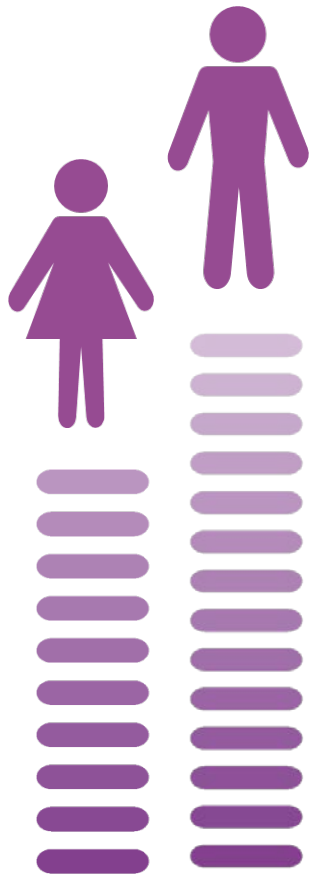
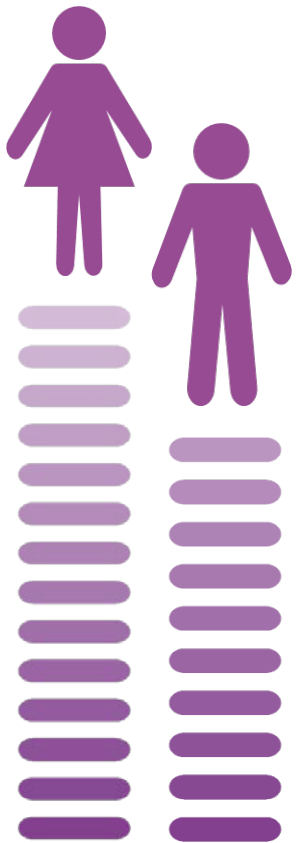


