



ETUC reply to the EC consultation on the follow-up strategy to the Roadmap for equality between women and men 2006-2010

Introduction

On 3 August 2009, the European Commission consulted the European Social Partner organisations on the follow-up strategy to the Roadmap for equality between women and men. This response presents the position of the ETUC on the specific questions addressed by the Commission. It has to be read in conjunction with previous ETUC positions on reducing the gender pay gap (June 2008)¹ and on reconciliation of professional, family and private life (December 2006 and July 2007)².

Executive summary

The ETUC wants the following issues to be addressed in the next Roadmap on gender equality:

1. A reinforced commitment to gender equality, including new legislative proposals;
2. Long-term strategies, giving an effective response to the challenges of equality between women and men, in the context of the new post-Lisbon Strategy;
3. Concrete measures to tackle the gender impact of the economic and financial crisis in recovery packages, training and retraining programmes, including investing (also) in female dominated sectors and public services;
4. Proposals to improve the quality of women's work, by tackling the gender pay gap, the horizontal and vertical professional segregation of women and precarious forms of work including domestic work;
5. The six priorities of action should be maintained, but new issues should be addressed:
 - Re-introduction of a quantitative target to reduce the gender pay gap;
 - Improving the working conditions of domestic workers and workers in household services;
 - An EU Directive to introduce a minimum right to paternity leave;
 - New indicators to measure progress on care services;
 - A new quantitative target to care for dependents and elderly;
 - Innovative working time arrangements supporting work-life balance and combating the long hours culture, to be addressed in the next phase of the debate on the revision of the Working Time Directive;
 - Comparative research on the (lack of) quality of part-time work and proposals on how to make part time work a genuine quality option for men and women.

¹ See: <http://www.etuc.org/a/5212>

² See: <http://www.etuc.org/tr/1348>

6. Recognise and support the role of trade unions in promoting equality between men and women through social dialogue and collective bargaining;
7. Continue to promote with all possible means women in decision making positions and combat gender stereotypes (about both men and women's roles and gender identity) in employment and society at large;
8. Measures to prevent and combat any form of harassment and violence against women;
9. Obligations with guidelines to implement gender impact assessments in all legislative proposals that are put forward by all EU Institutions;
10. Combine gender mainstreaming with specific actions, to begin with all measures and policies regarding the economic and financial crisis.

1. Overall assessment of the performance of the Roadmap for equality between women and men 2006-2010.

Do you think the Roadmap 2006-2010 has made a difference and contributed to more equality between women and men?

Despite the several challenges that still need to be addressed in order to achieve effective gender equality in Europe, the ETUC believes that the 2006 – 2010 Roadmap has been a valuable instrument to support and promote a common policy commitment on gender equality. It has contributed to enhancing the enforcement of existing EU legislation in the field of equality between women and men and has given greater visibility to gender equality policy at different levels, from the European to the national and local, in employment, education and society.

The ETUC has welcomed the fact that four of the Roadmap priorities were in line with the objectives set in the European Social Partners' Framework of Actions on Gender Equality adopted in 2005. This was not only a sign of consistency between the two instruments, but it also contributed to developing synergies among public authorities, social partners and other relevant stakeholders when addressing these priorities.

Nevertheless, the objectives set by the Roadmap in 2006 are far from being met. The potential of the Roadmap has failed to sufficiently materialise, partly due to the absence of effective instruments to monitor and assess progress in the past four years, and also because of the lack of pro-active and binding measures in key areas such as the gender pay gap, work-life balance, quality of women's work, etc.

Therefore, ETUC believes that **a renewed and more effective commitment to gender equality at EU level is of key importance.**

We also welcome the Commission's plan to adopt a new integrated Roadmap for gender equality and recommend creating a strong link to the upcoming 'post-Lisbon' agenda.

2. Future challenges for gender equality

What are in your view the main medium and long term challenges that a new strategy for gender equality should address?

