

RESULTS OF THE BELGIAN PRESIDENCY OF THE EUROPEAN UNION AS REGARDS EQUALITY BETWEEN WOMEN AND MEN

(BRUSSELS, 1 JULY 2010 - 31 DECEMBER 2010)

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INTRODUCTION BY MRS JOËLLE MILQUET, DEPUTY PRIME MINISTER, MINISTER OF EMPLOYMENT AND EQUAL OPPORTUNITIES, IN CHARGE OF MIGRATION AND ASYLUM POLICY

The European Union has been pursuing the goal of equal treatment of women and men for more than 50 years now. During the Presidency of the Council of the European Union, Belgium has attached great importance to gender equality and to the fight against discrimination.

1. REINFORCING THE GENDER DIMENSION IN EMPLOYMENT AND CLOSING THE GENDER PAY GAP

The Belgian Presidency is the first presidency to have implemented the EU 2020 Strategy for Growth and Employment. In adopting the employment guidelines, the Belgian Presidency has paid particular care to the reinforcement of the gender equality dimension.

Based on the objectives of the EU 2020 Strategy, the employment rate for women and men aged 20-64, should be raised by 75% by 2020; increasing the employment rate of women must be a particular priority.

Equal pay also represents a major European objective which implies the mobilisation and coordination of all the key actors. In order to reduce the 18% salary gap in Europe, the Member States and the social partners are invited to address several challenges within the context of concerted action strategies. These are in particular combating vertical and horizontal segregation, better reconciling private, family and professional lives of both men and women, promoting pay transparency and combating sexist stereotypes.

The Belgian Presidency has organised a ministerial conference on the gender pay gap during which two publications were presented. On the one hand, it concerns the report of the Belgian Presidency on the pay gap indicators ("The gender pay gap in the Member States of the European Union: quantitative and qualitative indicators") and on the other, a guide of good practices giving a summary of efficient strategies and measures to eradicate the gender pay gap, published under the supervision of the Institute for the equality of women and men (<http://igvm-iefh.belgium.be>).

Finally, the Council of ministers for Employment and Social Affairs (EPSCO) of December 6, adopted the conclusions. In these conclusions, the Member States are invited to adopt a set of measures to tackle all the pay gap causes while coordinating the actions of all relevant key players on every level, particularly those of the social partners. These measures aim at pay transparency, reconciling family and professional lives, eliminating vertical and horizontal segregation, quantitative objectives included. Moreover, the conclusions will allow an easy follow-up of the measures adopted by the Member States, due to the update and revision of the indicators on equal pay.

2. FIGHTING VIOLENCE AGAINST WOMEN

Violence towards women represents one of the principal obstacles to the achievement of equality between women and men and constitutes a flagrant violation of rights and fundamental liberties. This violence can have serious physical and psychological repercussions on the victims and their children, and heavy consequences on society as a whole.

The Belgian Presidency has, therefore, supported the European Commission in drafting an efficient policy for preventing and combating violence against women. Together, the Belgian Presidency and the European Commission have organised a Conference devoted to violence against women.

The Belgian Presidency has also organised the Summit of women Ministers of the different Member States' governments during which the "Brussels Declaration for a coherent, effective and global European Strategy to combat violence against women" was signed, which marked a determinate and strong commitment in combatting violence against women.

3. A NEW EUROPEAN STRATEGY FOR GENDER EQUALITY

The Commission has presented its new Strategy for gender equality (2011-2015) in September 2010.

This Strategy includes five main themes: equal economic independence; equal pay for equal work and for work of equal value; equality in decision-making; dignity, integrity and an end to gender-based violence; gender equality beyond the Union.

The Belgian Presidency has organised an informal meeting of Ministers in charge of gender equality in order to support the actions of the European Commission and to reinforce the commitment of the Member States towards the European Pact for gender equality which was adopted by the Heads of State and Government in 2006.

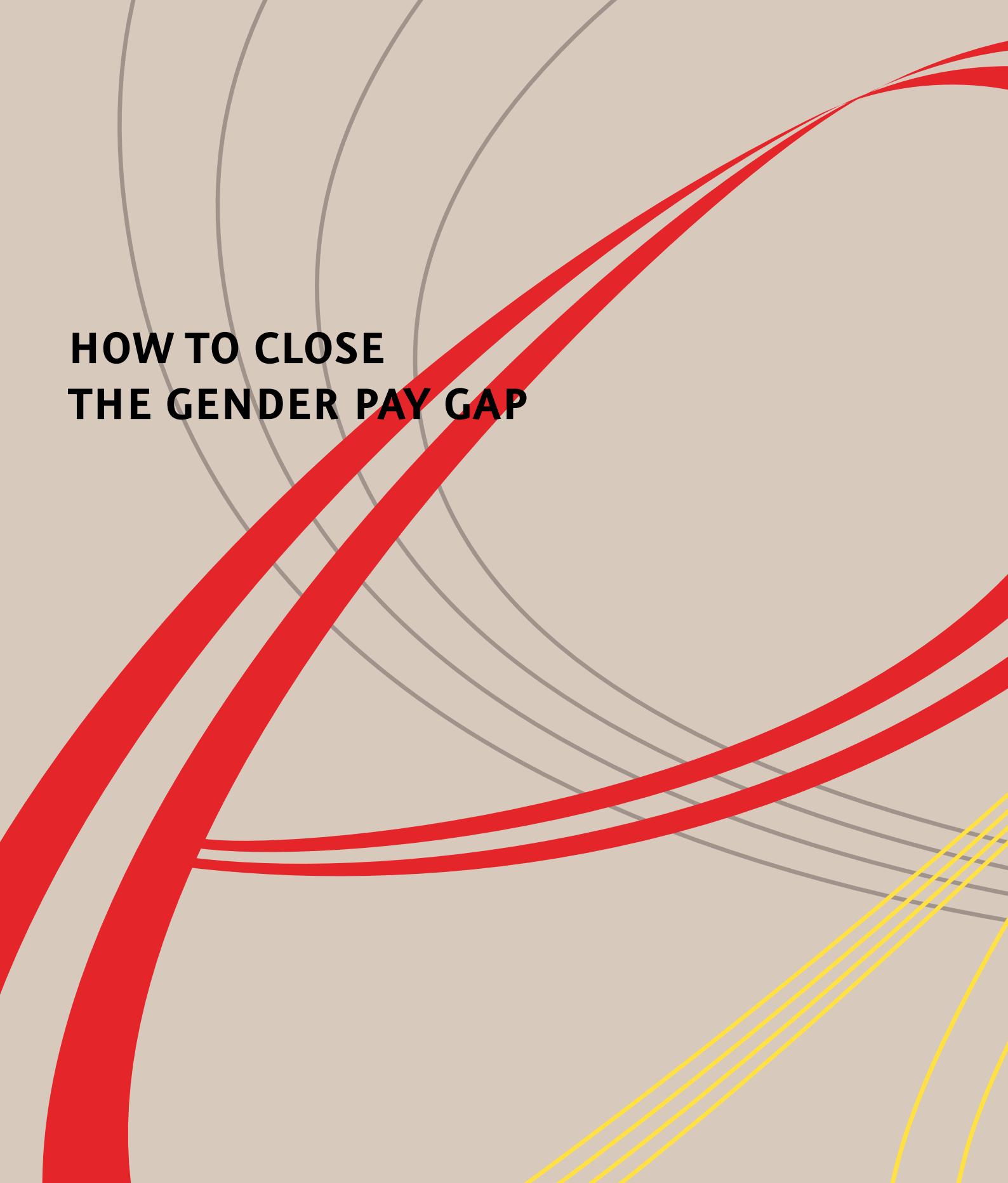
The EPSCO Council of December 6, 2010 adopted the conclusions which confirm the Ministers' commitment not only to extend the scope of the Pact (to include the problem of violence against women), but also to provide a monitoring and follow-up of the measures taken. The Pact can be revised in the course of 2011.

This publication of the Belgian Presidency contains all texts, adopted by the Ministers, to improve gender equality.

A handwritten signature in blue ink, appearing to read "Joëlle Milquet". The signature is fluid and cursive, with a small circle at the top left and some additional markings to the right.

Joëlle Milquet

Deputy Prime Minister
Minister of Employment and Equal
Opportunities, in charge of Migration
and Asylum Policy



HOW TO CLOSE THE GENDER PAY GAP

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HOW TO CLOSE THE GENDER PAY GAP

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SUMMARY OF THE CONFERENCE “HOW TO CLOSE THE GENDER PAY GAP?” (BRUSSELS, 25 – 26 OCTOBER 2010)

The Belgian Presidency's Conference on “How to close the gender pay gap” was organised with the support of the European Commission. The Conference was attended by representatives of the Member States, the European institutions (European Commission, European Parliament, European Institute for Gender Equality, EMCO, SPC, and EPC), associations and the social partners, and by academics.

The introductory session focused on the new European context which can encourage new commitments to combat the gender pay gap. The second session aimed at identifying the causes of the pay gap and the relevant indicators to measure and follow up progress made in reducing it. The third session attempted to find answers in the new context. Then two panels were devoted to the strategies of the Member States and the social partners. Finally, a panel focused on good practices in Member States in the form of highly efficient and specific instruments. The Presidency has also published a list of good practices by Member States and social partners.