Planning of the Gender Equality Index 2019 Focus on work-life balance

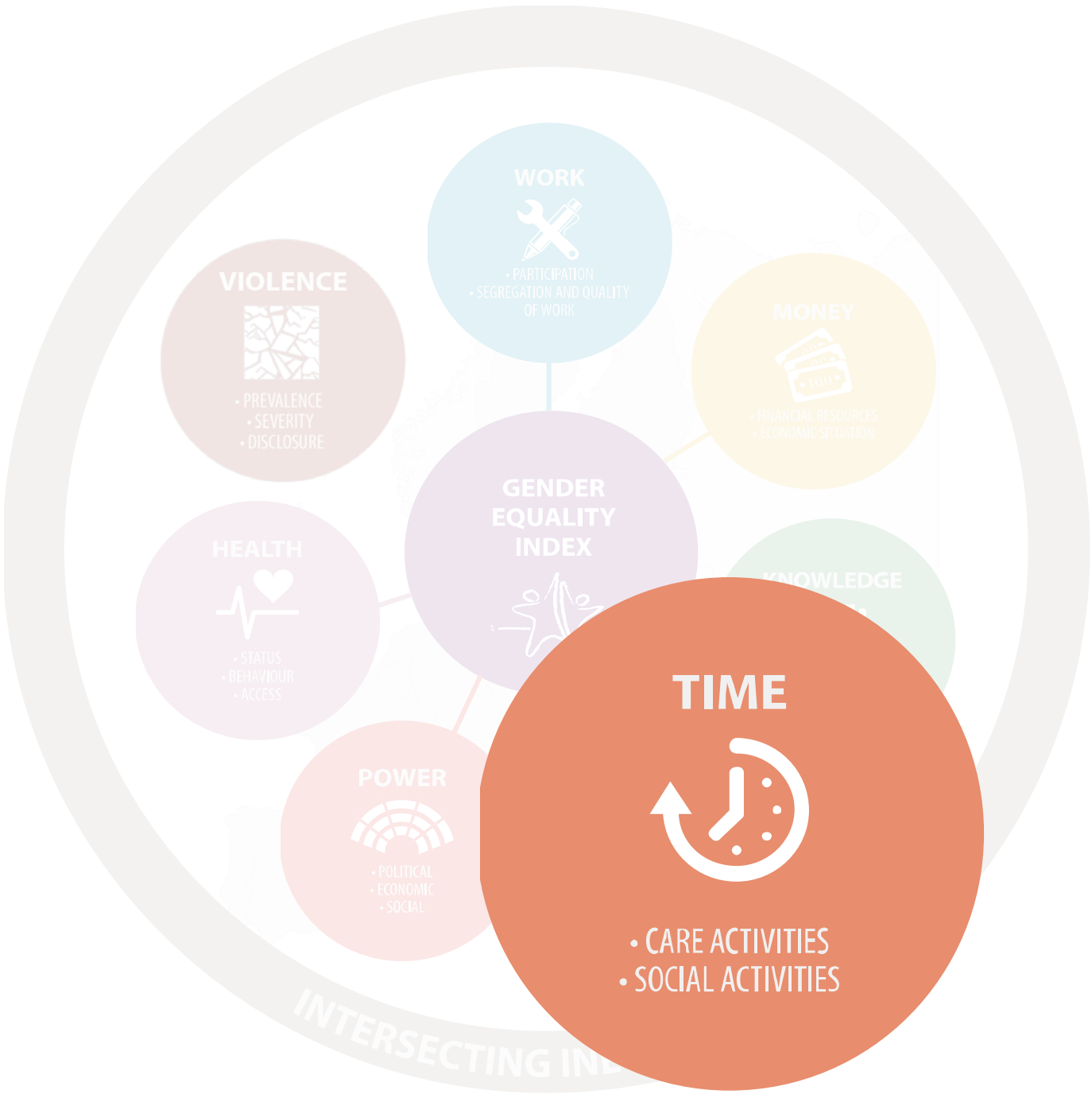
