reduced;</li> <li>• 70% of salary after 57 days, up to EUR 36 071; beyond this level, the proportion is reduced.</li> </ul> <p>Minimum allowance is EUR 23.92/day</p>	Nine weeks.	Six months.
<b>FR</b>	16 weeks	100% of average earnings from previous three months, with ceiling of EUR 3 129. Some collective agreements provide the worker with full pay.	Two weeks	36 months
<b>HR</b>	14 weeks + 24 weeks	Compulsory and additional (voluntary) maternity leaves: 100% of the base for calculation of salary compensation, under provisions on	7 days	<p>Six months if only one parent uses the leave.</p> <p>Eight months in total if both parents use the leave. (Leave cannot be used simultaneously by both parents).</p>

		<p>mandatory health insurance (no ceiling).</p> <p>If prior length of service not satisfied (12 months uninterrupted or 18 months interrupted service): 50% of calculation base (currently EUR 222 (HRK 1663))</p>		<p>30 months for third and subsequent children or twins.</p> <p>Piecemeal use possible, maximum two blocks per year of at least 30 days.</p>
<b>HU</b>	24 weeks (of which at least four must be taken before childbirth)	70% of previous earnings — no ceilings on payments	Five days (seven in the case of twins), to be taken during the first two months of the child's life.	<p>Two types of parental leave and benefit:</p> <ul style="list-style-type: none"> <li>• for insured parents, childcare benefit (GYED): available from the end of maternity leave until the child's second birthday (25 months, on average);</li> <li>• for non-insured parents, childcare allowance (GYES): GYES is available from the end of maternity leave period until the child's third birthday (37 months, on average).</li> </ul> <p>Insured parents can use GYES from the end of GYED (child's second birthday) until the child's third birthday (12 months).</p>
<b>IE</b>	44 weeks	First 26 weeks: EUR 230 gross per week; following 16 weeks: unpaid. The employer can choose to top up the payment — this is a separate contract between employer and employee	No	4.5 months <i>or</i> two separate periods of not less than 1.5 months <i>or</i> , by agreement with the employer, leave in shorter blocks <i>or</i> by reducing hours (or a combination of both) up to a limit of 4.5 months.
<b>IT</b>	22 weeks (five months)	80% of average daily remuneration; no ceiling	One day	10 months, or 11 if working father agrees to take at least three months off work; under collective agreements, leave can be taken on an hourly basis or as time credits.
<b>LT</b>	18 weeks	If woman insured for 12 months during 24 months preceding birth: 100% of reimbursed remuneration, subject to ceilings linked to	Four weeks	Any period after maternity or paternity leave before the child reaches the age of three.



		national average insured income: (EUR 430; LTL 1488). Upper limit is 3.2 times the national average insured income (EUR 1379; LTL 4761); minimum benefit is 0.33 times (EUR 129; LTL 446 LTL)		
<b>LU</b>	16 weeks, but can be extended if birth takes place after due date	100%, granted on the basis of a medical certificate and treated as period of sick leave; no ceilings	Two days	Six months full-time 12 months part-time Not possible to take piecemeal
<b>LV</b>	16 weeks, plus two weeks if woman has visited a doctor and registered her condition before 12th week of pregnancy	80% of gross salary; no ceiling	10 days	Labour law: 18 months  Social insurance rights: allowance until child reaches age of 12 or 18 months  Can be taken piecemeal; no detailed legal regulation on how; right is scarcely used because of lack of financial compensation after expiry of rights to statutory insurance allowance (when child reaches age of 12 or 18 months)
<b>MT</b>	18 weeks	100% for first 14 weeks, then EUR 160/week for remaining four weeks	Two days	Four months for each parent and 12 months for a public service employee who has been employed for 12 months.  Parental leave must be used piecemeal: in periods of one month; unless otherwise provided by collective agreement, the employer and employee may decide together whether leave is on a full-time or part-time basis, piecemeal or in the form of time-credits. Arrangements are therefore based on collective or individual agreement.  In the public service, blocks of four, six, nine or 12 months may be used. Four months may be broken down into one-month periods; the director concerned and the employee may decide whether these four months are on a full-time or part-time basis, in a piecemeal way or in the form of time-credits (Public Service Management Code, paras 5.3.3.1 and 2).