After two days of discussion, the following conclusions were reached and were included in the Council conclusions submitted for adoption:

1. Implementation of national action plans to reduce the pay gap: Member States must put proper action plans in place and thereby establish a focused strategy with which to tackle the different causes of the pay gap concomitantly and to coordinate the actions of all relevant key players by combining several measures.
2. Effective implementation and enforcement of equal pay legislation: Not only should legislation be strengthened, but effective implementation of the existing legislation to ensure equal pay and workplace equality should also be ensured.
3. Ensuring transparency of wages: The gender-neutral function classification system should be generalised.
4. Elimination of vertical segregation, which is critical, especially through ambitious measures and penalties aimed at increasing the presence of women in decision-making positions in public and private companies.
5. Overcoming stereotypes and horizontal segregation: To eliminate horizontal segregation, we must overcome such stereotypes in education and in the media.
6. Reconciliation of private and professional lives: Member States must ensure the provision of a sufficient number of care facilities for children and other dependents, at an affordable price. Moreover, parental leave for both parents should be provided and measures taken to encourage their use by men.
7. Periodic measurement of the pay gap: Regular assessment of the pay gap should be conducted, and its evolution over time analysed, using agreed European indicators.
8. Integrating targets in the National Reform Programmes: Those targets could deal with increasing the employment rate of women, increasing the supply of adequate, affordable and high-quality care facilities for dependents and for pre-school children, and eliminating the gender pay gap by means of a multi-year plan.
9. Relying on the European Commission: The role of the European Commission is important, particularly in conducting regular monitoring of the pay gap, with the support of the European Gender Institute.
10. Empowering the social partners: The role of the social partners is important in order to decide on targets for reducing the pay gap, improve the quality of women's employment, implement concrete action in the workplace to reduce the pay gap, and incorporate gender equality in collective bargaining.

SUMMARY OF THE REPORT “THE GENDER PAY GAP IN THE MEMBER STATES OF THE EUROPEAN UNION: QUANTITATIVE AND QUALITATIVE INDICATORS”

Under the Belgian Presidency of the European Union in 2001, the Council of Ministers adopted a set of nine indicators with regard to the pay gap between women and men within the framework of the follow-up of the Beijing Platform for Action. Each year Eurostat makes available firm figures, calculated by the Member States, on the pay gap. The remit of this report is two-fold: it aims on the one hand, to give a more detailed presentation of the data regarding the pay gap in the different Member States and, on the other, to offer an evaluation and an update of the indicators of 2001, so as to be able to incorporate the legislative and recent statistical developments.

The 2010 set of indicators consists of seven quantitative and three qualitative indicators. The first are calculated from the Structure of Earnings Survey or SES, in-so-far as these data are available to Eurostat. The most recent year for which data have been harmonised at European level is 2006. As regards the qualitative indicators, the Member States received a questionnaire in May 2010. The information provided has been incorporated into this report.

Conceptually, the ‘pay gap’ refers to differences in the average pay of women and men; it comprises both pay discrimination on the basis of gender and inequalities in pay that can be ascribed to differences in the position of women and men in the employment market.

A policy for eliminating the pay gap can be directed towards one or more aspects. The different indicators are intended to focus the spotlight on the different aspects and origins of the pay gap and to offer an overview of how to combat the gap.

1. QUANTITATIVE INDICATORS

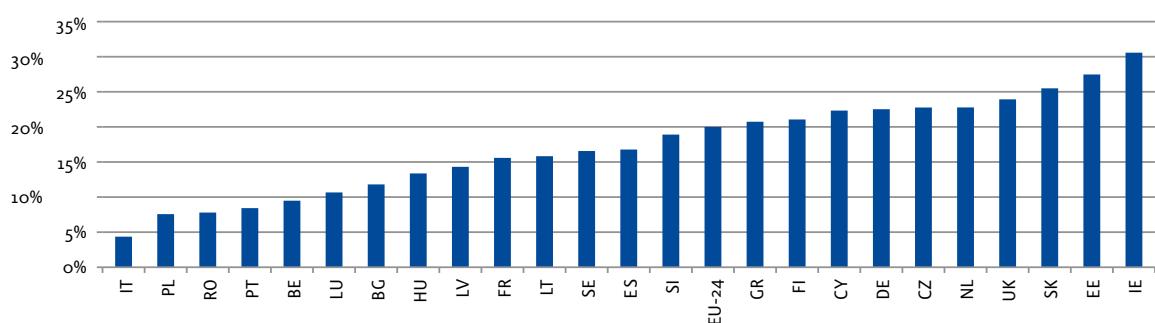
The most important change vi-à-vis the 2001 indicators concerns [Indicator 1](#); the pay gap calculated based on the average gross pay of women and men. The 2001 set of indicators took the pay gap calculated using the gross monthly salary of full-time employees. That method of calculation has been adjusted to also include the pay of part-time employees, including a vast number of women.² At the moment, the Eurostat indicator is derived from the pay gap taking the gross hourly rate of full-time and part-time employees together. The considerable impact of working hours on the monthly salary is thus in fact corrected by basing the calculations on the gross hourly rate.

Calculated in that way, the pay gap varies in the Member States between 4 % (Italy) and 32 % (Ireland). The European average for the 24 Member States for which data are available amounts to 20 %.²

¹ Report drawn up in collaboration with Dulbea, Département d’Economie Appliquée de l’Université libre de Bruxelles (Department of Applied Economics of the Free University of Brussels), Leila Maron, researcher, Danièle Meulders, Professor, Sile O’Dorchaí, Professor, Robert Plasman, Professor, Natalie Simeu, researcher (September 2010).

² This review is the result of the discussions conducted by the European Commission Task Force, Eurostat (2007). *The Gender Pay Gap (GPG): Final report of the Task Force and Eurostat’s proposal for the way forward.*

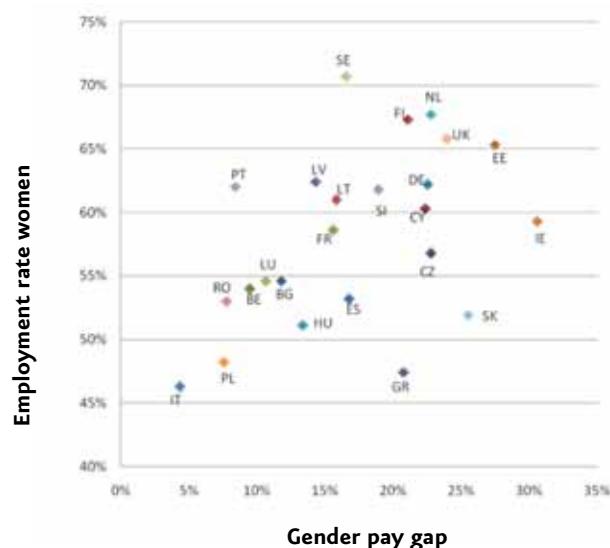
Graph 1: Difference between the gross average hourly salary of women and men working full time and part time (in euro), countries arranged in increasing order of the pay gap (2006)³



Source: Structure of Earnings Survey – SES

A second important change in the first indicator concerns how the proportion of women and men in paid employment is recorded. After all, a good comparison between Member States of the degree of gender equality on the labour market requires interpretation of the pay gap in the correct context. It seems that a small pay gap often goes hand in hand with a low female employment rate. The explanation for this lies in the profile of working women, i.e. when fewer women work, they are often women with a higher educational level and better paid jobs. The following figure gives a 3-parameter representation of the connection between the employment rate and the pay gap.

Graph 2: Pay gap and employment rate of women (2006)



Source: Structure of Earnings Survey SES and EUROSTAT, Labour Force Survey LFS

An increase in the employment rate of women will, in the first instance, often have a negative effect on the pay gap, because such an increase is mostly accounted for by lower educated women in sectors that pay less, working in temporary and part-time jobs. However, achieving gender equality in the labour market in the long term requires targeting both objectives, namely an equal employment rate [and](#) eliminating the pay gap.

In [indicators 3 and 4](#), concerning part-time work and the pay gap in relation to age and level of education, the employment rate is also included in the indicator.

A further proposal to amend the indicators is to include extra factors that can play a role in the pay gap, namely civil status, family situation and country of birth. The new indicator 6 relates the pay gap to these circumstances. Such personal circumstances should not, in principle, affect a well-functioning labour market. Nevertheless, they are important factors that illustrate the impact of gender in the operation of the labour market very well. These data are not included in the SES survey at the moment. Although it is not obvious that information about employees' personal circumstances should be collected, it is an interesting extension of the set of indicators. In the report the calculations are made on the basis of the SILC (Survey on Income and Living Conditions) survey. If these circumstances were included in the SES survey, they could also be analysed as factors when breaking down the figures of the pay gap using the Oaxaca method.