Marre Karu 26/04/2018
Expert's Forum



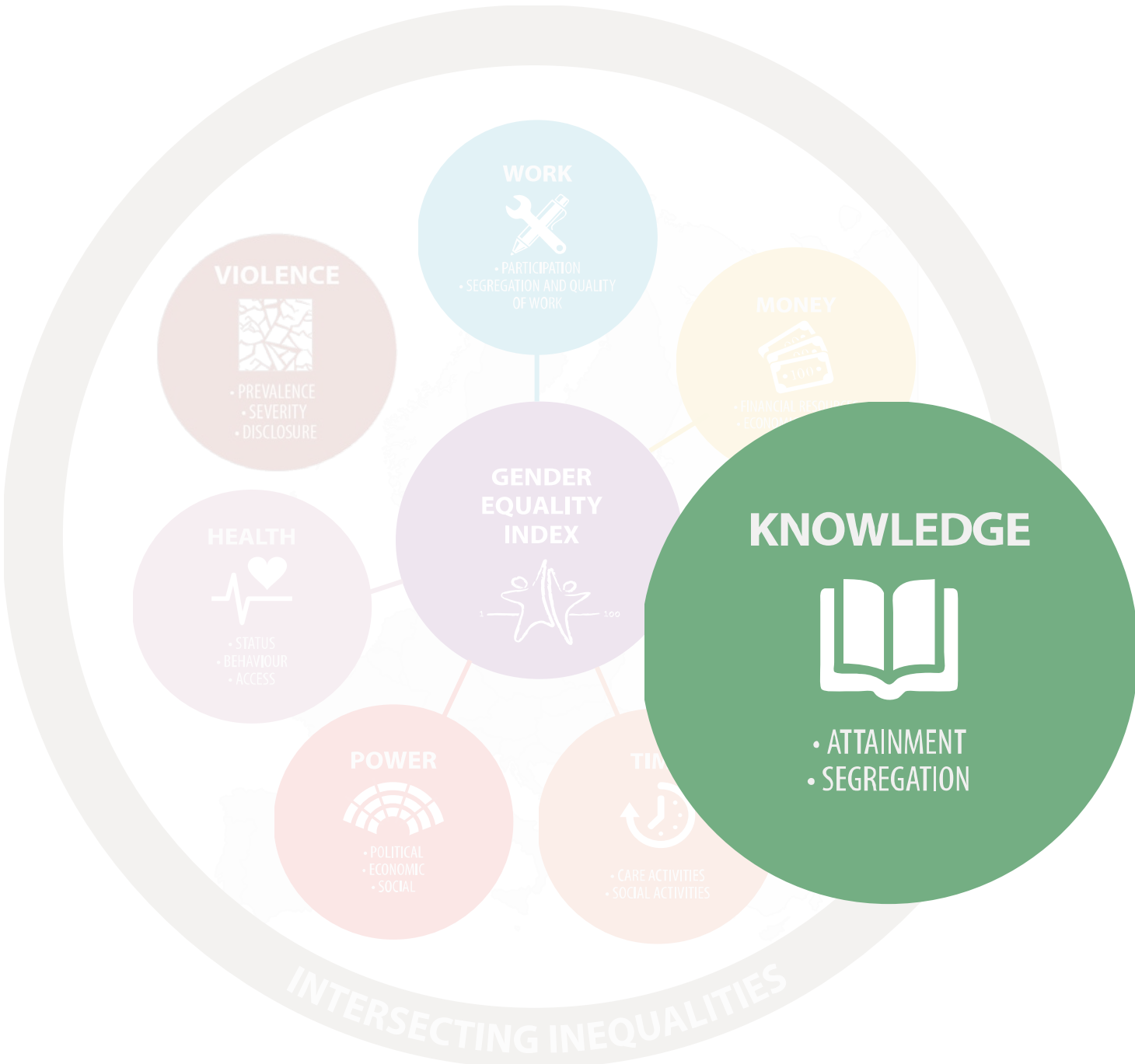
Gender gaps adjusted for levels of achievement



