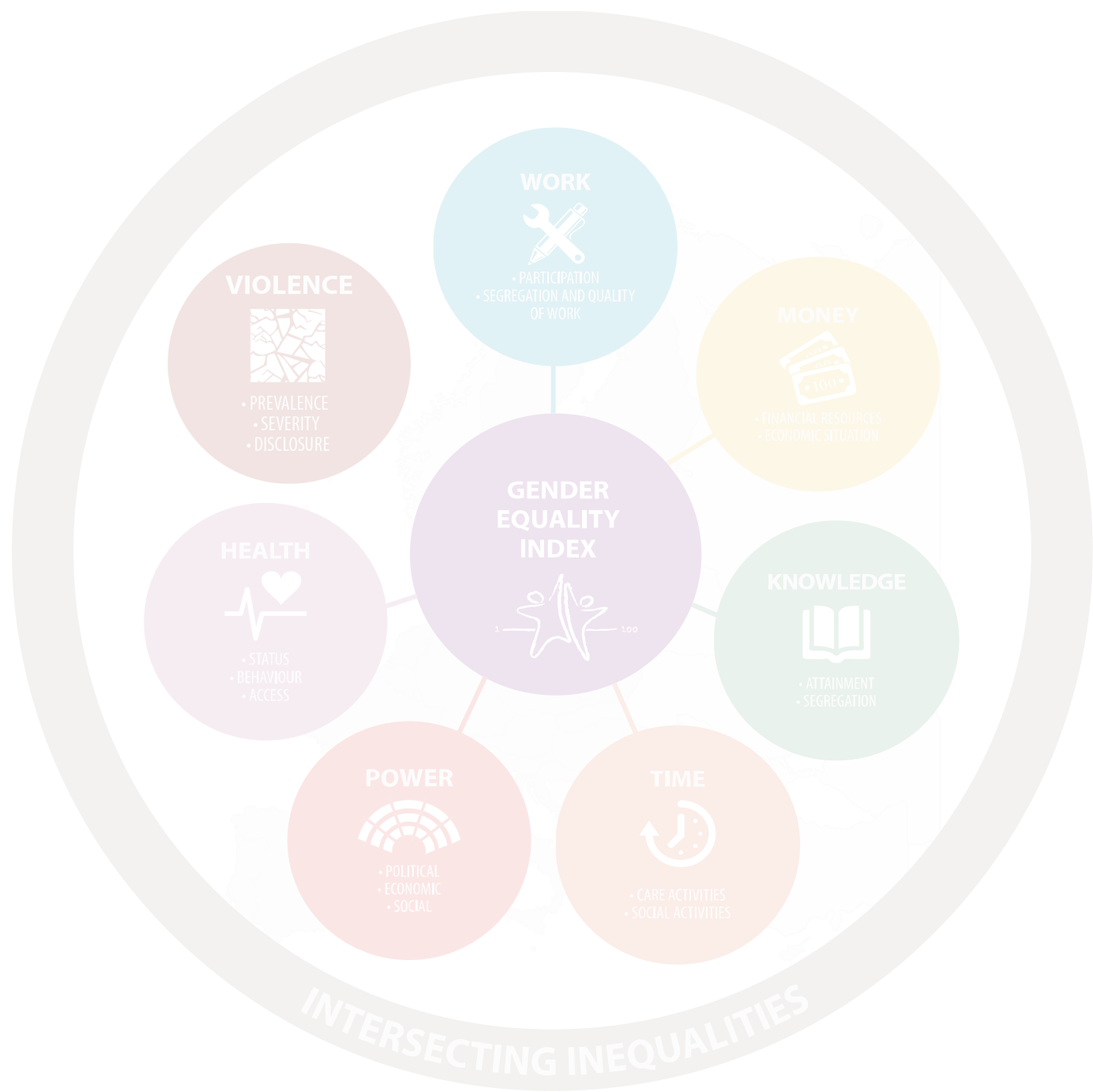