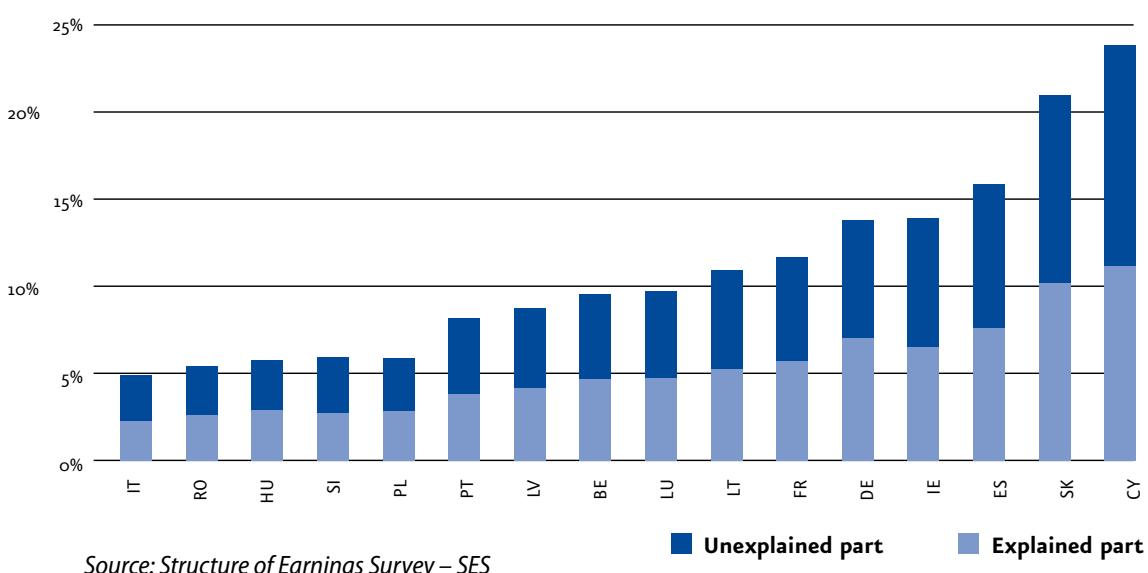
The new indicator obviously takes account of the employment rate. In many Member States, the difference in the employment rate between women and men is highest among married people with children. Moreover, the pay gap is also generally bigger among married people and increases even further when there are children.

The changes in the other indicators are less significant. They concern the inclusion of a correction for part-time work in [indicator 2](#), namely the proportion of women and men in the total sum of wages, and the revision of [indicator 5](#), which reflects the impact of labour market segregation.

The pay gap is broken down according to different factors ([indicator 7](#)). In the report the analysis has been made for the Member States for which Eurostat possessed sufficiently detailed data. The results are highly comparable between States: the part of the pay gap that can be explained varies between 45 % (Slovenia) and 50 % (Sweden). Likewise, for the different explanatory factors (sector of employment, profession, age, level of education, etc.) the results are highly parallel between States.

In the following diagram the pay gap is divided into two parts: a part that can be explained on the basis of known factors and a part that cannot be explained.

Graph 3: The explained and the unexplained part of the gross hourly pay gap (in percentage points), countries arranged by increasing order of the pay gap (2006)



2. QUALITATIVE INDICATORS

In order to obtain the necessary information to analyse the qualitative indicators of the pay gap in the European Union, a questionnaire was sent to the 27 Member States and to the European social partners (UEAPME, CEEP, ESC). The questions concerned the 3 following indicators⁴:

- Measures to promote equal pay and combat the gender pay gap;
- Influence of collective bargaining on the promotion of equal pay and the elimination of the pay gap between women and men;
- Effects of flexible forms of employment on the gender pay gap.

For each indicator (except the last one), the respondents had to present the measures taken and the means by which the objectives pursued were evaluated.⁵ The relevant data by which the information was provided for each indicator were adjusted compared to 2001, by taking into account the legislative changes (for example the creation of equality bodies) and also the policies and strategies put in place to combat the pay gap at national

⁴ These indicators have been reformulated by comparison with the three qualitative indicators of 2001 but deal with the same content for analysis. The three 2001 indicators were as follows:

- Indicator of laws, regulations and measures to combat discrimination and pay inequalities;
- Indicator of the influence of public authorities on wage bargaining (collective and individual bargaining where applicable);
- Indicator relating to part-time work and temporary career breaks.

⁵ The following 26 countries replied to the questionnaire: Germany, Austria, Belgium, Bulgaria, Cyprus, Denmark, Spain, Estonia, Finland, France, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, the Netherlands, Poland, Portugal, the Czech Republic, the United Kingdom, Slovakia, Slovenia, Sweden.

and European level. The analysis was based on the replies to the questionnaires, but also on the existing literature, particularly the European Commission publications and those of the Network of Legal Experts in Gender Equality.

I. Indicator on the measures to promote equal pay and combat the gender pay gap

1.1. Legislative measures

This indicator first looks at the legislative measures that aim to tackle the pay gap.

In accordance with European legislation, the principle of equal pay between women and men has been incorporated into the legislation of the 27 Member States. In some countries, this principle is enshrined in the Constitution (CY, EL, HU, PL, PT). In others, a special law is devoted to equal pay for women and men. The principle of equal pay is also often included in a general law on gender equality. This principle may also be contained in a labour code.

Regarding this, it is important to point out that some countries have placed some proactive obligations in their legislation on the subject (e.g. an obligation to publish annual statistics on the salaries of women and men within a company, an obligation for collective bargaining about measures aiming to eliminate the pay gap, an obligation for companies to develop an action plan, systematic checks of implementation of the legislation, etc.).

Pieces of [legislation concerning equality between men and women in the workplace](#) clearly also have a role to play in equal pay. All the Member States have legislation setting out the principle of equal treatment of women and men as regards access to employment and working conditions, some of them providing specific legal provisions as regards the pay gap.

The report also dwells on [the enforcement of existing legislation](#), particularly in terms of legal measures but also through the evaluation of measures and the quantification of pay discrimination.

Evaluation of the legislation reveals that despite the progress it has been able to achieve, equal pay for women and men remains an objective that has not yet been attained. The laws evaluated relate to the minimum wage (IE), to gender equality in general (DK, EL, FI, FR, SE, UK) and to equal pay in particular (FR).

The [collection of data regarding complaints](#) about pay discrimination is generally performed by the body promoting equality. The other institutions cited are: the Labour Inspectorate, the ministry in charge of employment, the ministry of justice, the courts, and the government bodies responsible for equality between women and men. Several Member States have issued statistics on complaints about pay discrimination. However, comparisons between countries on this basis are not reliable.

1.2. Non-legislative measures

Obviously, while the law is essential, it is not sufficient to overcome the differences in remuneration between women and men. Other initiatives, including [creating institutional mechanisms, adopting action plans or instruments](#) have also been examined.

The [institutional mechanisms](#) for promoting equality can take the form of a body placed under the responsibility of a ministry or a minister – generally whoever is in charge of labour and employment issues. The institutional mechanisms can also take the form of a specific administration charged with gender equality or a body that promotes equality, some devoting themselves solely to gender discrimination. Some equality bodies, in addition to the duties legally entrusted to them (such as victim assistance, including gender-based pay discrimination) have also developed training programmes, drawn up codes of conduct, collected and exchanged best practices, etc., particularly in the area of combating the pay gap.

Today, a majority of countries have set up [action plans for equality between women and men](#). The issue of the gender pay gap is generally included in these action plans. The questionnaire replies have enabled stock-taking of action plans specifically devoted to equal pay for women and men.

Among the other measures presented by Member States, mention can be made of awareness and information campaigns, education and training programmes, publications (reports, research, studies, guides) and the development of specific instruments.

According to the replies received from the Member States, the [awareness, information and training programmes on equal pay for women and men](#) can be incorporated into action plans or used independently. In several countries, a special day is devoted to equal pay between women and men, during which awareness activities are the key instruments for promoting equal pay.

Among the [other initiatives and instruments](#) developed by the Member States, the following can be mentioned: tools for detecting pay discrimination within companies, the setting up of gender-neutral systems for job classification, the organisation of awareness or training programmes in the struggle against stereotypes, in particular for young people, the creation of labels and prizes, the publication of studies and reports on the pay gap.

Evaluating the measures enables us to improve our understanding of the reasons for the pay gap. In this respect, although the implementation of action plans has not eliminated the gender pay gap, the progress made has prompted some countries such as Luxembourg and the Czech Republic to repeat them. An evaluation of the days dedicated to countering these stereotypes reveals that the number of participants – young people and companies – has grown steadily over the years. However, despite the progress observed, the regular publication of reports shows that the pay gap persists.

II. Indicator on the influence of collective bargaining on the promotion of equal pay and the elimination of the pay gap between women and men

Determining pay is often at the centre of collective bargaining systems. The gender pay gap, the distribution of pay, and the general level of pay are the result of the system of collective relations and its inherent characteristics. Closing the pay gaps cannot be effective without the strong involvement of the social partners, unions and employers.

According to the replies received, a number of measures promoting equal pay have been adopted by the social partners in the context of collective negotiations. Some examples include: the adoption of collective agreements incorporating the principle of gender equality in general (AT, CY, IF) or equal pay in particular (AT, BE, BG, DK, FR), the adoption of a minimum wage policy (AT, SE), the creation of a body responsible for the question of equal pay for the public sector made up of workers' and employers' representatives (DK), implementation of joint action plans by the social partners (FI, FR, IE, LU, PT). Some unions have also made specific commitments in the fight against the pay gap (AT, BE, ES).

Some countries have provided information about [the evaluation of measures adopted](#) in the context of collective negotiations. It is important to be able to measure the progress made in bringing about greater pay equality. Systems must therefore be put in place to gather information regularly on the number and nature of collective bargaining agreements and the effects of all the measures adopted during collective bargaining. According to the Member States' replies, the question of gender equality is increasingly being taken into consideration in collective bargaining and it is observed that the adoption of collective agreements that incorporate the principle of equal pay for women and men is having a positive impact on reducing the pay gap.

It is also important to have a [data collection system about the collective agreements affecting equal pay for women and men](#). The absence of accurate and reliable statistics on collective agreements that incorporate the principle of equal pay between women and men constitutes an obstacle to the efforts being made to eliminate the pay gap.

The replies provided by the Member States reveal that information about collective agreements relative to equal pay between the sexes can be gathered by different institutions: the employment ministry, a tripartite body, a body responsible for mediation between the social partners. It is not realistic to compare countries on the basis of the number of collective agreements in the field of the earnings inequality in view of the differences in terms of population, the level of negotiations, etc.