Women still continue to experience sex discrimination, unequal and low pay, violence, harmful stereotypes, unfair distribution of caring and domestic responsibilities and a consequent lack of economic, social and political power. A new strategy for gender equality would have to address these entrenched inequalities in an effective manner, taking into account that structural change is inevitable.

Europe needs a policy shift from an obsolete model that pushes women into traditional and old fashioned roles, thus contributing to a strong division of labour between the sexes and persistent gaps of pay, time and ultimately economic dependence to a scenario that, on the contrary, promotes modern patterns of employment in the life course, alternative family and care choices, etc.

In ETUC's view, genuine gender equality cannot be achieved without **addressing the intrinsic ambiguities of current gender equality policies** and the lack of policy coherence in the social and economic areas.

In order to tackle the **demographic and socio-economic challenges** Europe is faced with, it is a matter of urgency to develop a more long term and coherent set of policies and measures, recognizing the key role of women in achieving a sustainable Europe.

In this context, the issue of work-life balance for men and women in relation to the organisation of care is one of the major challenges to address in the medium and long term. Work-life balance has only become an issue on the EU's agenda since women have massively and visibly entered the labour market, and have come there to stay. Therefore, until recently it was perceived as primarily a women's and equal opportunities issue, leading to piecemeal policies and measures supporting women and families. In ETUC's view, this is essentially wrong.

At present, indeed it is mostly women who pay the price of the fact that the gap between old societal structures and modern times has not yet been solved. Women continue to juggle work and care, often without having any 'free time' at all. Moreover, they hold part-time jobs with little career perspectives and are affected by pay and pension gaps.

In ETUC's view, it is still important to fight for equal pay and equal treatment of men and women, as well as for the upgrading of part-time and precarious jobs, and better social security and pensions for women. In addition, however, we have to **tackle the mainstream issue of how work, care and private life are organised for both men and women**. For the labour markets of the future, we need all the capacities of women and men available. For the future of our economies and societies, we also need new life to be born and educated. And when we grow old, we need some people around to take care of us.

These issues cannot be properly dealt with on a merely individual basis, and only during the limited period in which workers have small children to care for. In every stage of life, although maybe in varying intensity, any worker will increasingly have to take care of himself and/or somebody else, and invest in his personal development and adaptability. There is therefore a strong need for a **life-course approach in social policy and work organisation**.

An approach based on 'supporting the individual with specific needs' with a bit of flexible working arrangements here and unpaid leave there, as has been characteristic of the policies in many Member States, may offer some short-term solace to mostly women.

But it does not help create the environment for a long-term sustainable perspective of an active population that is highly skilled, productive and also demographically a sound mix of young and old. For this, we need long term visions and investments. We have to reconsider established views in particular on what is the domain of public interest, employers' responsibility and private 'choice'.

In this time of economic crisis, some voices say that work-life balance policies are a luxury, and that people (read: 'men') should be allowed to work more to make ends meet. We take a different view.

In our EU of 27 Member States, very interesting examples exist of how raising women's employment rate, combined with a higher investment in care infrastructures and paid leave facilities for women and men has gone together with higher birth rates, how conversion from unpaid domestic tasks into paid personal services can broaden a country's GDP, and how reduction of full-time working hours has helped raise productivity (Scandinavia, France, Netherlands).

On the other hand, high female employment rates in Central and Eastern Europe go along with very low birth rates, due to women's very low wages and lack of proper and affordable housing. In 21st century Europe, individual 'choice' can mean that families decide to postpone having children or have fewer children than they desire for socio-economic reasons. In other words, both women and men need stable jobs and incomes to have children and careers!

Clearly, a lot has to be done at national and local level involving all the relevant stakeholders, including public authorities as well as employers and trade unions.

Modern trade unions increasingly offer an interesting collective response – such as in the form of collective agreements – to individual needs, for instance in the area of flexible working, leave facilities, childcare arrangements and care infrastructure.