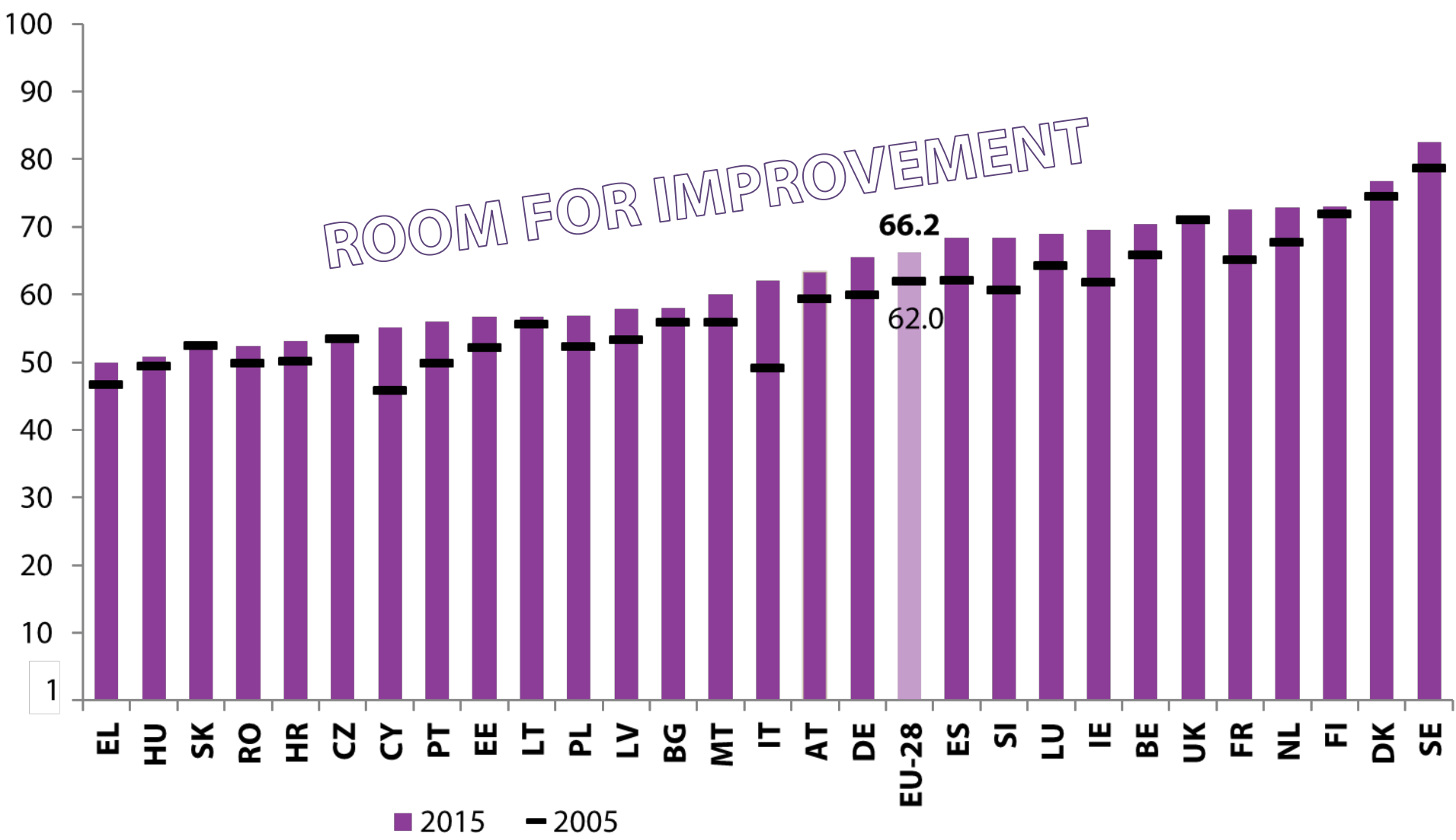






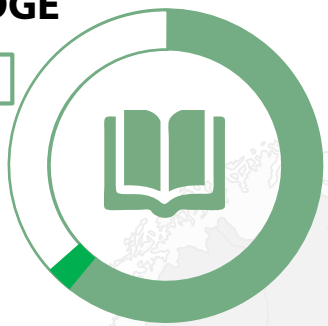


Gender Equality Index 2017

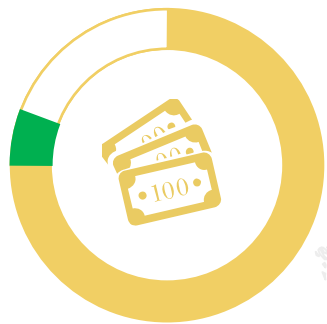


KNOWLEDGE

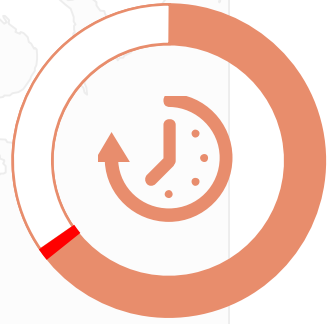
63.4



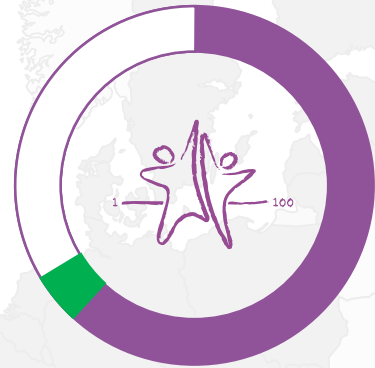
MONEY 79.6



TIME 65.7



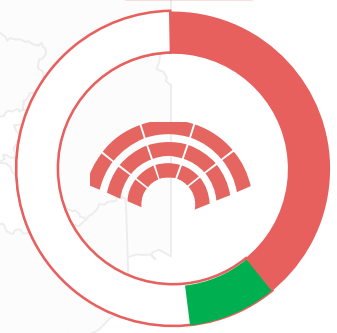
INDEX 66.2



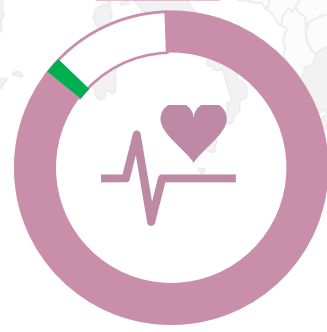
WORK 71.5



POWER 48.5



HEALTH 87.4



Gender Equality Index 2019 and work-life balance

1. Update of the Gender Equality Index and developments since 2005

2. Further focus on three domains from work-life balance perspective

- **Domain of Time**
- **Domain of Work**
- **Domain of Knowledge**

3. Additional indicators to give a further work-life balance context

The purpose of the focus on work-life balance is to

- give more understanding of the connections between work-life balance and gender equality in the EU
- show how different aspects of work-life balance are interconnected
- provide policy context