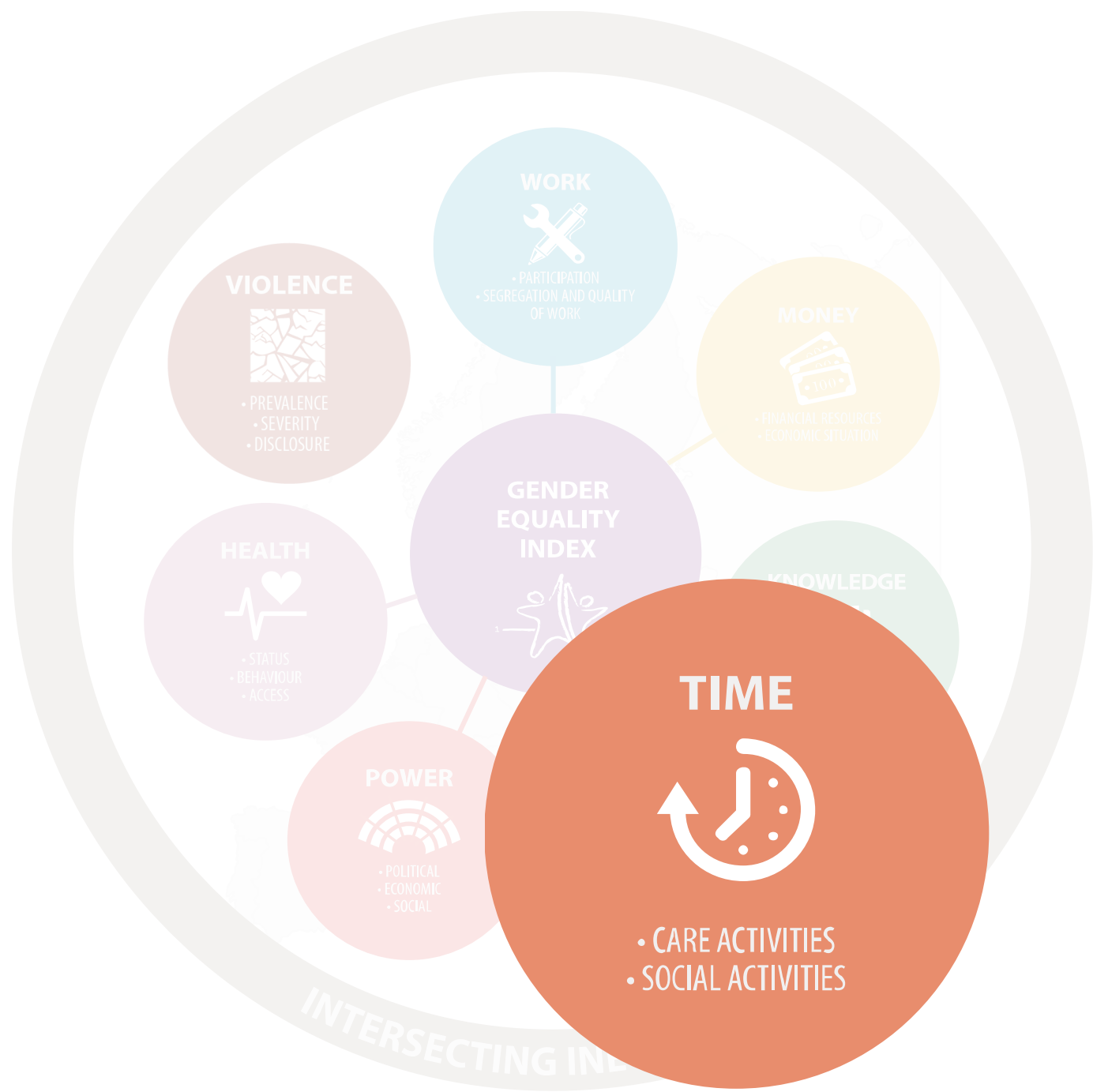