III. Indicator relating to the effects of flexible forms of employment on the gender pay gap

The third indicator aims to analyse the effects of flexible working arrangements on the difference in pay between women and men. National policies aimed at facilitating reconciliation between working life and family obligations typically cover the systems governing child care and various types of child care leave, particularly parental leave.

Parental leave is provided in all EU countries. The minimum duration is 4 months and it is generally taken by mothers. When it exists, the compensation linked to this leave may be fixed or may correspond to part of or the whole salary (the least common case).

There is a direct link between the **provision of child care** and the opportunity for paid employment for the parents. Some countries (BE, DK, ES, SE) have achieved (and exceeded) the Barcelona objective as regards the level of coverage of children by the childcare systems. Generally speaking, the child care services are subsidised and their cost depends on the parents' income. In some countries, these services are free for people on a low income.

In several countries, **legislative measures** have been adopted to enable workers **to arrange their working hours** (BE, DE, NL, SE, UK). Prizes and subsidies can also be awarded to encourage companies to adopt policies favourable to reconciling family and working life (AT, DE, FR).

Women's employment situation is characterised by long career breaks for family reasons and a level high of part-time work. This is because family responsibilities are not always shared fairly. Combined with the lack of child care infrastructure, this situation often forces women to reduce their hours of work, to opt for parental leave or to abandon the labour market in order to perform this task. The negative consequences in terms of career development, promotion and remuneration are direct. As long as men do not play their part in family responsibilities, this situation will continue to be disadvantageous for women. According to the questionnaire replies, a number of governments are making the whole of society aware of the effects of flexible forms of employment on the gender pay gap.

3.1. Conclusion

Pay differences between women and men persist. In almost all Member States, pay gap figures have evolved only very slightly in recent years. Pay gap reductions are limited and unstable. In a number of Member States the gap has even increased. The average pay gap for the EU-27 lies at 18 %.

In 21st century Europe a pay gap between women and men is not acceptable. The stakeholders have repeatedly expressed their commitment to fighting this inequality.

The battle against the pay gap requires the reliable and detailed collection of quantitative and qualitative data. Eurostat provided the statistics to draw up this report and the Member States were asked for information on their policies. Nevertheless it was not possible to calculate all indicators for all Member States. Better data collection and a further harmonisation of data remain essential.

These data must also be analysed and processed in a clear and harmonised way. The nine indicators relating to the pay gap that were adopted by the Council of Ministers in 2001 have been evaluated and updated. Ten revised indicators proposed in the report are as follows⁶:

- I. General gender pay gap indicators
 - [Indicator 1:](#) Ratio for all employees
 - [Indicator 2:](#) Ratio for the total payroll
- II. Inequality factors
 - [Indicator 3:](#) Ratio for part-time work
 - [Indicator 4:](#) Ratio by age and education
 - [Indicator 5:](#) Segregation in the labour market
 - [Indicator 6:](#) Ratio according to personal circumstances
(new 2010 indicator)
- III. Relative weight of these factors
 - [Indicator 7:](#) Breakdown of the hourly wage gap between men and women using the Oaxaca technique
- IV. Policies combating the pay gap
 - [Indicator 8:](#) Measures to promote equal pay and combat the gender pay gap
 - [Indicator 9:](#) Influence of collective bargaining on the promotion of equal pay and the elimination of the pay gap between women and men
 - [Indicator 10:](#) Effects of flexible forms of employment on the gender pay gap

⁶ The indicators and their detailed definitions are annexed hereto.

Closing the gender pay gap remains a challenge to be overcome. Accelerating progress in this field requires a strong commitment on the part of all the stakeholders. The Member States and the social partners are called upon to coordinate their efforts in a framework of targeted and consistent approaches aimed at tackling the multiple causes of pay inequalities between women and men, at both the national and European level, in the context of the implementation of the Europe 2020 Strategy.

COUNCIL CONCLUSIONS ON STRENGTHENING THE COMMITMENT AND STEPPING UP ACTION TO CLOSE THE GENDER PAY GAP, AND ON THE REVIEW OF THE IMPLEMENTATION OF THE BEIJING PLATFORM FOR ACTION

WHEREAS:

1. Equality between women and men is a fundamental principle of the European Union enshrined in the Treaties and is one of the objectives and tasks of the European Union, and mainstreaming the principle of equality between women and men in all its activities represents a specific mission for the Union⁷.
2. Since the founding of the European Community, respect for equal pay for male and female workers has been guaranteed by the Treaty⁸.
3. European legislation⁹ enshrining respect for the principle of equal treatment of women and men in the fields of employment and work aims to protect workers from discrimination on grounds of sex in their working conditions, including their pay.
4. As part of the annual review of the implementation of the Beijing Platform for Action, in 2001 the Council adopted Conclusions to combat pay inequalities between women and men and took note of a report by the Belgian Presidency containing information on pay inequalities and defining six quantitative indicators and three qualitative indicators¹⁰.
5. Closing the gender pay gap remains a political priority shared by all the Member States and other key players on the European stage¹¹.
6. The social partners, in particular, have a key role to play, at both European and national level, notably in the context of collective bargaining, in efforts to promote and sustain equality between women and men in the workplace, including with respect to pay¹².
7. On 23 and 24 March 2006 the European Council adopted the European Pact for Gender Equality which encourages the Member States to take action, in particular to adopt measures to close gender gaps and combat gender stereotypes in the labour market.
8. In November 2009 the Council adopted Conclusions on 'Gender equality: strengthening growth and employment – input to the post-2010 Lisbon Strategy', which notably called on the Member States and the European Commission to continue to reduce the persisting gender gaps as regards pay with a view to providing opportunities for both women and men to meet their aspirations and to fulfil their potential and to preventing in-work poverty¹³.
9. In November 2009, the Council and the representatives of the governments of the Member States, meeting within the Council, also adopted a set of Conclusions on 'the Review of the implementation by the Member

⁷ See Articles 2 and 3(3) TEU and Article 8 TFEU.

⁸ See Article 157 TFEU.

⁹ Especially Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (OJ L 204, 26.7.2006, p. 23), and Directive 2010/18/EU of 8 March 2010 implementing the revised Framework Agreement on parental leave concluded by BusinessEurope, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC (OJ L 68, 18.3.2010, p. 13).

¹⁰ 14485/01 + ADD 1 + ADD 2 + ADD 3.

¹¹ As borne out in particular by: the European Commission's Roadmap for equality between women and men 2006-2010 (7034/06), the Commission Communication of 18 July 2007 entitled 'Tackling the pay gap between women and men' (21269/07) and the European Parliament Resolution of 18 November 2008 with recommendations to the Commission on the application of the principle of equal pay for men and women.

¹² See the Framework of actions on gender equality adopted by the European social partners in 2005 and its follow-up reports.

¹³ Doc. 15488/09.

States and the EU institutions of the Beijing Platform for Action: ‘Beijing + 15’: A Review of Progress¹⁴, in which they undertook to regularly review progress achieved on those critical areas of concern identified in the Beijing Platform for Action for which indicators have already been adopted.

10. In the Conclusions of the Barcelona European Council on 15 and 16 March 2002, the Member States committed themselves to strive, taking into account the demand for childcare facilities and in line with national patterns of provision, to provide childcare by 2010 for at least 90 % of children between 3 years old and the mandatory school age and at least 33 % of children under 3 years of age, and they have reaffirmed that commitment on numerous occasions¹⁵.
11. The Commission Communication on ‘Tackling the pay gap between women and men’ (2007)¹⁶ underlines the need to improve the capacity to analyse this phenomenon, and the Commission report on ‘Equality between women and men (2010)’¹⁷ stresses that the Member States must respond without delay to the challenge of reducing the gender pay gap ‘through specific strategies combining all available instruments, including targets where appropriate’.
12. In the declaration by the Trio of Presidencies adopted in Valencia on 26 March 2010, a call was launched to speed up efforts towards the closing of the persistent gender pay gap, by adopting a coordinated approach and defining targets.
13. At the European Council on 17 June 2010, the Member States adopted the Europe 2020 Strategy for jobs and smart, sustainable and inclusive growth, one of the five headline targets of which is to endeavour to raise to 75 % the employment rate for women and men aged 20 to 64¹⁸.
14. On 21 October 2010 the Council adopted the Guidelines for the Employment Policies of the Member States¹⁹. Guideline 7, in particular, calls on the Member States to promote gender equality including equal pay, as well as work-life balance policies with the provision of affordable care and innovation in work organisation; and Guideline 10 states that all measures should also aim at promoting gender equality.
15. The Conclusions adopted by the Council (EPSCO) on 21 October 2010 on the Governance of the European Employment Strategy within the context of Europe 2020 and the European semester²⁰, underline the importance of, ahead of each European Semester, taking stock of progress made to reach the Europe 2020 headline and national targets related to employment; of contributing to the Spring European Council, through the identification in the Joint Employment Report of the main orientations in the field of employment which require strategic guidance by the European Council; and at the end of the European Semester, of examining and adopting country specific recommendations to Member States in the field of employment.
16. The Conference on 25 and 26 October 2010 on ‘How to close the gender pay gap?’ provided an opportunity for in-depth examination of the issue with all stakeholders.
17. In accordance with Regulation (EC) No 1922/2006²¹ by which it was established, and its work programmes for 2010 and 2011, the European Institute for Gender Equality has the task of providing technical support to the European institutions, especially the Commission, and to the Member States’ authorities. This sup-

¹⁴ Doc. 15992/09.