<b>NL</b>	16 weeks	100% of salary paid, up to maximum daily wage of EUR 196	Two days	6.5 months (26 weeks) ( <i>pro rata</i> for part-time employees).  Within these 26 weeks (since 1 January 2015) 3 days of unpaid 'Partner Leave' (Partnerverlof) not to be refused by employer within 4 weeks from the time the child is born.
<b>PL</b>	20 weeks+ 6 weeks of additional maternity leave	100% of average earnings; no ceilings	Two weeks	The new paid parental leave in place from 17 June 2013 is 6.5 months (or 26 weeks) and can be taken in one, two or three blocks of at least eight weeks; both parents can take the leave at the same time (combined leave cannot exceed 26 weeks, so both parents can be on leave together for 13 weeks, for example).  Childcare leave – mothers or fathers are entitled to take up to 3 years leave during the first 5 years of their child's life. Each parent or carer of the child has the exclusive right to one month of childcare leave. The rights can not be transferred to the other parent or carer of the child. Parents or carers can simultaneously use parental leave for a period not exceeding four months.
<b>PT</b>	17.1 weeks or 21.4 weeks	No payment by the employer, but a social security allowance paid on the basis of 100% of worker's average salary if 120 days taken or 80% if 150 days taken. No ceiling.	No	Additional parental leave — three months full-time / 12 months part-time (can be taken piecemeal in up to three blocks)  Special care leave — successive periods of six months, up to two, three or four years
<b>RO</b>	18 weeks	85% of average monthly income of previous six months, not more than 12 minimum salaries	Five working days (and 10 additional working days on request)	12 or 24 months (the parent can choose); cannot be combined with maternity leave. Can be taken piecemeal within the (one or two-year) period.
<b>SE</b>	14 weeks before or after giving birth	Maternity benefits paid at sick-leave level (80% of income up to 10 'basic amounts' (EUR 49000/year)). If not income-based, benefits are paid at basic level ( <i>grundnivå</i> ) of EUR 20 (SEK 225)/day	Two weeks	18 months for each parent from the time the child is born
<b>SI</b>	15 weeks, starting 28	100% of average salary of 12 months	Two weeks	9.3 months (260 days) shared by both parents. Each parent has a right to

	days before due date of birth	immediately prior to date on which benefits are claimed; no ceiling		parental leave of 130 days, up to 75 of which can be transferred and used later. Parents who have transferred part of their parental leave may use it in up to two blocks of at least 15 calendar days (full- or part-time).
<b>SK</b>	34 weeks	65% of mother's daily income (min. EUR 226; max. EUR 766/month) for 34 weeks	No	After maternity leave, either parent can ask for parental leave (36 months, to be spread over five years) and parental allowance.
<b>UK</b>	52 weeks	39 weeks' maternity pay; first six weeks: 90% of salary; remaining 33 weeks: EUR 166.93 (GBP 138.18)/week	Two weeks	4.5 months per child — minimum one week block and maximum four weeks in any one year unless employer agrees otherwise

Source: European Network of Legal Experts in the field of Gender Equality; European Network of Experts on Gender Equality.

### Gender pay gap, unadjusted (%)

The unadjusted gender pay gap is the difference between average gross hourly earnings of male paid employees and those of female paid employees expressed as a percentage of the former.