Planning of the Gender Equality Index 2019 Focus on work-life balance

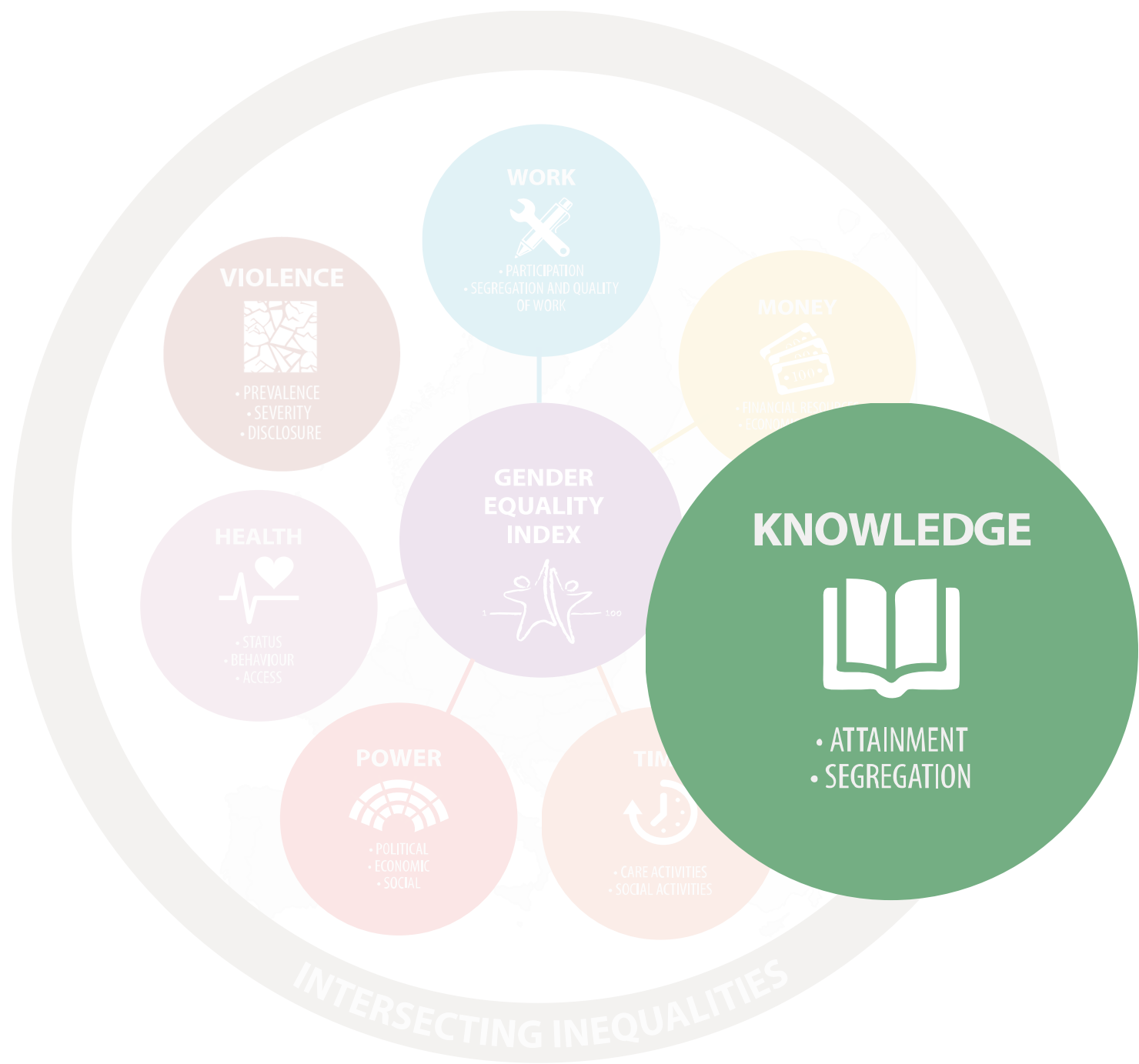
Marre Karu 19/02/2018
EIGE-Civil Society Annual Consultation Meeting