Focus on domains of time, work and knowledge

DOMAIN OF TIME

1. People caring for and educating their children, grandchildren, elderly or people with disabilities
2. People doing cooking and/or housework
3. Sporting, cultural or leisure activities
4. Voluntary or charitable activities

DOMAIN OF WORK

1. FTE employment rate
2. Duration of working life
3. Ability to take an hour off during working hours for personal or family matters
4. (Segregation)
5. (Career prospects)

DOMAIN OF KNOWLEDGE

1. People participating in formal or non-formal education and training

Development of gender differences over time

Intersectional perspective

- Age
- Family type/children
- Migration background
- Dis/ability
- Education

Life-course perspective

Differences by sector/occupation

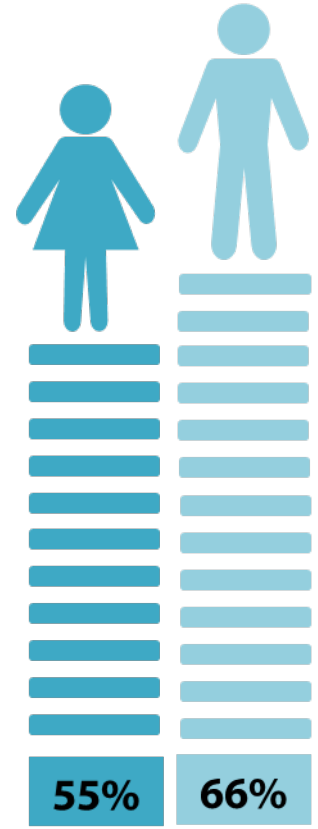
Example of intersectional approach



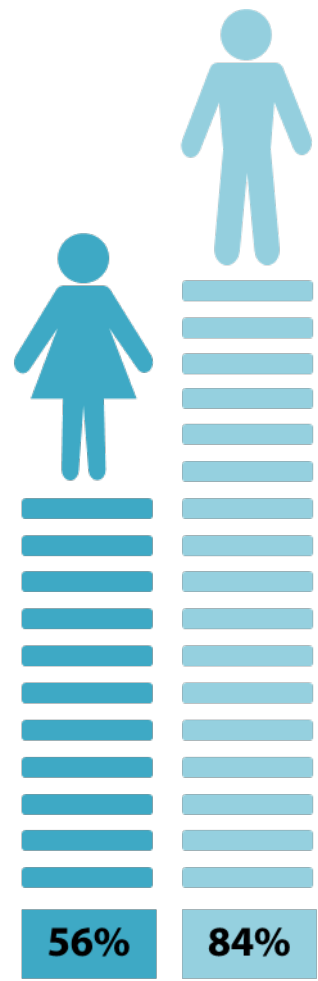
FTE employment rate for women is 40%, for men 56%