Which role is there for the EU to play? First of all, the EU should make **use of more future oriented analyses of its societies and labour markets**, based on more equal and interchangeable roles of men and women. These analyses will be helpful not only in addressing the follow-up to the next roadmap on gender equality and the post-Lisbon agenda for growth and jobs, but also in planning long-term policies in the field of gender equality.

Secondly, one area of persistent lack of policy coherence is the area of working time regulation. In recent times, the emphasis in the public discourse is increasingly on the economic need for long and flexible working hours. However, in ETUC's view, this approach is for many reasons not sustainable, an important reason being that long and irregular hours confirm a traditional division of labour between men and women with men expected to do long hours and overtime, and women locked into part time jobs with little career perspective. Such working time patterns are neither flexible nor innovative. Instead, within the context of clear standards on maximum hours and minimum rest periods, **innovative and flexible working time patterns can be organised and negotiated**, which also give workers of both sexes a say in the organisation of their working time. This is the kind of worker-oriented flexibility that should be promoted in new working time regulation and policies, as it gives ample scope for win-win outcomes.

Thirdly, **leave arrangements for working parents need to be reviewed and updated** to ensure a minimum harmonisation of rights throughout the EU, which can help EU countries to develop in the same direction. Of course, leave facilities will only be really taken up by women and men, when there is a proper income guarantee. In the recent EU Social Partners' revised agreement on parental leave this connection is clearly recognized, although the implementation in practice is left to the Member States.

There is a **strong need for policy coherence** especially now **in the economic crisis**. Measures and policies developed in all areas of socio-economic policy making at EU level should be checked as regards their relevance and impact on the organisation of work and care, and the division of labour between men and women. Short-term working for men in ailing industries can become a stepping stone to more flexible working arrangements that support work-life balance. Investment in care infrastructures can create jobs and support workers in combining work and care. Investment in (re)training of both women and men can help Europe to reach the necessary higher skills base to remain competitive. If well managed, the crisis can become an opportunity. If not, the crisis will become a serious setback with long-term negative consequences for workers, families and economies.

This explains why the ETUC considers **that the economic crisis is both a short term as well as medium term challenge**. In our view, there is a need for a reinforced political commitment to gender equality, especially in the current times of economic crisis. The gender impact of the recession should be closely monitored and addressed, in terms of its impact on women's jobs, wages and working conditions, income protection also in the longer term (including pensions), access to public services and possibilities to raise a family without ending up in poverty.

This means for instance that it must be acknowledged that the crisis has a different impact on women and men on the labour market, in the private and in the public sector. There is clear evidence that female-dominated sectors are severely affected by the crisis in several Member States (Bulgaria, Ireland, Latvia, Lithuania, Czech Republic...).

It is necessary to examine the impact of the recession on policies directly or indirectly affecting gender equality, including in terms of public spending and maintaining the quality of public infrastructures. There is a clear risk that governments will try to reduce public resources allocated to policies and actions aimed at achieving gender equality, which should be prevented at all costs. There are worrying signals that the closing of the gender pay gap is being pushed down the agenda of Member States due to the recession.

The **financial architecture of recovery packages** should not only prevent a negative impact on the position of women in the labour market and society at large, but also seize the opportunity to ensure that economic recovery brings benefits for women. In this context, it is of major importance that **training and retraining** measures are not only available for men/breadwinners losing a full time permanent job, but also for women in situations of insecurity. **Investment in jobs** should also not be biased towards male dominated sectors and jobs, but take into account the need to also maintain and promote employment opportunities in female dominated sectors and jobs. Investing in care infrastructure has an interesting added value, in that it not only offers jobs to women, but also provides other women the support they need to remain active on the labour market.

A more specific challenge concerns the **quality of women's work**, in terms of wages and working conditions including contractual arrangements, career perspectives, and social security and pension coverage. This issue has a strong link to the low-fertility/ageing society already identified by the Commission background paper to the Roadmap strategy as well as in a number of previous studies and reports.