Preliminary structure of Index 2019 analysis

1. Update Index scores
2. Updated index scores for 6 domains (+ violence)
- 3. Further focus on three domains from work-life balance perspective**
 - **Domain of Time**
 - **Domain of Work**
 - **Domain of Knowledge**

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 prospect)

DOMAIN OF KNOWLEDGE

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

Development of gender differences over time

More indepth look into Index indicators

Gender perspective

Intersectional perspective

- Age
- Children
- Migration background
- Dis/ability
- Education

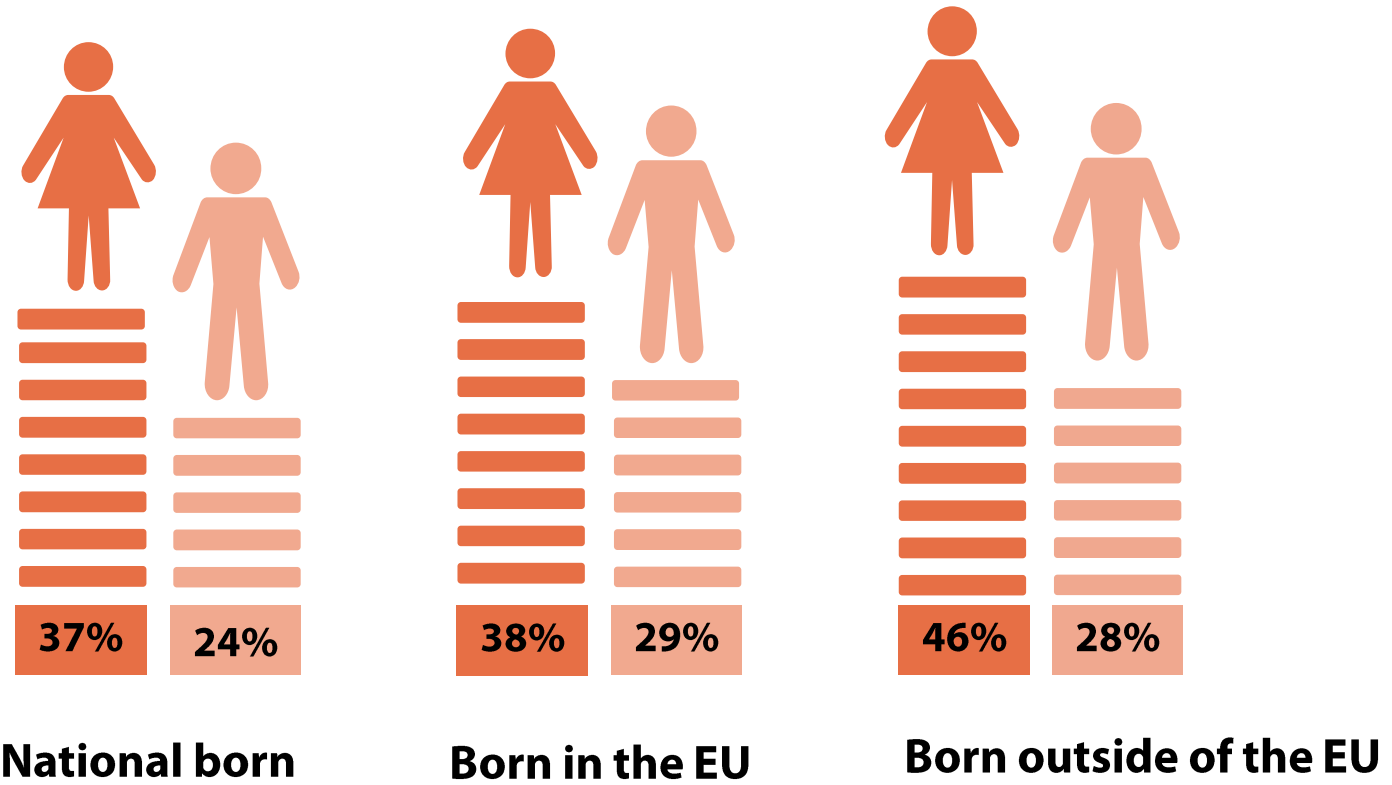
Life-course perspective

Additional indicators



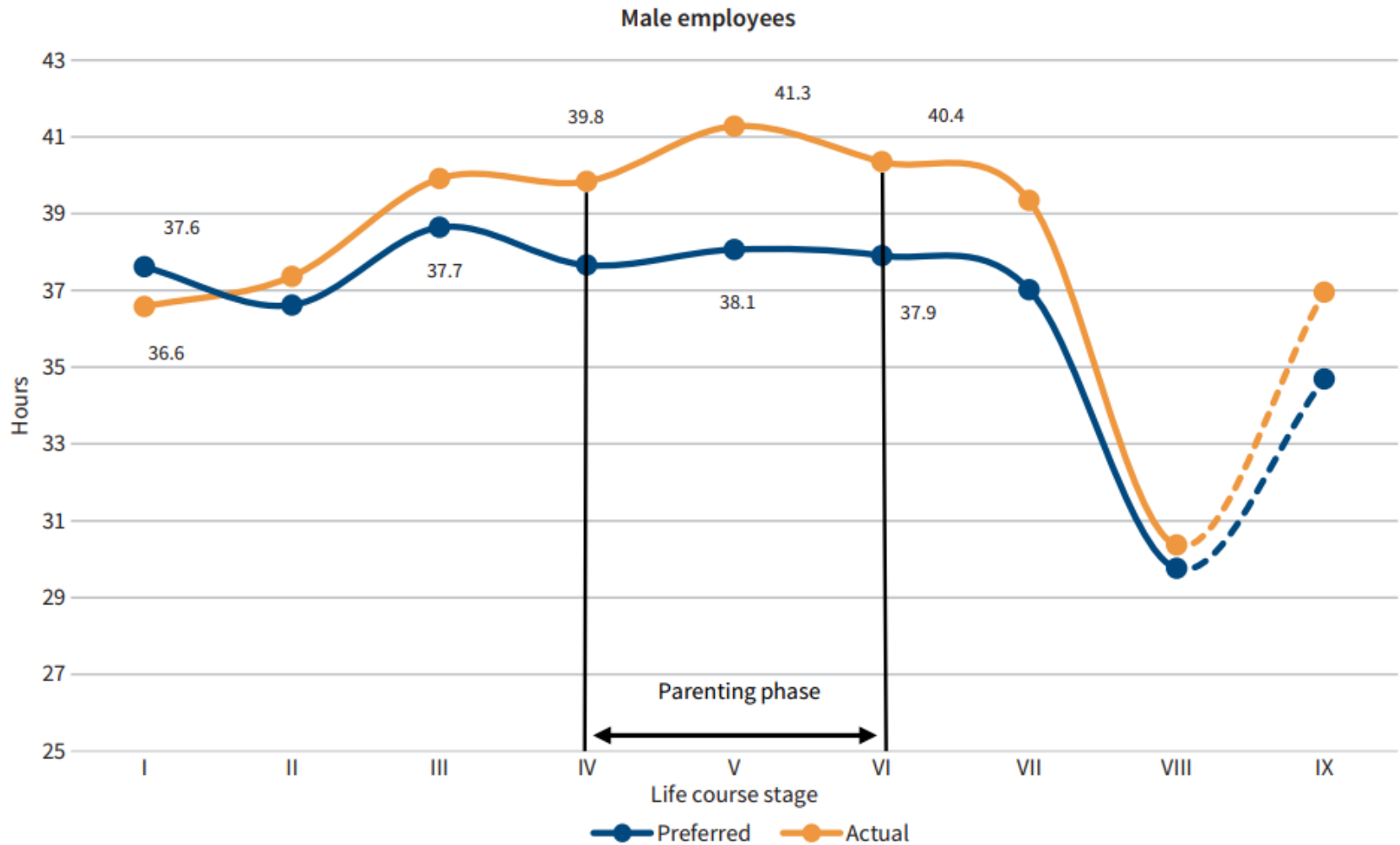
Example of intersectional approach:

Unpaid care is higher among non-EU born women



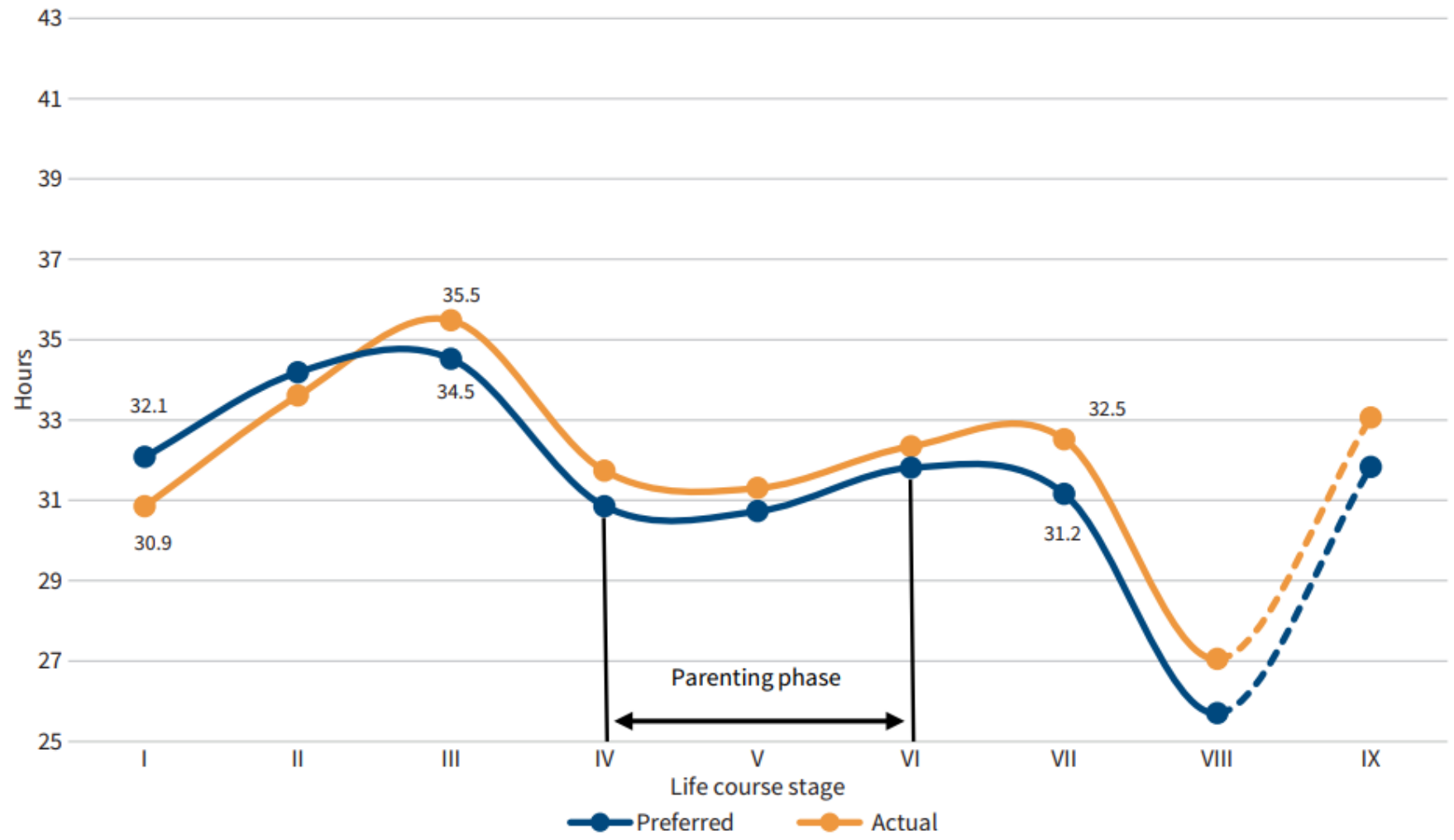
Example of life-course perspective

Figure 31: Actual and preferred weekly working hours across the life course, by sex, EU28, 2015