¹⁵ In particular in the Council Conclusions on Balanced roles of women and men for jobs, growth and social cohesion (2007); the Council Resolution on the Opportunities and Challenges of demographic change in Europe (2007); the Council Conclusions on Eliminating gender stereotypes in society (2008); the Council Conclusions on the Reconciliation of work and family life (2008) and the Conclusions on Gender equality: strengthening growth and employment – input to the post-2010 Lisbon Strategy (2009).

¹⁶ 12169/07.

¹⁷ 5056/10.

¹⁸ EUCO 13/1/10 REV 1.

¹⁹ 14338/10 + COR 1.

²⁰ 14478/10.

¹⁸

²¹ OJ L 403, 30.12.2006, p. 9.

port particularly involves developing and revising the indicators as part of the follow-up to the Beijing Platform for Action.

18. Achieving equal pay for women and men, equal economic independence, and gender equality in decision-making are priority fields of action in the Women's Charter²² adopted by the Commission in March 2010 and in the Commission's Strategy for equality between women and men (2010-2015)²³.

EMPHASISING THAT:

19. Equality between women and men is crucial for fulfilling the objectives of the Europe 2020 Strategy regarding a high level of employment and the achievement of smart, sustainable and inclusive growth, as well as for ensuring economic and social cohesion²⁴ and competitiveness, and for tackling the demographic challenge.
20. Within the European Union, the gender pay gap still averages 18 %²⁵; this pay gap varies considerably from one Member State to another, and differs in the public and private sectors. EN C 345/2 Official Journal of the European Union 18.12.2010
21. The pay gap is reflected throughout the life cycle of women, including in the form of lower pensions and a greater risk of poverty for women.
22. The causes underlying the gender pay gap remain numerous and complex, mainly reflecting discrimination on the grounds of sex as well as inequalities linked to education and the labour market, such as:
 - a. horizontal segregation of the labour market: women are concentrated in a much smaller number of sectors and occupations, which are generally lower paid and less valued²⁶;
 - b. vertical segregation of the labour market: women generally hold lower paid positions, have less job security, and face more career obstacles;
 - c. the difficulty of reconciling work, family and private life, and the unequal distribution of family and domestic responsibilities, leading a larger proportion of women to hold part-time jobs and to opt for repeated career breaks;
 - d. the lack of pay transparency; and
 - e. the impact of gender stereotypes, influencing the choice of education and vocational training courses as well as how qualifications are assessed and occupations classified.
23. Moreover, workers' individual circumstances such as their family situations or civil status also have a bearing on the gender pay gap.
24. While real progress has been made in identifying and understanding some of its multiple causes, other aspects of the pay gap remain unexplained, and require further investigation, particularly as regards the impact of job classification and the award of any consideration, whether in cash or in kind, other than the ordinary basic or minimum wage or salary²⁷, on which all the necessary data is not available.
25. A high female employment rate sometimes correlates with a wide gender pay gap; yet increasing the female employment rate and closing the gender pay gap are important objectives that should be pursued together.
26. Approaches consisting of measures tackling one or other cause of the pay gap in isolation have not proved adequate for closing pay gaps between men and women effectively.

²² 7370/10.

²³ 13767/10.

²⁴ Articles 147 et 174 TFEU.

²⁵ 2008, calculated on the basis of the gross hourly earnings of full-time and part-time workers; SES (Structure of Earnings Survey) methodology.

²⁶ On the tendency to accord less value to 'female' jobs, see doc. 5056/10, p. 9, doc. 9671/07, p. 6 and doc. 13767/10, p. 6. On the issue of gender segregation in the labour market, see also: <http://ec.europa.eu/social/BlobServlet?docId=4028&langId=en>

²⁷ See definition of 'pay' in Article 157(2) TFEU.

27. Closing the gender pay gap therefore requires further mobilisation of all the key actors, with a view to engaging, in a coordinated way, with targeted, integrated, multifaceted and consistent approaches designed to tackle its multiple causes, both at national and European level, including in the framework of the implementation of the Europe 2020 Strategy.
28. The Commission's Strategy for equality between women and men (2010-2015) and many of the actions foreseen therein are expected to contribute significantly to achieving equal pay for women and men.
29. The integration of the principle of gender equality has not, in the past, always been sufficiently implemented across policy domains in the National Reform Programmes, and could usefully be further enhanced within the framework of the Europe 2020 Strategy²⁸.
30. The headline target of aiming to raise to 75 % the employment rate for women and men aged 20-64 that was set in the context of the Europe 2020 Strategy presupposes significantly increasing women's participation in the labour market, which can be promoted through measures to close the gender pay gap, to reinforce the training of women, particularly in sectors where they are under-represented, to improve the quality of women's jobs and promote policies for reconciling work, family and private life, as well as to combat women's poverty and improve their social inclusion, taking account of the Member States' relative starting positions and national circumstances.

THE COUNCIL OF THE EUROPEAN UNION,

31. TAKES NOTE of the report²⁹ evaluating indicators of gender-related pay inequalities, presented by the Belgian Presidency, which describes the data-gathering work in this area, certain inherent difficulties that remain and the need to revise and complete the set of indicators in order to reflect the multidimensional character of the gender pay gap.
32. AFFIRMS the need to select a limited number of indicators for regular use, while reserving complementary indicators for expert use.

INVITES THE MEMBER STATES TO:

33. Adopt or pursue a comprehensive set of measures to tackle the full range of causes of the gender pay gap linked to labour market inequalities between women and men, taking into account national circumstances, and coordinating the actions of all relevant key actors, particularly the social partners, at all levels. This could include the following measures:
 - a. promotion of pay transparency, in particular with respect to wage composition and structures, including through information for young women and men who are entering the labour market;
 - b. promotion of the neutral evaluation and classification of jobs, for example where a job classification is used for determining pay, so as to avoid gender inequalities and discrimination resulting from the under-evaluation of qualifications, jobs and occupations typically held by women;
 - c. improvement of the quality of employment, in particular with respect to insecure employment and involuntary part-time work;
 - d. the elimination of vertical segregation through appropriate means such as positive action or, if neces-

²⁸ See doc. 15488/09, p. 8.

²⁹ An executive summary of the report is contained in doc. 16881/10 ADD 1. (The full text of the report can be found in doc. 16516/10 ADD 2.)

- sary, qualitative and quantitative objectives or dissuasive measures aiming to improve the gender balance in decision-making positions in the public and private sectors;
- e. the elimination of horizontal segregation in particular by combating gender stereotypes in education, working life, and media, while respecting the freedom of expression, by offering a gender-sensitive educational environment as well as unbiased content in education; by promoting the education and training available to members of the under-represented sex in sectors where there is a gender imbalance at present; by encouraging women and men to engage in lifelong learning to acquire occupational qualifications suited to the new structure of employment, and, where appropriate, by adopting positive measures to make it easier for them to take part in a given field of work;
 - f. improvements in reconciling work, family and private life for both men and women through accessible, affordable, high-quality childcare services and care services for other dependent persons, in sufficient number, taking into account the demand; through flexibility of working hours within companies; and, where appropriate, through parental and filial leave to care for dependent family members and/or paternity leave, accompanied by measures to encourage their uptake by men;
 - g. promotion of appropriate policies on low pay, while respecting the autonomy of the social partners;
 - h. reinforcing the effective implementation of existing legislation on pay and workplace equality;
 - i. highlighting the issue of pay and workplace equality between women and men in the context of corporate social responsibility; and
 - j. promoting the inclusion of equal pay for men and women as a condition to be fulfilled by tendering companies for the awarding of public contracts.
34. In the National Reform Programmes to be drawn up within the framework of the Europe 2020 Strategy, in dialogue with the European Commission, and taking account of the Member States' relative starting positions and national circumstances, if appropriate, set national targets and present a comprehensive set of measures aiming specifically at:
- a. increasing the rate of female employment;
 - b. improving the supply of adequate, affordable, high-quality childcare services for pre-school-age children, taking into account the demand, so that it is at least equal to the objectives set by the Council in Barcelona, and the supply of services and equipment for other dependent persons;
 - c. closing the gender pay gap, in accordance with a multiannual plan; and
 - d. improving the reconciliation of work, family and private life.
35. Use the Structural Funds and other European funds to develop measures to combat pay inequalities between women and men, where appropriate.
36. Fully implement Article 20 of Directive 2006/54/EC in order to allow the Equality Bodies to efficiently contribute to their efforts to step up actions to close the gender pay gap.
37. Bring to the attention of civil society entities that have a legitimate interest, in accordance with the criteria laid down by their national law, the possibility offered by Article 17(2) of Directive 2006/54/EC to engage, either on behalf or in support of the complainant, with his/her approval, in any judicial and/or administrative procedure provided for the enforcement of obligations under the said Directive.

**INVITES THE MEMBER STATES AND THE EUROPEAN COMMISSION,
IN ACCORDANCE WITH THEIR RESPECTIVE COMPETENCES, TO:**

38. Visibly integrate the principle of gender mainstreaming in the implementation of Europe 2020 Strategy, by ensuring that gender equality is taken into account and that gender equality measures are promoted in a consistent manner in:
 - a. the implementation and follow-up evaluation of the five EU headline targets and the integrated guidelines, as well as in the follow-up to the seven flagship initiatives;
 - b. the macroeconomic and thematic surveillance mechanisms, via the Annual Growth Survey; the discussions and guidelines of the EPSCO Council; the national reform programmes; the country-specific recommendations of the EPSCO Council; the development of indicators, statistics and reports; and peer reviews.