	2002	2006	2007	2008	2009	2010	2011	2012	2013
EU-28	:	:	:	:	:	16.1	16.5	16.5	16.4
Austria	:	25.5	25.5	25.1	24.3	24	23.7	23.4	23
Belgium	:	9.5	10.1	10.2	10.1	10.2	10.2	10	9.8
Bulgaria	18.9	12.4	12.1	12.3	13.3	13	13	14.7	13.5
Croatia	:	:	:	:	:	5.7	3.4	2.9	7.5
Cyprus	22.5	21.8	22	19.5	17.8	16.8	16.4	16.2	15.8
Czech Republic	22.1	23.4	23.6	26.2	25.9	21.6	22.6	22.2	22.1
Denmark	:	17.6	17.7	17.1	16.8	15.9	16.3	16.8	16.4
Estonia	:	29.8	30.9	27.6	26.6	27.7	27.3	30	29.9
Finland	:	21.3	20.2	20.5	20.8	20.3	19.6	19.4	18.7
France	:	15.4	17.3	16.9	15.2	15.6	15.6	15.4	15.2
Germany	:	22.7	22.8	22.8	22.6	22.3	22.2	22.4	21.6
Greece	25.5	20.7	21.5	22	:	15	:	:	:
Hungary	19.1	14.4	16.3	17.5	17.1	17.6	18	20.1	18.4
Ireland	15.1	17.2	17.3	12.6	12.6	13.9	11.7	14.4	:
Italy	:	4.4	5.1	4.9	5.5	5.3	5.8	6.7	7.3
Latvia	:	15.1	13.6	11.8	13.1	15.5	13.6	13.8	14.4
Lithuania	13.2	17.1	22.6	21.6	15.3	14.6	11.9	12.6	13.3
Luxembourg	:	10.7	10.2	9.7	9.2	8.7	8.7	8.6	8.6
Malta	:	5.2	7.8	9.2	7.7	7.2	6.2	6.5	5.1
Netherlands	18.7	23.6	19.3	18.9	18.5	17.8	17.9	16.9	16
Poland	7.5	7.5	14.9	11.4	8	4.5	5.5	6.4	6.4
Portugal	:	8.4	8.5	9.2	10	12.8	12.8	14.8	13
Romania	16	7.8	12.5	8.5	7.4	8.8	11	9.7	9.1
Slovakia	27.7	25.8	23.6	20.9	21.9	19.6	20.5	21.5	19.8
Slovenia	6.1	8	5	4.1	-0.9	0.9	2.3	2.5	3.2
Spain	20.2	17.9	18.1	16.1	16.7	16.2	17.9	19.3	19.3
Sweden	:	16.5	17.8	16.9	15.7	15.4	15.8	15.9	15.2
UK	27.3	24.3	20.8	21.4	20.6	19.5	20.1	19.1	19.7

Source: Eurostat, *Structure of Earnings Survey*

**Early leavers from education and training, by gender: % of population aged 18-24 with lower secondary education at most and not in further education or training**

	Women		Men	
	2002	2013	2002	2013
EU-28	14.9	10.2	19.1	13.6
Austria	10.2	7.0	8.7	7.7
Belgium	11.0	8.7	17.1	13.2
Bulgaria	19.4	12.7	22.0	12.3
Croatia	6.9	3.4	9.2	5.5
Cyprus	11.0	4.2	22.3	14.8
Czech Republic	5.9	5.5	5.4	5.4
Denmark	8.2	6.2	9.9	9.9
Estonia	10.3	5.8	16.9	13.6
Finland	7.6	8.3	11.8	10.4
France	11.9	8.7	15	10.7
Germany	12.5	9.3	12.5	10.4
Greece	12.5	7.5	20.6	12.7
Hungary	11.9	11.1	12.5	12.5
Ireland	11.2	6.9	18.0	9.8
Italy	20.5	13.7	27.8	20.2
Latvia	11.0	5.8	22.7	13.6
Lithuania	11.4	4.7	15.4	7.8
Luxembourg	19.6	3.7	14.4	8.4
Malta	49.7	18.4	56.5	23.2
Netherlands	13.8	7.4	16.8	10.9
Poland	5.6	3.2	8.9	7.9
Portugal	37.3	14.3	52.7	23.4
Romania	22.1	16.0	23.9	18.6
Slovakia	5.8	6.1	7.6	6.7
Slovenia	3.2	2.6	6.8	5.0
Spain	24.3	19.8	37.2	27.2
Sweden	8.9	6.2	11.0	7.9
UK	17.1	11.2	18.1	13.7