Female employees



Possible additional topics (1)

Time-use: additional

- Total working hours (paid + unpaid)
- Working carers/non-working carers

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
- Barriers for using leaves
- 'Care gap'
- Early retirement schemes and use of early retirement

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**

Possible additional perspectives (2)

Employment

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

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

Life-long learning

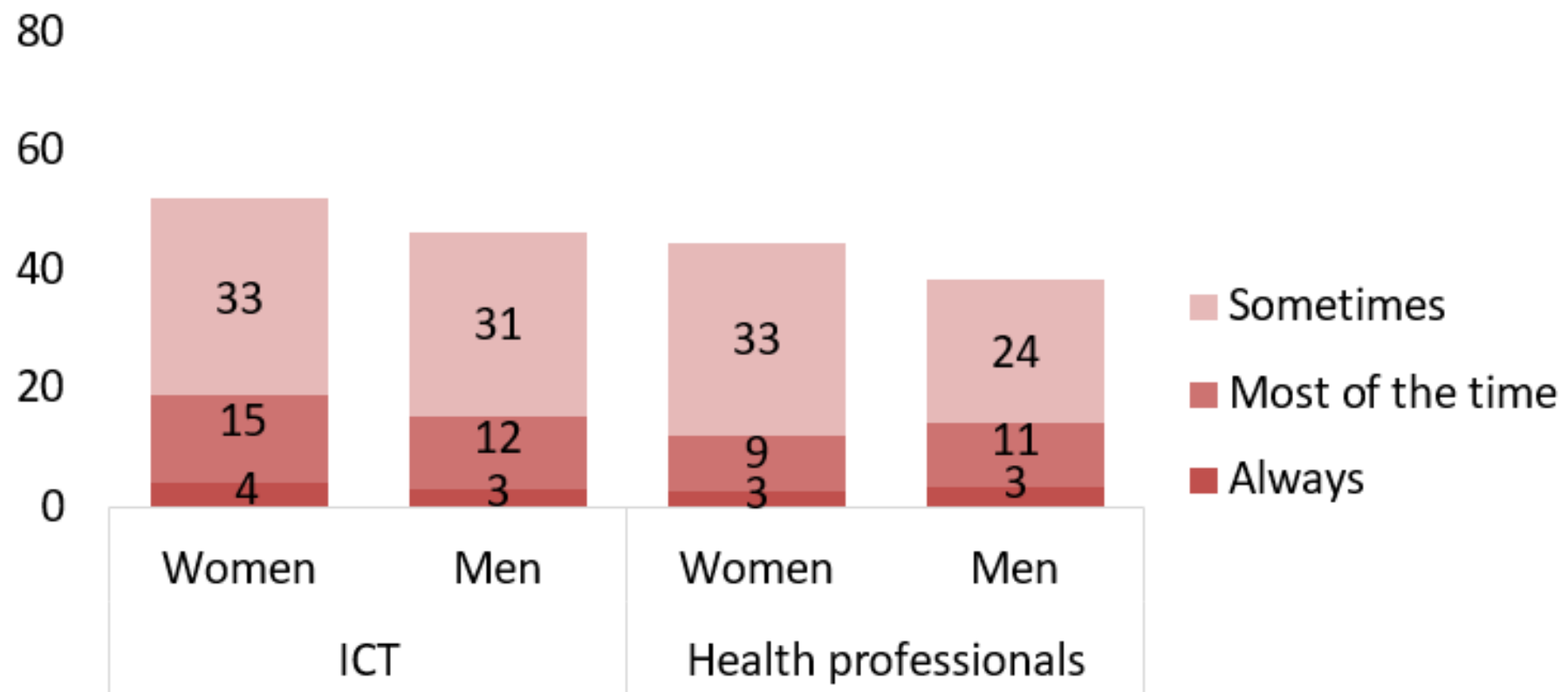
- Provision by employers
- Reasons for not participating