Participation in employment is particularly low for

- women with disabilities
- women with low education
- women with children



Lone parents

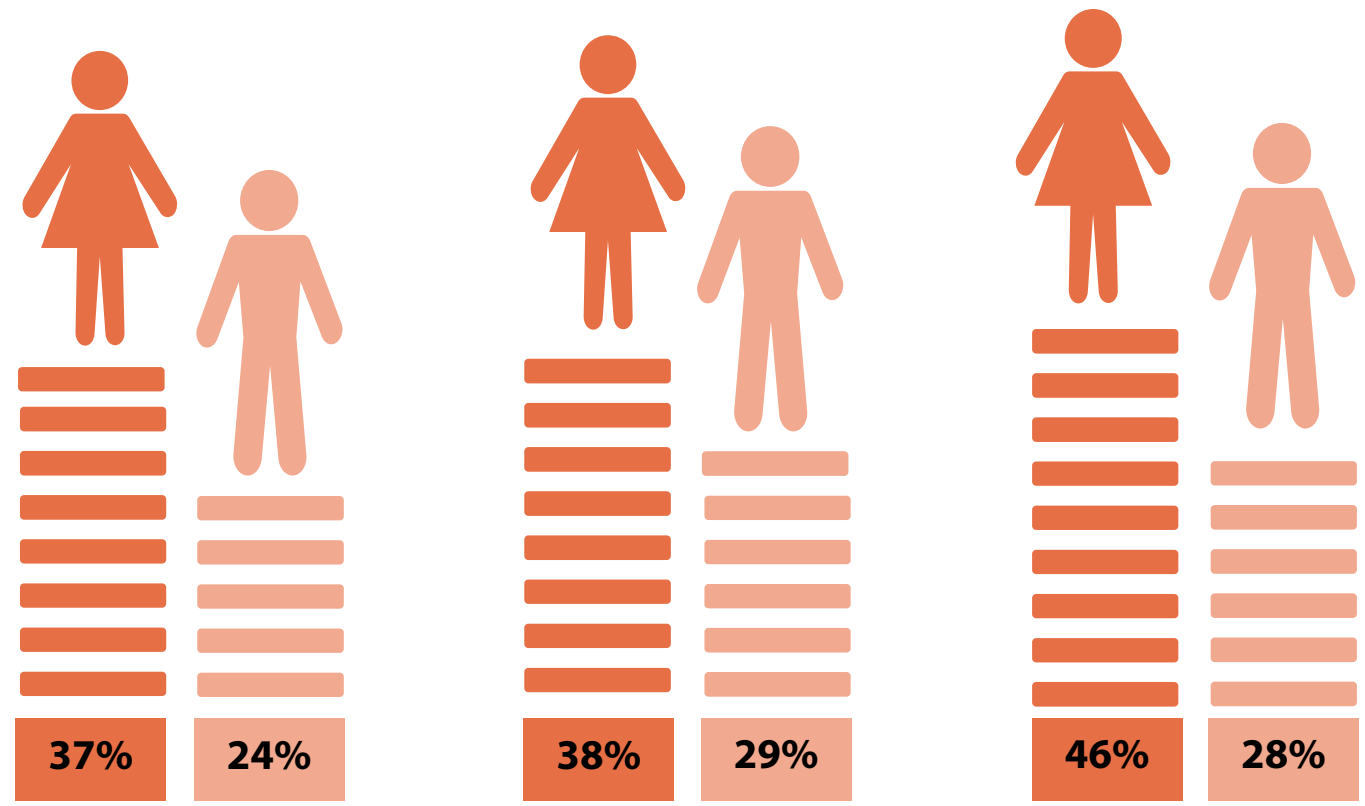


Couple with children



Example of intersectional approach

Unpaid care is higher among non-EU born women



National born

Born in the EU

Born outside of the EU

Possible additional topics (1)

Employment

- Employment rate
- Part-time work
- Reasons for inactivity or part-time work
- Re-integration to labour market after long-term breaks
- NEET for family reasons

Flexible working arrangements

- Actual and desired working hours
- Spill-over effects from life to work
- Flexible working time arrangements
- Working time autonomy (control)
- Unusual working hours, predictability
- Satisfaction with working time