**INVITES THE MEMBER STATES AND THE EUROPEAN COMMISSION,
MAKING FULL USE OF THE WORK OF THE EUROPEAN INSTITUTE FOR
GENDER EQUALITY, TO TAKE THE NECESSARY STEPS TO MONITOR THE
GENDER PAY GAP, TAKING INTO ACCOUNT ITS MULTIDIMENSIONAL
CHARACTER, AS FOLLOWS:**

39. measure the gender pay gap and monitor progress on a regular basis by using the main indicators³⁰ as set out in the Annex, subject to the availability of data, and taking into account the methodology of the Structure of Earnings Survey (SES), as appropriate;
40. consider the complementary indicators³¹, as set out in the Annex, as possible instruments for further in-depth research on the gender pay gap; and
41. promote research into the relation between the employment rate of women and the gender pay gap.

**INVITES THE EUROPEAN COMMISSION, MAKING FULL USE OF THE WORK
OF THE EUROPEAN INSTITUTE FOR GENDER EQUALITY, TO:**

42. Organise regular exchanges of best practice concerning measures to close the gender pay gap, involving the social partners in such exchanges.
43. Consider whether it would be useful to carry out a study with a view to identifying aspects of remuneration which are not included in the Member States' existing statistics, so as to be able to measure the impact on the pay gap of the differences in the way in which such benefits are granted to women and men.
44. Conduct regular awareness-raising campaigns in this area.

INVITES THE EUROPEAN COMMISSION TO:

45. Render more visible the close relations between the achievement of pay equality and economic independence, the promotion of reconciliation, and equality in decision-making, and the combating of gender stereotypes within the framework of its Strategy for equality between women and men (2010-2015); and to undertake to examine at regular intervals the progress achieved in this sensitive area in the Annual Report

³⁰ Indicators 1, 2, 3, 4, 5 and 8.

³¹ Indicators 6, 7, 9 and 10.

on Gender Equality, which it will present to the Spring European Council.

46. Without prejudice to the future financial framework, evaluate and develop measures in the context of social cohesion policy, including the Structural Funds, to close the gender pay gap.
47. Monitor closely the full implementation of European legislation aiming to ensure equality in the workplace and equal pay for women and men, and to promote, in consultation with the social partners and respecting their autonomy, active measures directed towards achieving real equality.
48. Consider initiatives aiming to encourage the Member States to envisage suitable measures including, if necessary and where appropriate, concrete objectives, with a view to improving the gender balance in decision-making positions in the public and private sectors.
49. Consider the need to create a ‘European equal pay day’ with a view to raising the awareness of the general public and key players and thereby encouraging measures to be adopted and followed up.

ENCOURAGES the European social partners to agree on a new framework for multiannual action including active and coordinated strategies as well as to consider quantitative objectives aiming to achieve equality in the workplace and equal pay for women and men and to improve the quality of female employment.

INVITES the Employment Committee and the Social Protection Committee to take into account, where relevant, the indicators relating to equality between women and men in their proceedings, in particular the indicators relating to pay inequality between women and men, and to cooperate closely with a view to ensuring regular follow-up to this issue in the context of the implementation of the Europe 2020 Strategy.

INVITES THE EUROPEAN COUNCIL to adapt and improve the European Pact for Gender Equality in the spring of 2011 in the light of the Commission’s new Strategy for equality between women and men (2010-2015), of the Europe 2020 Strategy and of these Conclusions.

WILL CONSIDER the subject of ‘Women and the economy: reconciliation of work and family life for men and women’ for the next review of the implementation of the Beijing Platform for Action.

ANNEX: LIST OF INDICATORS

Closing the gender pay gap is a major priority in the context of EU policy on gender equality. A set of indicators is needed which does justice to the multidimensional nature of the phenomenon, yet also permits regular monitoring for the purpose of communicating a clear political message. In order to meet both these objectives, a distinction is made between ‘main indicators’ and ‘complementary indicators’ as indicated below.

An important element in the distinction between the two types of indicators is feasibility. In some cases, the information is readily available. For example, Indicator 1a corresponds to the Structural Indicator on the Gender Pay Gap that Eurostat presents annually. A second element in the distinction is the relative importance of each indicator for explaining and monitoring the gender pay gap. Indicators 1, 2, 3, 4, 5, and 8 are considered to be ‘main indicators’. Indicators 6, 7, 9, and 10 are considered to be ‘complementary indicators’.

Indicators will have more impact, when they are collected and/or calculated on a regular basis. However, 'regular' does not necessarily mean 'annual'. Most of the quantitative indicators are based on the results of the Structure of Earnings Survey (SES - Regulation 530/1999/EC), which are only available every 4 years, and cover enterprises with 10 or more employees, in economic activity sections B to S (excluding section O) of the NACE Rev. 2 Statistical classification of economic activities in the European Community. Some indicators are available annually. However, the detailed information needed for certain calculations, and some other indicators, are only available every four years. For every quantitative indicator, the availability of data is indicated as follows:

Aa = annually available; A4 = available every 4 years; N = requires the collection of new data.

I. MAIN INDICATORS OF THE DIFFERENT ASPECTS OF THE GENDER PAY GAP

A. General gender pay gap indicator

Indicator 1: Ratio for all employees

$$\text{Gender pay gap} = \frac{(\text{average gross male pay} - \text{average gross female pay})}{\text{average gross male pay}} \times 100$$

- a) Gender pay gap based on gross hourly male and female wages, full-time and part-time employees of all sectors

Source: SES + other sources; Aa

- b) Employment rate women and men

Source: Labour Force Survey; Aa

- c) Gender pay gap based on gross hourly male and female wages, full-time and part-time employees of all sectors and separate for the private and public sectors

Source: SES + other sources; Aa for some countries, A4

- d) Gender pay gap based on gross yearly male and female wages, full-time and part-time employees of all sectors and separate for the private and public sectors

Source: SES + other sources; A4

- e) Gender pay gap based on gross monthly male and female wages, full-time

Source: SES; A4

- f) Gender pay gap based on gross monthly male and female wages, full-time and part-time

Source: SES; A4

Indicator 2: Ratio for the total sum of wages

- a) Share of all wages by sex

Source: administrative data or other sources; Aa for some countries, N

- b) Repartition of the total number of wage-earners by sex

Source: administrative data, Labour Force Survey, or other sources; Aa

- c) Repartition of the total number of actual working days by sex

Source: administrative data, Labour Force Survey, or other sources; Aa

B. Inequality factors

Indicator 3: Ratio for part-time work

- a) Gross hourly wages and pay gap:

female (part-time) - male (part-time)

female (part-time) - female (full-time)

male (part-time) - male (full-time)

female (part-time) - male (full-time)

Source: SES; A4

- b) Part-time employment rate by sex

Source: Labour Force Survey; Aa

Indicator 4: Ratio by age and education

- a) Employment rate by age and sex

Source: Labour Force Survey; Aa

- b) Pay gap according to age group (< 24, 25-34, 35-44, 45-54, 55-64 and 65+) based on hourly wages of

female and male workers, full-time and part-time workers

Source: SES; A4, Aa for some countries, but with the age classes: -25, 25-34, 35-44, 45-54, 55-64, 65+.

- c) Employment rate by educational level (ISCED, 3 levels)

Source: Labour Force Survey; Aa

- d) Pay gap by educational level (ISCED, 3 levels), full-time and part-time workers

Source: SES; A4

Indicator 5: Segregation in the labour market

- a) Average gross hourly wages of female and male workers in the 5 industry sectors (NACE, 2 digits) with the highest numbers of female workers and the highest numbers of male workers

Source: SES; A4

- b) Average gross hourly wages of female and male workers in the 5 professional categories (ISCO categories, 2 digits) with the highest numbers of female workers and the highest numbers of male workers

Source: SES; A4

- c) Pay gap in management (ISCO 12 and 13)

Source: SES; A4

D. Policies to combat the gender pay gap

Indicator 8: Measures to promote equal pay and combat the gender pay gap (to be assessed every 4 years)

Situation:

- a) Parties/bodies implicated in the theme of the gender pay gap

Party/body concerned	Principal role in this context
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- b) Government measures taken to eliminate the gender pay gap

Year	Title of the measure	Type of measure	Action plan or isolated action	Party (Body)
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- c) Good practices aimed at eliminating the gender pay gap

Year	Title of the measure	Description
------	----------------------	-------------

Development:

- a) Evaluation of the legislation aimed at combating the gender pay gap

Yes	No
Legislation	Principal conclusions

- b) Evaluation of other measures aimed at combating the gender pay gap

Yes	No
Name of the measure	Principal conclusions

- c) System for the collection of data regarding complaints concerning pay discrimination between women and men

- d) Body/bodies charged with collecting data

- e) Number of complaints filed regarding pay discrimination between women and men per year of activity

Year	Number of complaints
------	----------------------

- f) Overall ratio: number of complaints regarding pay discrimination between women and men, compared with the total of complaints regarding discrimination between women and men in the field of employment

II. COMPLEMENTARY INDICATORS ALLOWING A THOROUGH ASSESSMENT OF THE GENDER PAY GAP

B. Inequality factors

Indicator 6: Ratio according to personal characteristics (new indicator 2010)

- a) Employment rate by family situation and civil status (crossed)

Source: Labour Force Survey; Aa

- b) Gender pay gap by family situation and civil status

Source: SES (desirable in the future); N

- c) Gender pay gap by country of birth

Source: SES (desirable in the future); N

C. Relative weight of these factors

Indicator 7: Breakdown of the hourly wage gap between men and women using the Oaxaca technique