Source: Eurostat, LFS

### Gender segregation in occupations and in economic sectors in 2003 and in 2013

This index reflects the proportion of the employed population that would need to change occupation/sector in order to bring about an even distribution of men and women across occupations or sectors. The index varies between 0 (no segregation) and 50 (complete segregation). For the EU as a whole, the figures are still high: 24.4% for occupational segregation and 18.9% for sectoral segregation.

	Gender segregation in occupations		Gender segregation in sectors	
	2003	2013	2003	2013
EU-28	24.7	24.4	17.4	18.9
Austria	27.7	26.9	20.8	19.2
Belgium	26.3	26.4	19.2	19.9
Bulgaria	27.8	28.1	19.3	21.1
Croatia	27.0	27.0	18.5	19.9
Cyprus	28.6	28.2	18.1	18.9
Czech Republic	29.4	28.4	19.5	21.3
Denmark	27.4	25.1	18.3	19.4
Estonia	32.1	30.7	24.0	24.6
Finland	29.5	28.5	21.9	24.2
France	26.4	25.8	17.3	18.7
Germany	26.7	25.4	18.2	19.5
Greece	21.7	19.0	15.9	13.8
Hungary	28.8	28.1	19.7	20.2
Ireland	27.1	26.0	21.1	20.9
Italy	22.3	24.8	15.7	19.6
Latvia	27.8	29.2	20.9	24.7
Lithuania	27.5	29.6	21.9	23.0
Luxembourg	24.7	22.6	18.6	15.8
Malta	23.8	24.4	15.9	16.2
Netherlands	25.3	25.3	18.0	18.4
Poland	25.2	27.3	14.1	21.3
Portugal	27.4	25.6	22.0	21.5
Romania	11.8	22.7	14.3	17.6
Slovakia	30.5	30.8	22.7	25.0
Slovenia	27.2	25.2	17.8	19.2
Spain	26.4	25.6	20.2	19.9
Sweden	27.7	25.3	21.6	21.0
UK	26.5	24.0	18.9	18.9

Source: Eurostat, LFS

## Percentage of population at risk of poverty or social exclusion

	Women		Men	
	2010	2013	2010	2013
EU-28	24.8	25.4	22.6	23.6
Austria	20.5	20.1	17.3	17.4
Belgium	21.7	21.2	20.0	20.4
Bulgaria	50.9	49.4	47.3	46.5
Croatia	32.1	30.2	30.1	29.6
Cyprus	26.3	28.8	22.8	26.8
Czech Republic	16.0	16.1	12.7	13.1
Denmark	19.0	19.2	17.7	18.7
Estonia	22.0	24.4	21.5	22.5
Finland	17.7	16.2	16.0	15.7
France	19.9	19.0	18.4	17.2
Germany	20.9	21.9	18.6	18.8
Greece	29.3	36.8	26.0	34.6
Hungary	30.3	33.9	29.4	33.1
Ireland	28.1	:	26.5	:
Italy	26.3	29.6	22.6	27.2
Latvia	38.6	35.9	37.6	34.2
Lithuania	34.2	33.0	33.7	28.3
Luxembourg	17.7	19.4	16.5	18.6
Malta	22.4	24.9	20.1	23.1
Netherlands	16.0	16.9	14.1	14.9
Poland	28.5	26.2	27.0	25.5
Portugal	25.8	27.4	24.8	27.4
Romania	42.1	41.3	40.8	39.4
Slovakia	21.6	20.2	19.6	19.3
Slovenia	20.1	21.4	16.5	19.4
Spain	27.5	26.7	26.0	27.9
Sweden	16.6	17.9	13.4	14.9
UK	24.2	25.8	22.1	23.6

Source: Eurostat, EU-SILC

Note: The methodology on income based indicators changed in Spain in 2013, making difficult the comparison with previous years.