Research has shown that there is a positive correlation between quality employment opportunities for women and fertility. As part of EU efforts to close the gender pay gap, attention must focus on female-dominated sectors and jobs, such as public and private services, and on improving the quality of part time jobs.

Finally, raising low wages would have a positive effect both on the gender pay gap in these sectors and the overall national gender pay gap. It would attract more men to these sectors and occupations which in turn would contribute to a less segregated labour market.

3. Main policy priorities for gender equality

Are the six priority areas defined in the Roadmap still relevant?

In ETUC's view, **the six priority areas defined in the Roadmap continue to be relevant** and urgent. Despite the work undertaken under the 2006-2010 Roadmap, the ETUC is concerned that insufficient progress has been made in each area: significant gender inequalities persist in pay, occupational segregation, lack of representation in decision making and work/life balance. These priorities should not be looked at as separate objectives, but be integrated in a coherent political approach. The next Roadmap should clearly underline the linkages between the different priorities and how stronger synergies can be made.

There is a need to take further steps on gender equality in Europe: the new Roadmap should propose measures to eliminate gender discrimination, violence and stereotypes, including legislative proposals, demand clear commitment from EU institutions and Member States, propose action to tackle non-compliance with relevant EU legislation and recognise a clear role for social partners.

The ETUC has identified specific actions for each of the six priorities.

1. Economic independence for men and women

The ETUC is of the opinion that the undervaluation of women's work, professional segregation, and precarity of women's jobs are nowadays the three major obstacles for women to achieve a situation of genuine and sustainable economic independence.

With regard to the pay gap, the ETUC has welcomed the 2007 EC Communication on the gender pay gap and related campaign launched in this context. However, the lack of binding proposals, notably through the revision of Directive 75/117/EEC on the application of the principle of equal pay for men and women has been a missed opportunity. As indicated in the ETUC Position "Reducing the Gender Pay Gap", a number of measures have yet to be taken to avoid the development of "a Europe à la carte" on gender equality. These include (but are not limited to):

- **measures to combat women's undervaluation in female-dominated sectors and occupations.** A follow-up to the proposal in the Roadmap to carry out a survey on job classification in health and social care, in consultation with relevant social partners, is yet to be enacted and should be urgently addressed³;
- **raising statutory national minimum wages** to achieve the targets. This will primarily benefit women;
- **an obligation for employers, in cooperation with trade unions, to provide gendered data on: remuneration** (including bonuses, profit sharing schemes, complementary pension/insurance schemes), concrete measures on **transparency of wages** (all the more relevant in view of the financial crisis) as well as on **work-force composition** (including part-time and fixed-term contract workers). The lack of available gendered data on working conditions in many workplaces remains a major obstacle to achieving equal pay and tackling the potential gender effects of restructuring;
- stronger measures encouraging the **setting up of equality plans** at enterprise level. The 2002 equal treatment directive which only 'encourages' employers to carry out equality plans has not had much effect;
- more **support for collective bargaining at sectoral and enterprise level**, which – according to research – already in itself leads to narrower equality and gender gaps;
- measures to encourage public authorities to **promote equality/social clauses in public procurement**. Whilst the ETUC welcomes the recently published guide on social clauses in public contracts, we would favour a more binding instrument and clearer guidance from the Commission on the promotion of equality measures in the framework of contract compliance.

ETUC considers that these measures will also have a positive impact on gender professional segregation. Research shows that professional and sectoral segregation are persistent everywhere in Europe, with large differences between Member States. It seems that the focus has been put mainly on women entering male dominated sectors, while there is insufficient action to increase men's presence in sectors and professions that predominantly employ women.

Women continue to be more frequently employed with precarious work contracts. The increase in the number of women in the labour market is not being accompanied by an equivalent improvement in the quality of their employment conditions.