Impact on family life

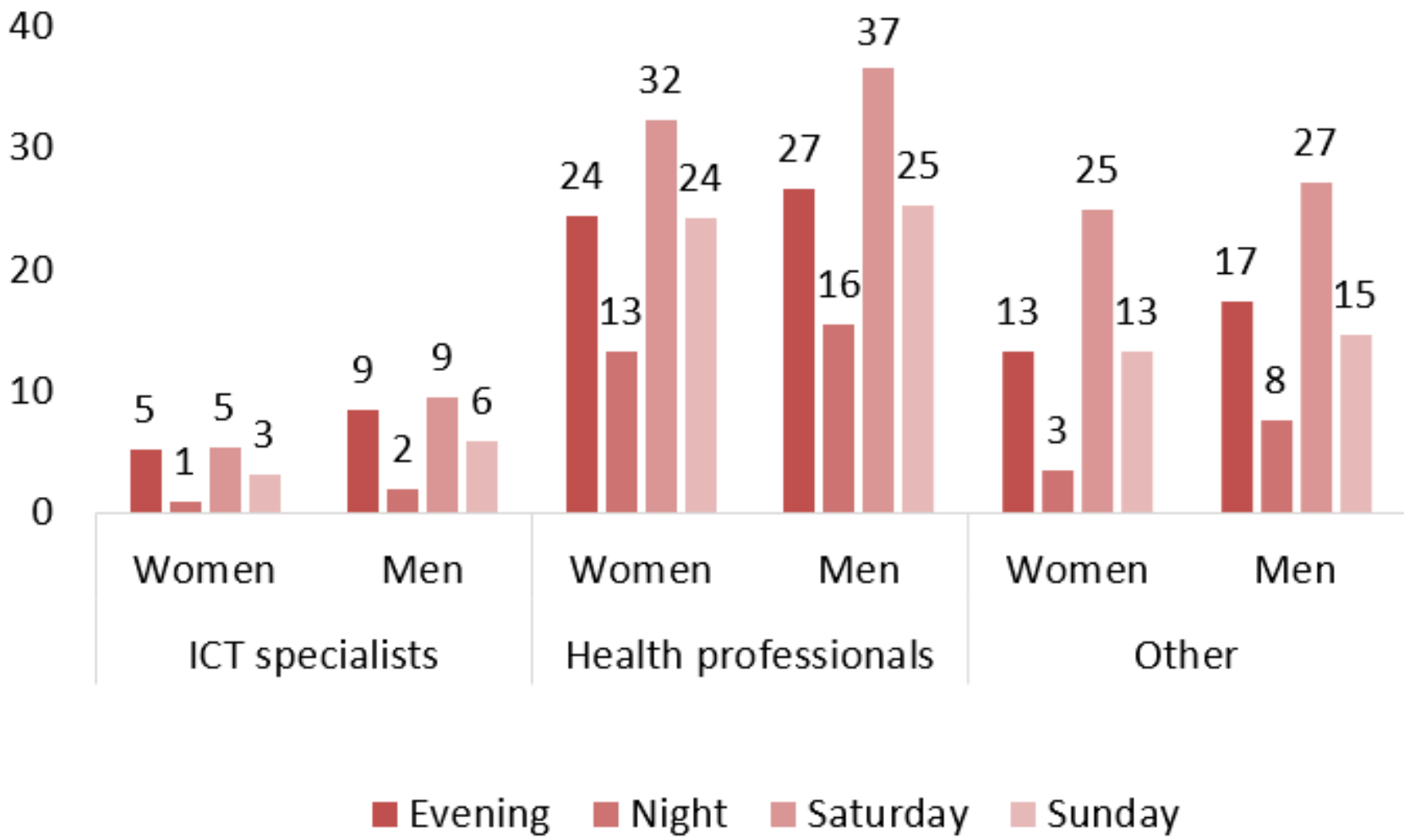
- Spill-over from work to family
 - No sufficient time for children
 - Too tired to do housework
 - Working at free time etc.
- Fertility and postponement of children

Possible perspectives

- **Intersectional perspective**
- **Life-course perspective**
- **Differences by sector/occupation**