- a) Relative contribution to the total gender wage gap of the part-time factor

- b) Relative contribution to the total gender wage gap of the education factor

- c) Relative contribution to the total gender wage gap of the age factor

- d) Relative contribution to the total gender wage gap of the length of service in the enterprise

- e) Relative contribution to the total gender pay gap of the sector factor

- f) Relative contribution to the total gender wage gap of the occupation factor

- g) Relative contribution to the total gender wage gap of the enterprise size factor

- h) Relative contribution to the total gender wage gap of the family situation factor (desirable in the future); N

- i) Relative contribution to the total gender wage gap of the civil status factor (desirable in the future); N

- j) Relative contribution to the total gender wage gap of the country of birth factor (desirable in the future); N

- k) Part of the pay gap unexplained by identifiable factors

Source: SES; A4

D. Policies to combat the gender pay gap

Indicator 9: Influence of collective bargaining on the promotion of equal pay and the elimination of the gender pay gap

Situation

a) Measures concerning the gender pay gap implemented in the framework of collective bargaining

Year	Title of the measure	Type of measure	Parties/Bodies	Nature of the measure	Level of application
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b) Best practices on how to close the gender pay gap in collective bargaining

Year	Title of the measure	Description
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Development:

a) Data collection system of collective agreements relating to the issue of the gender pay gap

	Body responsible	Public or Private
Yes		
No		

b) Data collection system regarding collective agreements dealing with the issue of the gender pay gap

Year	Number of collective agreements
------	---------------------------------

c) Assessment of measures to close the gender pay gap in collective bargaining

Yes	No
Measures	Principal conclusions

Indicator 10: Effect of part-time work, parental leave, time credit systems and career breaks on the gender pay gap

Development:

a) Assessment or research concerning the effects of flexible forms of employment on the gender pay gap

Flexible forms of employment	Yes	No
Part-time		
Career break		
Time credit system		

Parental leave		
Flexible forms of employment	Assessment of short term effect	Assessment of long term effect
Part-time		
Career break		
Time credit system		
Parental leave		

b) Main conclusions of the assessment

Assessment on:	
Part-time	
Career break	
Time credit system	
Parental leave	

c) Information provided by public authorities to raise awareness about the effects of flexible forms of employment on the gender pay gap

Yes	No
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EUROPEAN COMMISSION

Euro exchange rates ³² 17 December 2010
 (2010/C 345/02)

1 euro =

	Currency	Exchange rate		Currency	Exchange rate
USD	US dollar	1,3260	AUD	Australian dollar	1,3428
JPY	Japanese yen	111,26	CAD	Canadian dollar	1,3358
DKK	Danish krone	7,4498	HKD	Hong Kong dollar	10,3124
GBP	Pound sterling	0,85185	NZD	New Zealand dollar	1,7976
SEK	Swedish krona	9,0223	SGD	Singapore dollar	1,7427
CHF	Swiss franc	1,2738	KRW	South Korean won	1 533,35
ISK	Iceland króna		ZAR	South African rand	9,0581
NOK	Norwegian krone	7,8925	CNY	Chinese yuan renminbi	8,8252
BGN	Bulgarian lev	1,9558	HRK	Croatian kuna	7,3878
CZK	Czech koruna	25,218	IDR	Indonesian rupiah	11 976,33
EEK	Estonian kroon	15,6466	MYR	Malaysian ringgit	4,1524
HUF	Hungarian forint	272,75	PHP	Philippine peso	58,737
LTL	Lithuanian litas	3,4528	RUB	Russian rouble	40,7185
LVL	Latvian lats	0,7098	THB	Thai baht	39,982
PLN	Polish złoty	3,9798	BRL	Brazilian real	2,2640
RON	Romanian leu	4,2935	MXN	Mexican peso	16,4795
TRY	Turkish lira	2,0371	INR	Indian rupee	60,1236

Publisher:

Institute for the equality of women and men
Rue Ernest Blerot 1 / Ernest Blerotstraat 1
1070 Brussels
Tel. : 02 233 42 65 – Fax : 02/233 40 32
egalite.hommesfemmes@iefh.belgique.be / gelijkheid.manvrouw@igvm.belgie.be
<http://igvm-iefh.belgium.be/>

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THE SUPPORT OF THE IMPLEMENTATION OF THE EUROPEAN COMMISSION'S STRATEGY FOR EQUALITY BETWEEN WOMEN AND MEN

(2010-2015)



THE SUPPORT OF THE IMPLEMENTATION OF THE EUROPEAN COMMISSION'S STRATEGY FOR EQUALITY BETWEEN WOMEN AND MEN (2010-2015)

- Summary of the informal meeting of Ministers in charge of gender equality (Brussels, 26 October 2010) 5
- Council Conclusions supporting the implementation of the European Commission's Strategy for equality between women and men (2010-2015) 9

SUMMARY OF THE INFORMAL MEETING OF MINISTERS IN CHARGE OF GENDER EQUALITY (BRUSSELS, 26 OCTOBER 2010)

1. The Strategy for equality between women and men 2010-2015 adopted by the European Commission on 21 September 2010 identifies five priority areas for action: equal economic independence; equal pay for equal work or work of equal value; equality in decision-making; dignity, integrity and an end to gender-based violence; and gender equality in external actions. A sixth area concerns horizontal issues relating to gender roles, legislation, governance and tools for gender equality, and the Strategy includes key actions of the European Commission for all six areas¹;
2. Equality between women and men is a fundamental principle of the European Union enshrined in the Treaties and is one of the objectives and tasks of the European Union, and mainstreaming the principle of equality between women and men in all its activities represents a specific mission for the Union²;
3. Gender equality is enshrined in Article 23 of the Charter of Fundamental Rights of the European Union;
4. The European Union possesses a significant body of legislation promoting compliance with the principle of equality of treatment for men and women in employment, goods and services³;
5. Successive annual reports on “Equality between Women and Men”⁴ adopted by the European Commission demonstrate that progress is slow and that de facto gender equality has yet to be attained;
6. The European Commission’s Strategy for equality between women and men 2010-2015 follows on from the Commission’s Roadmap for equality between women and men (2006-2010)⁵, which was the subject of a mid-term review⁶, and the Women’s Charter adopted by the European Commission on 5 March 2010⁷;
7. The European Council, meeting on 23 and 24 March 2006, adopted the European Pact for Gender Equality⁸, to encourage action at Member State and Union level to support the implementation of the European Commission’s Roadmap (2006-2010);
8. In its Conclusions on “Beijing + 15’: A Review of Progress” (2009)⁹, the Council called on the Commission to prepare a follow-up strategy, building on the six priorities of the Roadmap (2006-2010), taking into account existing tools, and with due regard to current issues and challenges such as the economic and financial crisis,

¹ 13767/10.

² Articles 2 and 3(3) TEU and Article 8 TFEU.

³ Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant women and workers who have recently given birth or are breastfeeding (OJ L 348, 28.11.1992, p. 1); Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services (OJ L 373, 21.12.2004, p. 37); Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (OJ L 204, 26.7.2006, p. 23); Council Directive 2010/18/EU of 8 March 2010 implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC (OJ L 68, 18.3.2010, p. 13); Directive 2010/41/EU of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self employed capacity and repealing Council Directive 86/613/EEC (OJ L 180, 15.7.2010, p. 1).

⁴ 5056/10.

⁵ 7034/06.

⁶ 17495/08.

⁷ 7370/10.

⁸ 7775/1/06 REV 1.

⁹ 15992/09.

the environment and climate change, sustainable development, the ageing society and increased migration, the situation of women from ethnic minorities, and the role of boys and men in bringing about gender equality;

9. In its opinion¹⁰ adopted on 29 January 2010, the Advisory Committee on Equal Opportunities for Women and Men recommended that work should continue on the priorities set out in the Roadmap 2006-2010, identified new challenges and cross-cutting issues to be taken into consideration, and suggested that the governance mechanisms for any future Commission strategy, as well as the institutional mechanisms promoting women's rights and equality between women and men, should be strengthened;
10. In its Conclusions on "Gender equality: strengthening growth and employment – input to the post-2010 Lisbon Strategy" (2009)¹¹, the Council stressed that gender equality was crucial for fulfilling the EU objectives of economic and social cohesion and of a high level of employment, as well as for ensuring sustainable growth and competitiveness, and for tackling the demographic challenge, and called on the European Commission in particular to strengthen the gender dimension when adopting the post-Lisbon strategy in 2010;
11. In the declaration by the Trio adopted in Valencia on 26 March 2010, the Spanish, Belgian and Hungarian Presidencies reaffirmed the need to strengthen gender equality policies within the Europe 2020 Strategy, in the Commission's new Strategy on gender equality, then in preparation, and in the implementation of the European Pact for Gender Equality and the Beijing Platform for Action;
12. On 17 June 2010, the European Council adopted the post-Lisbon strategy known as Europe 2020: A New European Strategy for Jobs and Growth¹², which contains five headline targets, integrated guidelines, seven flagship initiatives and integrated and strengthened governance mechanisms, such as thematic European Council meetings;
13. The European Parliament adopted a resolution on 17 June 2010 on assessment of the results of the 2006-2010 Roadmap for Equality between women and men;
14. At the informal meeting of ministers for gender equality on 26 October 2010, the Belgian Presidency invited the Member States' ministers responsible for gender equality and the European institutions to discuss and propose initiatives and working methods to increase the effectiveness of gender-equality policies in this new policy context and of the mechanisms for following them up;
15. At this meeting, all the Member States discussed the five priority areas and the horizontal issues set out in the Commission's new Strategy for Equality between Women and Men (2010-2015), as well as the dual approach and the creation of an annual top-level Gender Equality Dialogue; they also discussed possible follow-up tools and the need to adapt the European Pact for Gender Equality, taking into account the context of the new Europe 2020 Strategy;

¹⁰ Opinion on the future of gender equality policy after 2010 and on the priorities for a possible future framework for equality between women and men.