**Mean gender gap in pensions (%) and gender gap in coverage rate (%), persons aged 65+**

	Gender gap in pensions		Gap in coverage rate	
	2008	2012	2008	2012
EU-27	37.6	38.5	5.6	5.8
Austria	33.9	38.9	11.9	10.3
Belgium	29.5	27.5	19.7	16.3
Bulgaria	26.9	35.3	-0.3	0.1
Croatia		25.2		-0.3
Cyprus	40.9	35.2	-0.3	-0.5
Czech Republic	10.4	13.7	-1.0	-0.5
Denmark	16.6	9.2	-0.6	-0.1
Estonia	3.4	5.2	0.1	0.0
Finland	25.6	26.5	0.2	-0.5
France	38.2	36.8	1.6	1.9
Germany	42.7	45.1	4.3	3.7
Greece	38.1	25.1	14.5	10.2
Hungary	14.2	15.7	0.7	0.3
Ireland	32.3	38.2	13.6	15.6
Italy	32.0	31.3	7.8	11.3
Latvia	14.7	16.2	-1.1	-0.4
Lithuania	16.3	12.3	0.1	-1.0
Luxembourg	45.3	43.6	2.7	3.7
Malta	19.1	18.8	35.9	35.0
Netherlands	37.7	40.0	-0.1	0.0
Poland	21.8	24.6	1.5	1.1
Portugal	34.2	32.0	0.1	3.8
Romania	31.6	30.7	5.8	6.1
Slovakia	11.6	7.2	0.6	-0.1
Slovenia	29.1	25.6	-8.9	-6.7
Spain	33.1	32.2	24.7	23.2
Sweden	30.8	30.1	-0.8	-0.1
UK	37.8	40.9	0.1	-0.1

Source: EU-SILC; calculation by the European Network of Experts on Gender Equality



## Proportion of women in political and economic decision-making (%)

	Senior ministers			National parliaments (single/lower house)			Board members of largest publicly listed companies		
	2003	2010	2014	2003	2010	2014	2003	2010	2014
EU-28	24	26	28	22	24	28	9	12	20
Austria	27	43	29	34	28	31	6	9	17
Belgium	36	33	21	36	40	38	6	10	22
Bulgaria	19	17	33	26	22	20	11	11	18
Croatia	17	16	19	23	25	26	:	16	19
Cyprus	9	17	8	11	13	14	6	4	9
Czech Republic	:	0	18	:	22	20	:	12	4
Denmark	28	47	30	38	38	39	13	18	24
Estonia	9	8	43	17	23	20	15	7	7
Finland	44	55	59	37	40	42	12	26	29
France	21	34	47	12	19	26	5	12	32
Germany	46	38	38	32	33	36	10	13	24
Greece	6	17	5	9	17	21	8	6	9
Hungary	13	0	0	10	9	10	11	14	12
Ireland	14	20	27	13	14	16	7	8	11
Italy	9	22	41	12	21	31	2	5	24
Latvia	25	21	29	20	19	18	17	23	32
Lithuania	:	13	20	:	19	24	:	13	17
Luxembourg	37	27	27	20	20	28	4	4	12
Malta	:	22	7	:	9	13	:	2	3
Netherlands	31	25	38	38	41	37	8	15	25
Poland	:	25	32	:	20	24	:	12	15
Portugal	17	29	20	21	30	31	4	5	9
Romania	21	12	20	11	11	14	21	21	11
Slovakia	0	14	0	19	16	20	8	22	18
Slovenia	14	26	40	13	16	38	23	10	20
Spain	25	50	36	31	37	41	3	10	17
Sweden	52	46	50	45	46	44	18	26	28
UK	24	16	23	18	22	23	15	13	24

Source: European Commission, database on women and men in decision-making (except 2003 figures for Croatia, which were provided by the Croatian Office for Gender Equality).