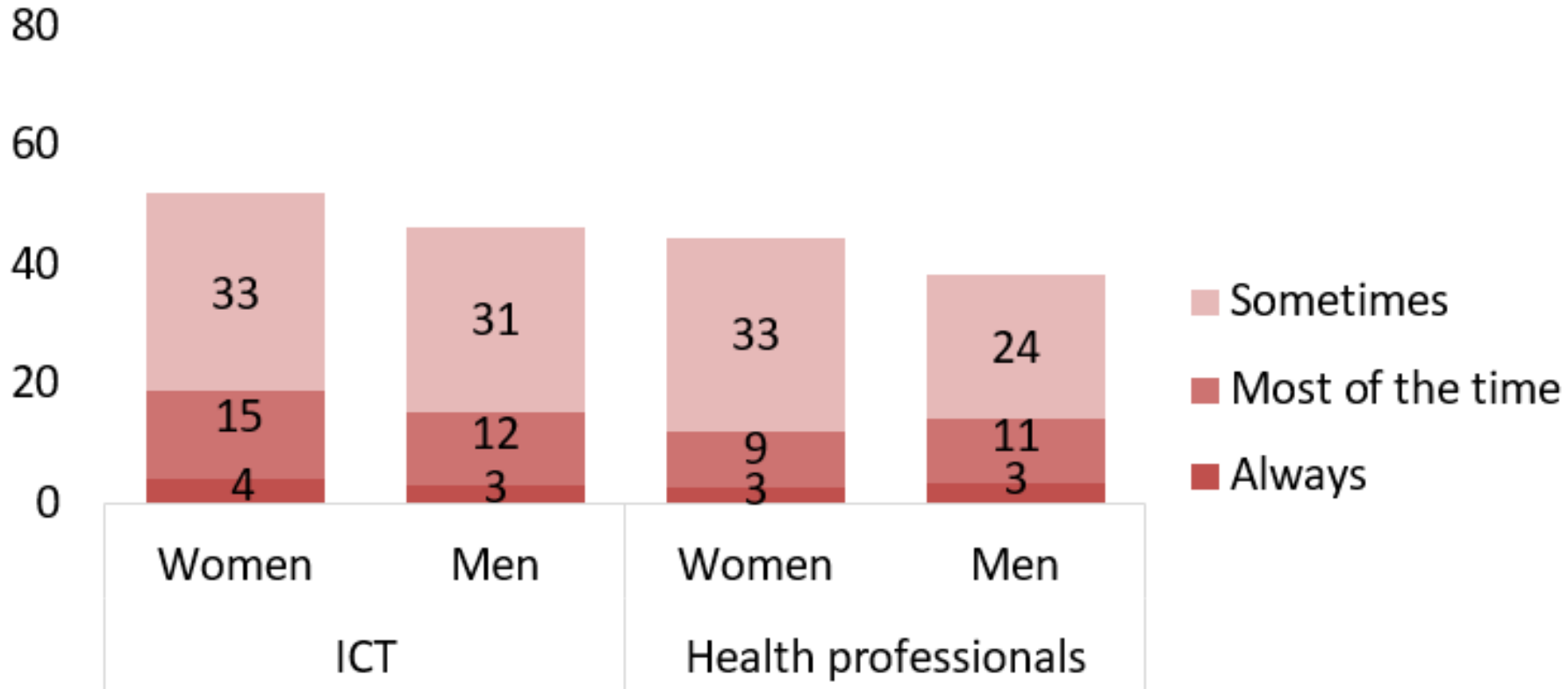
Example of occupational/sectoral approach

Atypical hours are less common in ICT



Example of occupational/sectoral approach

Spill-over: keep worrying about work when not working



Possible additional topics (2)

Time-use: additional

- Total working hours (paid + unpaid, including care and volunteering)
- Carers in paid work/not in paid work

Public services and infrastructure

- Childcare services
- Out-of-school care
- Care for disabled and elderly
- Availability of public transport

Policy measures

- Leave provisions and take-up
 - Paternity, maternity, parental leave
 - Carer's leaves
- Eligibility rules and coverage of leaves
- Barriers for using leaves
- 'Care gap'
- Early retirement schemes and use of early retirement

Life-long learning

- Studies/training, work and life balance
- Provision by employers
- Reasons for not participating, including care/family reasons

Possible perspectives

- **Intersectional perspective**
- **Life-course perspective**
- **Differences by sector/occupation**

For discussion

- What are the most crucial aspects of work-life balance that the Gender Equality Index analysis should tackle?
- Where are the largest gaps in information and knowledge? What is feasible to cover?
- What issues need more attention than they have received so far?