



Beyond Beijing +25 in the EU: Sustainable and inclusive growth through the lens of women's empowerment

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Geneva, 2019



Economy: disproportionate share of unpaid work

**13
HRS**

of **unpaid work** more per week for women

**7.7
MIL**

women and 0.5 M men **out of labour** market due to care responsibilities

**9
MIL**

women and 0.6 M men **work part time** due care responsibilities



Economy: inequalities in the labour market



Employment rate has risen, but **gender employment gap** remains at 11.5 pp



Women's jobs more likely to be **precarious and automated** in the future



Persistent gender gaps in **pay (16%)** and **pensions (37%)**



High poverty among lone mothers, Roma, migrants and women with disabilities



Public infrastructure, social protection and services: gaps limit equal sharing of unpaid work

1/6

households have unmet needs for childcare services

1/3

households lives without adequate professional home-care services



Public infrastructure, social protection and services: gaps limit equal sharing of unpaid work



Flexible work can reinforce **gender differences in unpaid work**



Variation in **family-related leave**



Lack of **gender sensitivity in welfare and tax systems**



Public infrastructure, social protection and services: EU climate change policy gender-blind

25%

of EU expenditures set to contribute to climate objectives, with potential gendered impacts



Energy efficient solutions can transform the division of unpaid work and reduce energy poverty



Waste reduction can add to unpaid work of women



Public infrastructure, social protection and services: EU climate change policy gender-blind

EU approach to energy and climate policy **mostly gender-blind**

Women **under-represented in decision-making** and relevant sectors

This is despite their higher **concern about climate change**



Parity democracy, accountability and gender-responsive institutions: gender mainstreaming fragmented



An ambitious **EU Strategy for gender equality** is needed



Limited gender perspective in EU economic governance, fiscal and macroeconomic assessments



EU budget remains largely **gender-blind**



Concerns about political **space for women's rights**
NGOs



Parity democracy, accountability and gender-responsive institutions: gender balance in decision-making



Women underrepresented in all fields of decision-making



20% or less representation in economy, sports and diplomacy decision-making posts



Progress faster when supported by governmental action



Freedom from gender-based violence, stereotypes and stigma: new forms of violence in digital age

Half

Women in the EU have experienced **sexual harassment**

Third

Women are affected by **physical and/or sexual violence**

80%

Women parliamentarians experienced **psychological violence** world-wide



Freedom from gender-based violence, stereotypes and stigma: new forms of violence in digital age

Exposure to online abuse disproportionately affects **young women**

Women journalists and those fighting for women's and minority rights often experience **sexist cyber harassment**

Women and girls seeking asylum **at particularly high risk of gender-based violence**



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