Note: data for senior ministers and parliaments are collected quarterly. Figures for 2003 refer to the third quarter, figures for 2010 and 2014 refer to the fourth quarter. Data for companies are for October of each year.

### Annex 3: Council of Europe Convention on preventing and combating violence against women and domestic violence (situation as of 4 November 2014)

	Signature	Ratification	Entry into force	R.	D.	A.	T.	C.	O.
Austria	11.5.2011	14.11.2013	1.8.2014						
Belgium	11.9.2012								
Bulgaria									
Croatia	22.1.2013								
Cyprus									
Czech Republic									
Denmark	11.10.2013	23.4.2014	1.8.2014	X					
Estonia									
Finland	11.5.2011								
France	11.5.2011	4.7.2014	1.11.2014	X					
Germany	11.5.2011			X					
Greece	11.5.2011								
Hungary	14.3.2014								
Ireland									
Italy	27.9.2012	10.9.2013	1.8.2014						
Latvia									
Lithuania	7.6.2013				X				
Luxembourg	11.5.2011								
Malta	21.5.2012	29.7.2014	1.11.2014	X					
Netherlands	14.11.2012								
Poland	18.12.2012			X	X				
Portugal	11.5.2011	5.2.2013	1.8.2014						
Romania	27.6.2014								
Slovakia	11.5.2011								
Slovenia	8.9.2011	5/2/2015	1/6/2015	X					
Spain	11.5.2011	10.4.2014	1.8.2014		X		X		
Sweden	11.5.2011	1.7.2014	1.11.2014	X					
UK	8.6.2012								
<b>International organisations</b>									
European Union									

**Notes:** R.: reservations; D.: declarations; A.: authorities; T.: territorial application; C.: communication; O.: objection.

Source: Treaty Office – on <http://conventions.coe.int>

Total (within and outside EU)

Total number of signatures not followed by ratification:	21
Total number of ratifications/accessions:	16

## Annex 4: Examples of EU-funded projects aimed at promoting the social and labour market integration of women

Structural and Investment Funds (ESIF), in particular the European Social Fund (ESF) and European Regional Development Fund (ERDF) provide substantial funding to create more places in childcare facilities and to help reconcile work and family life. For instance, by 31 December 2014, thanks to funding support from the ESF, 299 nurseries, 30 children's clubs, and 49 day-care providers had started operating. 10 355 participants of the projects were covered by this support and 7 303 persons returned to work after a break related to childbirth and / or raising children. One example is the ESF project '**A small kindergarten is great**' in rural areas of the Dolnoslaskie region in Poland, which has resulted in the establishment of 16 kindergartens in small towns previously without access to childcare facilities. The '**I like going to kindergarten**' project in Opole was geared to prolonging care during the week and providing care on Saturdays for children of parents who work longer hours or weekends. Of the 341 children covered, 219 had not previously attended pre-primary schools. Moreover, through the **ERDF Grant Scheme in Malta**, childcare facilities are upgraded and improved. This enables a better work-family balance and encourages an increased participation of women in the local workforce. It also contributes towards attaining the EU targets of providing child placements for at least 33% of children aged between 0-3 years in Malta.

The ESIF also support female entrepreneurship. For example, the ESF-financed project the 'Women's initiative (ABC of entrepreneurship)' in Poland provided training and grants for unemployed women who wanted to start up new businesses. Similarly, ERDF's support for entrepreneurship can also benefit women. For instance, the **WINNET8**<sup>62</sup> project implemented in Bulgaria, Finland, Greece, Italy, Poland, Portugal, Sweden, United Kingdom. This is a capitalisation project which aims to contribute to regional growth by counteracting horizontal gender segregation in the labour market and by improving women's participation in innovation and entrepreneurship, through provision of business counselling, education, training, project development and finance, enterprise support, mentoring and joint action networks for women.