³ For instance, the EPSU study ("Study on pay in the care sector in relation to overall pay levels and the gender pay gap in different countries in the European Union", Jane Pillinger, 2009) shows that wages in the care sector are below national average wages, at least in 6 of the 7 EU Member States surveyed. This study corroborates earlier findings of the Dublin Foundation in a study on childcare which recommends improving wages in this sector.

Women are more likely to be employed with part-time, fixed term, temporary work contracts, often on a precarious basis. If this is not tackled effectively Europe will have to cope with a new generation of poor retired workers that have accumulated low and insufficient pension rights.

A category that is particularly affected by precarious working conditions is **domestic workers**. While figures on the nature and extent of domestic work in the countries of the European Union, are difficult to find, there is no doubt that there is a growing and unmet demand for more (domestic) help and personal services. It is also clear that a very high proportion of those doing this work are women, often migrants, in search of better lives for them and their families. Domestic work is scarcely regulated and protected in Europe, thus contributing to keeping this category of workers outside the formal employment systems and in the twilight zone of the undocumented migrants where they are extremely vulnerable to high levels of abuse and exploitation. In ETUC's view it is time for the EU to step up its activity to put in place common minimum standards regulating domestic workers' working conditions. In order to achieve this, the EC should:

- put the question of domestic workers at the centre of its action, while protecting their rights as migrants and women;
- produce more exact data and comparisons on the working realities and (lack of) rights of domestic workers across Europe;
- link this issue to the post-Lisbon agenda and other relevant discussions such as those on demographic change.
- Positively contribute to the discussion taking place on the need to develop labour standards for domestic workers in the ILO conference of 2010 and 2011.

2. Reconciliation of private and professional life

The issue of work-life balance has been high on the agenda of the European social partners in the last years. Reconciling family, private and professional commitments was one of the priorities addressed by the Social Partners' Framework of Actions on gender equality. In addition, a joint progress report on work-life balance was adopted in February 2008 and presented to the March Tripartite Social Summit 2008, following the consultation of the European Commission in this field⁴. The EU Social Partners identified three specific areas where a balanced, integrated and coherent policy mix must be put in place: i) leave arrangements; ii) care infrastructures; iii) working arrangements.

Following this progress report the European social partners undertook joint work: they adopted a joint letter on childcare in July 2008⁵ and revised their framework agreement on parental leave (signed on 18th June 2009). Even if these two results are relevant, the ETUC believes that more needs to be done at European level to help workers, both women and men, balance their professional, family and private obligations, in particular.

- the revision of the **Pregnant workers Directive should be urgently accomplished**, to ensure that women can genuinely combine the choice to have a family with employment in a long term perspective of fully fledged labour market participation.

⁴ See : http://www.etuc.org/IMG/pdf_2008-00393-E.pdf

⁵ See : <http://www.etuc.org/a/5204>

- the **introduction at EU level** of a minimum right to **paternity leave**, i.e. short paid leave of the father or partner around the birth of a child, to allow and promote that fathers to bond with their new born child in the earliest possible stage, which is an important pre-condition to a more equal division of labour between men and women with regard to childrearing in a later stage. Such a paternity leave should be introduced in addition to parental leave.
- the **transposition and implementation of the revised Parental Leave Directive must be closely monitored** in the upcoming years, especially to see if its revised provisions will have the intended effect of improving work-life balance and a more equal division of labour between women and men.

As part of a balanced policy mix, the new Roadmap should also address the issue of care facilities in the context of improving the reconciliation of work life balance. This issue was omitted by the previous Roadmap, but the importance of available, accessible, affordable and good quality childcare and elderly care services cannot be underestimated and should be addressed by the next Roadmap. Therefore the ETUC calls for:

- **Targeted actions** towards those Member States that are far from reaching the Barcelona targets;
- The **definition of indicators** to measure progress achieved, in line with the conclusions of the Commission's report adopted in October 2010 on this issue. The quality of employment in and better access to quality and affordable social/child care remain a priority especially in a time of economic crisis where the public authorities are under pressure to reduce their responsibilities in this area and tend to leave them to private initiatives.
- The introduction of a **new Lisbon target regarding social and care services for dependants** as the EU social partners proposed in their joint progress report on work-life balance.

