

# Grey literature on economic and financial affairs

**What is grey literature? It is literature produced by non-commercial publishers, such as public institutions, universities, research institutes and civil society. It contains a lot of useful content, but is often hard to find as it is scattered across different loca-**

**tions. EIGE has collected grey literature on gender equality and you can access our collection through a simple search interface. EIGE's collection of grey literature is available in several EU languages and documents come from all EU Member States.**

## The relevance of gender in economic and financial affairs

The promotion of gender equality can help unleash the talents of women, which has been proven to contribute to sustainable economic growth.

There has been an increased focus on gender equality in economic and fiscal policies over the past decade, in particular in taxation, social security and labour market regulation.



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## Grey literature in EIGE's library

EIGE's library hosts one of the largest collections on gender-related literature related to economic and financial affairs. The collection presents **good practices** of current policies throughout Europe as well as **gender indicators** aimed at assessing gender equality in economic and financial affairs. Several resources focus on

the ways in which the EU has mainstreamed gender into **policy processes** for economic and financial affairs. You will also find **research reports** and **statistical documents** providing data on key gender issues related to economic and financial affairs.

## Labour market regulations for gender equality

Labour market regulations and policies to support work-life balance, **increase women's participation** in the labour market and **reduce employment gender inequalities**. In the library you will find several policy documents from European institutions and international organisations.

These provide advice, recommendations and examples of good practice on **policy measures** to tackle employment gender gaps:

- to increase women's participation rates, documentation in the library stresses the importance of **work-life balance measures** introducing flexible work arrangements, better quality part-time work, accessible childcare, paternity leave and parental/family leave;

### Reading list

*Achieving stronger growth by promoting a more gender-balanced economy.*

- to reduce employment and pay gaps, library resources stress the importance of policies to promote **women's entrepreneurship**, reduce **gender segregation** in education and employment, and increase the representation of women in decision-making positions.

Library resources also provide **evidence on the implementation** of policies to reduce gender employment gaps and enhance women's work-life balance across the EU and other OECD countries.

## Fiscal policies and women's labour market participation

Fiscal policies, which include **income taxation** and government spending on **social welfare benefits**, influence women's labour market participation. Many resources included in the library examine work incentives and disincentives, and provide evidence on the effects of different tax-benefit systems on women's labour market participation and **work intensity** (hours worked). In many EU countries, tax systems generate **strong disincentives** for female labour participation through high taxation on **secondary earners**, family income taxation (instead of individual) and family-related tax elements (e.g. dependent spouse allowances or credits and tax credits conditional on family income), as well as a reduction in benefits due to an increase in the income of a secondary earner. At the same time, properly designed **family benefits** and support for parental leave and childcare can help

### Reading list

*Secondary Earners and Fiscal Policies in Europe;  
Gender Budgeting in OECD Countries.*

increase women's participation in the labour market. Grey literature resources in the library provide information on **tax-benefit systems** across EU countries. You will also find resources on **gender-responsive budgeting** (GRB) in EU Member States and OECD countries. GRB is in fact one tool for implementing gender mainstreaming when distributing financial resources and planning future policies and actions.

## Gender pension gap

The existence of a **gender gap in pensions** is examined in several library resources, which provide statistics that illustrate how women's lower pension revenues are the result of **gender inequalities over a lifetime**: lower paid jobs, pay gap, part-time work, interrupted work histories and a short working life due to caring responsibilities. As the financial sustainability of pension systems is a matter of EU-wide concern, the library contains several resources examining a wide range of gender-related pension issues:

- **sustainability** of pension systems and women's participation in the labour market;
- gender-sensitive pension reforms;

### Reading list

*Gender Gap in Pensions in the EU — Research note to the Latvian Presidency.*

- an impact assessment of **pension reforms on gender equality**.

Library resources include working papers, research reports and policy documents. They provide data, examples of good practice and policy recommendations.

### About EIGE

The European Institute for Gender Equality is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans and beyond, by providing them with specific expertise and comparable and reliable information on gender equality in Europe. With over 800 000 items, EIGE's Resource and Documentation Centre is a one-stop shop for gender knowledge. Access our collection of policy documents, books, articles, studies, specialised databases and more at [www.eige.europa.eu](http://www.eige.europa.eu)

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