The PROGRESS financed project, *Policies and Instruments for a Healthy and Dignified Active Ageing for Elderly Women*, was implemented by the **Italian Department for Equal Opportunities**. It originated from the finding that in Italy gender differences were a central feature of poverty and social exclusion, especially in older age. The project aimed to design innovative policies and interventions for elderly women in the broad context of the active and healthy ageing framework. To this end, a National Working Table was set up in Italy and attended by the central government institutions as well as national and local stakeholders. The participants of the Table shared and discussed results of the project research activities, including a feasibility study on the establishment of a community service centre for women, and drafted innovative proposals for the promotion of an active and healthy ageing of elderly women. As a follow-up of the project, a pilot implementation of the community centre for women by one of Italian municipalities has been planned.

<sup>62</sup><http://www.winnnet8.eu/>

## Annex 5: Examples of EU-funded projects aimed at combating violence against women

**Former et informer sur les violences au sein du couple et les mutilations sexuelles féminines** (training and information on intimate partner violence and female genital mutilation), a project run by the French Ministry for Women's Rights and co-funded by the Commission's Progress programme, aims to train medical students and health professionals to prevent intimate partner violence by creating tools for identifying, treating and supporting female victims. It also involves developing an information and awareness-raising campaign on intimate partner violence and FGM.

The Office for Gender Equality of the Croatian Government coordinates the *My Voice against Violence campaign*, funded by EU under the PROGRESS programme. The overall objective of the project is to raise public awareness of the unacceptability of all forms of violence against women (VAW) and girls, including domestic violence. The two year project is being implemented from December 2013 in cooperation with partner NGOs.

**CHANGE: promoting behaviour change towards the abandonment of FGM**, a transnational project bringing together six organisations from across the EU with funding from the Daphne III programme, empowers influential members of practising communities to advocate for the abandonment of FGM. CHANGE has also produced a brochure on FGM for key professionals. Available in four European languages, it covers basic information on the practice, as well as advice on how to recognise a girl at risk, respond and communicate with those affected.

**Right to choose — end sexual violence and harassment**, a Finnish government project on violence against young women co-funded by the Commission under the Progress programme, involves a study on violence against young people in schools, which found that one in three girls in the ninth grade has experienced sexual harassment or violence, that sexual harassment directed towards girls takes place mostly on the internet and that over 6% of the girls surveyed had experienced abuse from adults.<sup>63</sup>

## Annex 6: Examples of EU-supported projects in developing countries

Efforts to **mainstream women's rights in EU election observation missions** have been backed by the full revision of the core-team guidelines for election observation dedicated to women's participation in the election process. Gender issues were among the key subjects discussed at the senior election expert seminar in Brussels in April 2014 and several concrete proposals will be piloted in future missions to Guinea Bissau and Mozambique.

In **Mozambique**, the Global Alliance for Resilience Initiative (**AGIR**) has provided a **platform for gender dialogue**. AGIR is supported by a number of Member States and provides an opportunity to reach a wide number of local CSOs and include capacity support such as training on key issues (including gender). AGIR intermediaries arrange the biggest annual civil society conference in Mozambique, where gender is an important topic of discussion and analysis.

<sup>63</sup> For an English summary of the report, see: [https://www.poliisi.fi/poliisi/poliisioppilaitos/home.nsf/files/lapsiuhritutkimus\\_englishsummary/\\$file/lapsiuhritutkimus\\_englishsummary.pdf](https://www.poliisi.fi/poliisi/poliisioppilaitos/home.nsf/files/lapsiuhritutkimus_englishsummary/$file/lapsiuhritutkimus_englishsummary.pdf).

The **ALFA III programme** finances the Equality project, a network that has established support structures in 18 Latin American universities to improve their organisational and managerial capacities for promoting gender equality. Equality has set up a Regional Network for LA Women in Leadership, a platform of higher education institutions supporting gender equality efforts and promoting women's interests in science and academia.