Possible perspectives

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

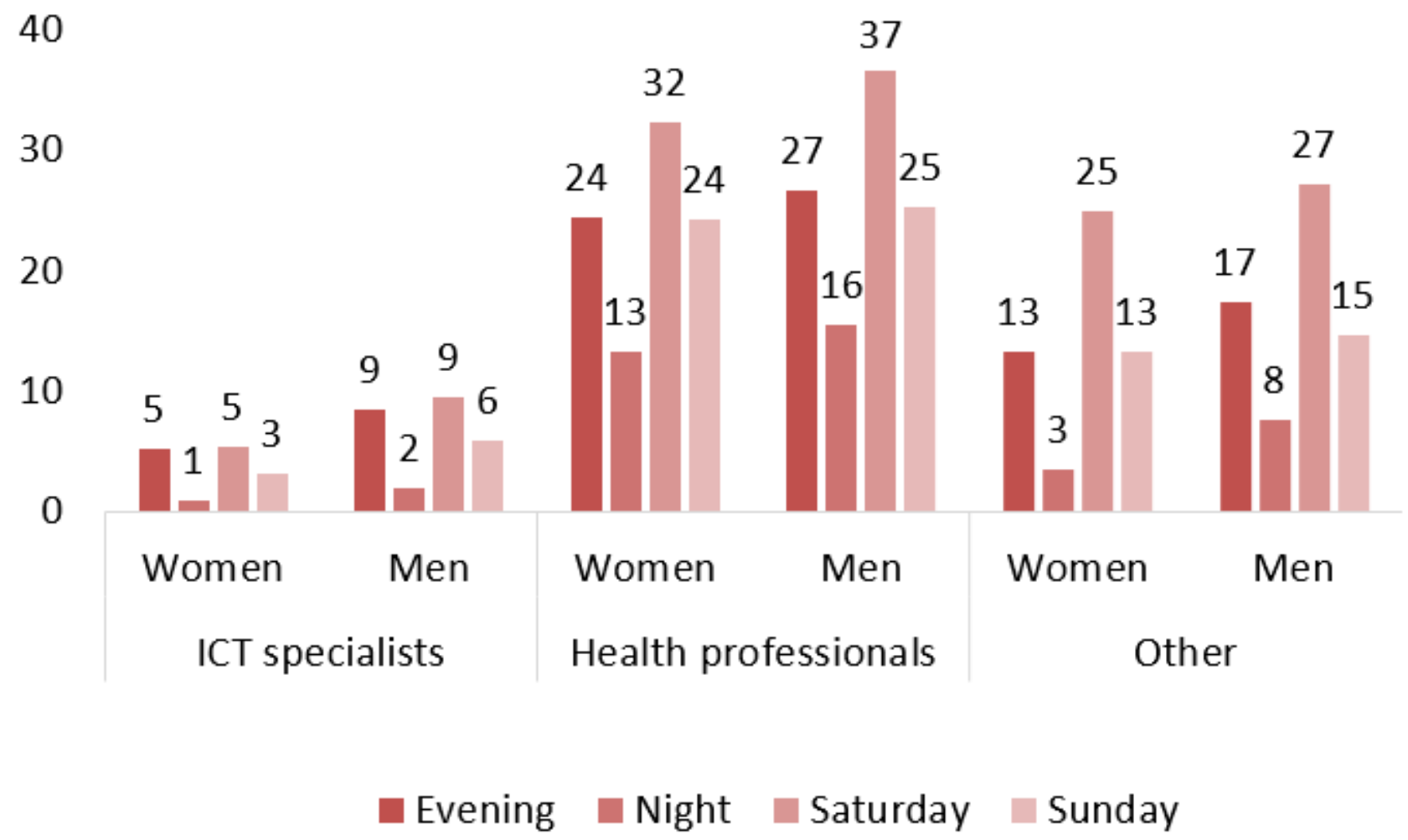
Example of occupational/sectoral approach

Spill-over: keep worrying about work when not working



Example of occupational/sectoral approach

Atypical hours are less common in ICT



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 issues need more attention than they have received so far?