Concerning the important area of working time, the ETUC is convinced that there is a strong need to review and adapt the traditional organisation of working time. While more concrete observations will be put forward in the context of the upcoming new consultation to be launched by the Commission in this field, we believe that this area should also be addressed by the new Roadmap, with the introduction of measures that **combat the long hours culture**. In our view, the persistent emphasis on long and irregular hours as a feature of 21-st century employment confirms the traditional division of labour between men and women, with men doing overtime and women taking the care responsibilities. It also makes it more difficult for women to advance on the career ladder, where often higher and managerial positions are strongly linked to images and stereotypes of long hours and permanent availability. This issue is strongly linked to stereotypes, which should be challenged, such as that a good worker is a worker who is available full time. The 21-st century worker should be defined as a "worker (m/f) who cares".

With regard to **part time** and precarious employment, the ETUC has often drawn attention to the current realities of part time work in most EU countries, showing its strong and negative impact in terms of gender segregation in the labour market and the persistence of the gender pay gap. In ETUC's view there is an urgent need to:

- **review the current policies and regulations with regard to part time work**, also in light of the Part Time Agreement of the European social partners, transposed in the Part Time Directive, which aimed very explicitly at the promotion of part time work as a quality option and equal treatment of part time workers as a necessary pre-condition to this.

- **promote comparative research** in the area of part time work, also by involving social partners;
- call on Member States and social partners at all relevant levels to take up the challenge of **making part time work a genuine quality option** for men and women.

ETUC is ready to take up the responsibility together with employers at EU level to review and strengthen the Part time Directive, both in terms of its equal treatment provisions, as to introduce a 'right to adapt one's working hours' (both upwards and downwards), which already exists in some Member States (such as the Netherlands, the UK and Germany).

3. Equal representation in decision-making

The unbalanced representation of women in decision making position in politics, the economy and in trade union organisations is a long standing matter of concern for the ETUC. This issue is mentioned as one of the priorities in the Social Partners' Framework of actions on gender equality.

ETUC is of the opinion that the Commission's data base on women and men in decision-making, including in trade unions and employers' organisations, and its regular reporting is a very useful tool. However, the following measures could be addressed by the next Roadmap in order to make progress in this area:

- The EC database can make **use of the data** that the **ETUC** collects through its annual **8th of March Survey**, that monitors developments in 82 cross-industry organisations throughout Europe and in the European industry Federations⁶.
- Priority should be given to **national central banks and EU financial institutions** which are all led by a male governor, and to leading companies where men account for nearly 90% of the board members.
- Carry out a **study on the impact of recent legislative measures on gender parity** (i.e. the Norwegian legislation on gender parity on the board membership of both public and private companies - minimum of 40%) in order to assess if such measures are effective in attaining a more balanced presence of women in decision making positions.

4. Eradication of all forms of gender-related violence

In ETUC's view, any attempts to reduce public policies and financial resources in this area should be avoided. The recession is likely to increase the risks of domestic violence and of violence against vulnerable groups of workers. Investment in prevention will therefore be very important. Therefore, with regard to this important field we:

- invite the European Commission to **carry out a study on Member States' investment** in terms of public campaigns and in women's' support centres, training of police forces, access to justice, specific support for domestic workers who are in a particularly vulnerable situation, etc. in order to share practices and experiences in this field.

⁶ See : <http://www.etuc.org/r/1347>

5. Elimination of gender stereotypes

Traditional gender roles and stereotypes continue to have a strong influence on the division of labour between men and women at home, in the workplace and in society at large, and tend to continue a vicious circle of obstacles to achieving gender equality. In addition to the stereotypes about what is and is not 'women's /men's work' there is the very deeply entrenched prejudice that a good worker is a worker who is available full time (i.e. always). This prejudice works not only against women but also against men who take a more modern view on work-life balance.

