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.

Grey literature on economic and financial affairs

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;

• 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.

Reading list

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

Reading list

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

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.