Social Partners at EU level have taken responsibility for this issue through their Framework of Actions, in which they recognise that they have a role to play in addressing gender roles and stereotypes in employment and in the workplace. Social partners should be given a clear role when addressing male and female gender stereotypes in employment, and not only focus on segregation and how to promote women in male jobs and vice versa, but also tackle stereotypes as to what makes a 'good worker' or a 'good manager'.

The ETUC believes that the EU has also a strong role to play in this field. We call on the next Roadmap to:

- **Promote awareness raising campaigns on diversity management and on breaking stereotypes on traditional gender roles in education, employment and society.** Such campaigns should also address more diverse career patterns for men and women, as well as the benefits for the economy and society of shared family responsibilities between women and men.

6. Promotion of gender equality in external and developments policies

EU legislative proposals may often have a specific impact on women, also in terms of their access and quality of employment. For instance in the case of the Directive on the application of patients' rights in cross-border healthcare no gender impact assessment of the proposal was carried out. As the health care sector is a major employer of women, it would be important to examine if and to what extent the proposed directive may or may not reduce healthcare access inequalities between women and men, on the one hand, and may or may not improve the working conditions of women working in this sector, on the other. Consequently, the ETUC is the opinion that the next Roadmap:

- Should propose **gender impact assessments for all policies** (including internal market, competition, justice and home affairs, migration etc.) that the European Commission puts forward.

Especially in the area of migration and integration policies, it is of major importance to always assess the gender dimension of the policies and measures developed, taking into account that an increasing percentage of short term and long term immigrants are women. For instance, the new plans for a possible Directive on seasonal workers should be accompanied by a gender impact assessment, clarifying to what extent migrant women are involved in seasonal work, and what impact the various proposals would have on their situation, bearing in mind that many of them have left their children in their country of origin in the care of their grandparents or siblings.

Which new priorities should be considered?

As stated above the ETUC believes that the current six priorities remain relevant and valid. However, in ETUC's view other policy areas could be worth addressing by the next Roadmap:

- **Poverty and social exclusion** in connection to the promotion of quality employment for women. Job segregation, low salaries and precarious jobs are features that increasingly affect female workers throughout Europe. In the longer term this will have a negative impact not only on the demographic change, because fewer women will be able to afford the choice of bearing and rearing children, but will also contribute to the feminisation of poverty especially among the elderly, with many women not having acquired proper pension rights.
- The **specific situation of domestic work** in Europe should be addressed and therefore the next Roadmap should put forward specific measures for domestic workers. Good practice existing in some Member States about how to deal with household work in a more innovative manner, should be investigated and promoted, such as the 'cheques services'.
- Available, affordable, quality **care facilities** and a **new target on dependent and elder care** should be emphasised under the priority on work-life balance.
- The impact of the crisis on women and the architecture and content of recovery packages, including investment in **training and jobs for women**;

How can gender mainstreaming and specific actions be made more effective?

The ETUC believes that the dual approach of combining gender mainstreaming with specific and targeted actions should be maintained in the next Roadmap as well.

However it is important to apply a **stricter implementation of the gender mainstreaming principle** in all EU institutions' policies as well as the Commission's Directorate General. The ETUC believes that in this respect it would be key to have **appropriate financial resources** allocated to the development of the new Roadmap priorities and that an ad hoc budget should be foreseen.

More emphasis should be put on **disseminating the information** on results achieved and activities realised through programmes, specific research findings or events' conclusions. The European Commission could for instance consider translating its website on equality into all EU languages, thus giving more visibility to the activities and documents realised in this area.

The new Roadmap should clearly mention the work of the EU Institutions on new legislation in the area of equality. As mentioned above, the ETUC is in favour of a revision of the equal pay directive as well as of the part-time directive and new legislative measures on the protection of domestic workers. In future the EC should also provide a gender impact assessment of any legislative proposal put forward.

With regard to the issue of women in decision making, it is time to have a general assessment of the different systems where quota are in use and put forward recommendations at European level. The European Commission should also continue to collect qualitative and quantitative data on women's presence in top managerial positions, in different sectors and professions. Finally, appropriate instruments to assess inequalities between men and women in companies should be developed as well as a stronger support and the promotion of equality plans at enterprise level, especially through social dialogue.

In what policy areas could new gender targets be defined? Which targets should be quantified?

In its Progress report on reconciliation of work, professional and family life, the ETUC has proposed together with the EU employers' organisations the introduction of a new post-Lisbon target **on dependent and elderly care**.

In the context of the new post-Lisbon agenda, the ETUC is of the opinion that a quantitative target for reducing the **gender pay gap** should be re-introduced and a gender pay indicator should be inserted in the macro economic guidelines and/or employment guidelines of the post Lisbon strategy. Its monitoring should be carried out and the improvements achieved by each Member States spelled out by the Eurostat and EC reports. There is also need to gather **more systematic data on the part-time pay gap** and the pension gap.

Concerning the area of work life balance, there is a need to gather and compare more data on the **take up of leave arrangements by men** (i.e. parental leave, paternity leave, leave for urgent reasons, etc.).

How can complementarities and synergies between the Commission's initiatives, the actions by the Member States, the actions by Social Partners and organisations representing civil society, both at European and national level, be achieved?

The ETUC is of the opinion that there is scope for reinforced synergies between the European Commission, Member States, European and national social partners' activities to raise more awareness and knowledge on the objectives of the next Roadmap.

Social dialogue and collective bargaining can play an important role in developing and implementing gender equality in practice. There is a need to invest in training of social partners' delegates on gender equality and how to implement the gender mainstreaming principle. The ETUC will continue to invest in this field, through training and awareness programmes addressed to its members. However, there is also a need for more systematic involvement of trade union organisations in programmes and actions in the area of gender equality that are promoted by national actors. For an effective fight against discrimination on grounds of gender, it is very important to regularly involve trade union and social partners' representatives in discussions, consultations and actions that are realised at different levels to implement Roadmap priorities.

There is a general need of a **reinforced coordination between Member States**, EU institutions and social partners in the field of equality. Trade union members should be regularly informed and consulted at appropriate levels on policy developments in the area of gender equality. What happens at EU level, with the Commission (especially DG Employment and Social Affairs) in policy and developments in the area of gender equality is not systematically reflected at national level. Often trade unions are not involved in the gender equality policy making carried out by national/regional/local public authorities. Trade unions' role in the fight against discrimination is fundamental especially in the area of employment and labour market inclusion. Their contribution and know-how should be used at all levels.

What types of improvements should be aimed at concerning the monitoring and the reporting on progress made?

Monitoring and evaluating progress achieved with regard to the objectives set in the next Roadmap is essential to the effective implementation of this new instrument. As stated before, the EC should give visibility to the progress achieved (or failed), through for instance a specific section on the annual report on equality between men and women issued by DG Employment and Social Affairs. This monitoring should also cover policies outside social and employment field, such as external relation and development, internal market, trade and migration. It is therefore essential that quantitative and qualitative indicators are set and reviewed on a regular basis.

The following measures could be considered in order to foster the monitoring and implementation:

- EU Member States' **national action plans** should specifically **address measures to implement the new Roadmap objectives**;
- **Foresee sanctions in the context of ESF funding** for those Member States failing to implement the Roadmap priorities;
- The European Commission's **annual progress report** on gender equality should contain a specific section on the Roadmap;
- The new Roadmap should clearly **spell out funding programmes** that are useful to implement its objectives. The introduction of an ad hoc programme to tackle the Roadmap priorities could be also considered.
- **Develop public campaigns** that emphasize the need for social dialogue as a priority and promote gender equality as an indispensable part of collective bargaining.
- Finally, the **new Gender Institute should be given a clear and strong role** in monitoring and assessing progress made in the implementation of the next Roadmap.