¹¹ 15488/09.

¹² EUCO 13/1/10 REV 1.

THE COUNCIL OF THE EUROPEAN UNION:

16. WELCOMES the adoption by the European Commission of its new Strategy for equality between women and men 2010-2015;
17. TAKES NOTE of the five priority areas for action and the horizontal issues in that new Strategy;
18. WELCOMES the fact that in its Strategy the European Commission has undertaken to follow a dual approach, combining gender mainstreaming¹³ and specific measures;
19. WELCOMES the enhanced collaboration with the different institutions and partners that will be made possible by the creation of the annual top-level Gender Equality Dialogue on the basis of the Commission's annual report on the matter;
20. REAFFIRMS THE IMPORTANCE of establishing and maintaining a close link between the European Commission's Strategy for equality between women and men and the Europe 2020 Strategy, notably with respect to the headline target of aiming to raise to 75% the employment rate for women and men, in the context of the new European Semester;
21. CONSIDERS that, to accelerate progress towards equality between women and men and, in particular, to ensure that the objectives of the European Commission's Strategy for equality between women and men are met, the involvement and cooperation of all the European institutions, the European Institute for Gender Equality, the Member States, the social partners, bodies promoting gender equality, and civil society, according to their respective competences, are crucial;
22. STRONGLY AFFIRMS the need to fully and effectively implement the principle of gender mainstreaming in all its work¹⁴;
23. ENCOURAGES THE EUROPEAN COUNCIL to implement systematic and visible gender mainstreaming in its work and to place the subject of gender equality on its agenda before the expiry of the European Commission's Strategy for equality between women and men;

¹³ Meaning the integration of the gender dimension into all policy areas.

¹⁴ Articles 2 and 3(3) TEU and Article 8 TFEU.

24. INVITES THE MEMBER STATES, in order to accelerate progress towards equality between women and men and to achieve de facto gender equality, taking into account their national circumstances, to:

- (a) affirm their commitments in the five priority areas for action, including by addressing the horizontal issues set out in the European Commission's Strategy for equality between women and men;
- (b) ensure that those commitments are effectively followed through in their national policies and, if appropriate, in their National Reform Programmes in the context of the implementation of the Europe 2020 Strategy; and
- (c) improve the follow-up of the European Pact for Gender Equality by making full use of the existing mechanisms, structures and indicators;

and to reflect these commitments in the European Pact for Gender Equality, and to support its revision accordingly;

25. INVITES the European Council to adapt and improve the European Pact for Gender Equality in the spring of 2011 in the light of the Commission's new Strategy for equality between women and men (2010-2015), of the Europe 2020 Strategy and of these conclusions;

26. INVITES THE INCOMING HUNGARIAN PRESIDENCY to take all necessary steps in order to support this process.

COUNCIL CONCLUSIONS SUPPORTING THE IMPLEMENTATION OF THE EUROPEAN COMMISSION'S STRATEGY FOR EQUALITY BETWEEN WOMEN AND MEN (2010-2015)

On 26 October, the EU Ministers in charge of gender equality met in Brussels to support the implementation of the Commission's Strategy for equality between women and men (2010-2015). At this meeting, the Ministers also discussed how Member States could adapt and reinforce the commitments contained in the European Pact for equality between women and men, in the context of the Europe 2020 Strategy.

The following conclusions can be drawn from this meeting:

1. SUPPORTING THE COMMISSION'S WORK AND ITS NEW STRATEGY FOR EQUALITY BETWEEN WOMEN AND MEN (2010-2015)

The Ministers support the Strategy, its five priority areas, and its horizontal approach. It was underlined that a European Strategy for equality between women and men will only be efficient if it is supported by all actors (politicians, social partners, civil society) and if it builds on a strong partnership between the competent bodies. The emphasis has to be put on men's involvement in this Strategy, more specifically on raising their awareness, as well as on specific measures directed at them.

2. ENSURING THAT GENDER EQUALITY IS A CROSCUTTING OBJECTIVE OF THE EU 2020 STRATEGY

The Ministers recalled the importance of establishing a close link between the Commission's Strategy for equality between women and men and the Europe 2020 Strategy. The importance of raising women's employment rate in the context of the Europe 2020 Strategy was recalled. The need to develop women's entrepreneurship was underlined. The Ministers emphasised that reductions in gender inequalities would have to be strictly monitored, in particular by the use of targets and precise indicators.

3. ADAPTING AND REINFORCING THE EUROPEAN PACT FOR GENDER EQUALITY UNDER THE FORTHCOMING HUNGARIAN PRESIDENCY

The meeting agreed on the need to adapt and reinforce the commitments contained in the European Pact for gender equality in order to support the implementation of the Commission's new Strategy. The Pact should integrate the issues addressed in the Strategy.

4. ENSURING EFFICIENT MECHANISMS TO FOLLOW UP THE IMPLEMENTATION OF THE COMMITMENTS CONTAINED IN THE PACT, WITHOUT CREATING ADMINISTRATIVE BURDENS

These follow-up mechanisms should take the following principles into account:

- Developing precise and efficient monitoring of the gender dimension of policies, in particular by reinforcing the existing surveillance frameworks while reinforcing and developing the role of the European Gender Institute;
- Promoting the regular use of gender indicators (the Beijing indicators) as well as following up the commitments made in the National Reform Programmes;
- Annually adopting key messages to be transmitted to the European Council on the basis of the annual Commission report on gender equality;
- Integrating the gender perspective in all the work of all the Council's configurations;
- Supporting the implementation of a high-level dialogue (with the European Commission, the European Council and the European Parliament) on the progress made in the context of the Commission's Strategy for equality between women and men;
- Reinforcing the exchange of good practices between the Member States.

Publisher:

Institute for the equality of women and men
Rue Ernest Blerot 1 / Ernest Blerotstraat 1
1070 Brussels
Tel. : 02 233 42 65 – Fax : 02/233 40 32
egalite.hommesfemmes@iefh.belgique.be / gelijkheid.manvrouw@igvm.belgie.be
<http://igvm-iefh.belgium.be/>

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THE FIGHT AGAINST VIOLENCE AGAINST WOMEN

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European Commission

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SUMMARY OF THE EUROPEAN UNION WOMEN MINISTERS' SUMMIT ON VIOLENCE AGAINST WOMEN

(BRUSSELS, 24 NOVEMBER 2010)

Recalling the two European women in power Summits held in Athens in 1992 and in Cadiz in 2010, and the successive declarations made in the EU context, we, the Ministers and political leaders of the EU Member States, united in Brussels on the initiative of the Belgian Presidency of the Council, are holding the Third European Summit, which is for the first time devoted to combating violence against women.

RECALLING:

The Conclusions of the Council (EPSCO) on the Eradication of Violence Against Women in the European Union adopted on 8 March 2010.

The work of the European Commission aimed at the implementation of a new strategy on gender equality by means of priority and horizontal actions, in which the elimination of gender-based violence is a priority area.

The EU indicators on violence against women, adopted in 2002 during the Danish presidency as part of the follow-up to the evaluation and monitoring of the Beijing Platform for action.

The EU's Human Rights Guidelines on violence against women and girls adopted at the General Affairs Council on 8 December 2008 in which the EU reiterates the three indivisible aims of combating violence against women: prevention of violence, protection of and support for victims and prosecution of the perpetrators of such violence.

The Draft Convention on preventing and combating violence against women and domestic violence, which is now being drawn up by the Council of Europe.

The first results of three studies carried out by the European Commission:

- the feasibility study to assess the possibilities, opportunities and needs to standardise national legislation on violence against women, violence against children and sexual orientation violence;
- the study on harmful traditional practices in the EU, including female genital mutilation;
- the study on violence against women and the role of gender equality, social inclusion and health strategies.

WE FIND THAT:

Acts of violence committed against women are an abuse of human rights and liberties. They are a violation of the principle of human integrity and dignity and can cause serious physical and psychological repercussions for the victims and their children. This kind of violence is a consequence of a manifestation of historically unequal power relation between men and women. Moreover, they are an obstacle to the achievement of gender equality.

Combating violence against women is thus required for justice and democracy, a Peace and Human Rights issue, and is also a necessary condition for the personal and professional development of women and the fulfilment of gender equality.

For these fundamental reasons, but also because of the alarmingly high human, social and economic cost for society as a whole, violence against women is major political problem for every Member State.

THIS IS WHY, AS WOMEN MINISTERS:

We condemn violence against women and reaffirm that no custom, tradition or religious consideration can be invoked to justify this violence or to avoid the obligations of the States with respect to its elimination.

We welcome the fact that combating violence against women is one of the five priorities of the European Commission's Strategy on gender equality 2010-2015. which was presented by the European Commission on 21 September 2010.

We call for the improvement and adaptation of the European Pact for gender equality under the Hungarian Presidency, in order to restate the key aims of EU gender equality policy, including the Member States' common commitment to combat violence against women, in particular by means of national action plans to combat violence.

We are committed to support the drafting of effective European policies, based on the five following principles: policy, prevention, provision and support services to women and girls, protection and prosecution.

We are committed to support the development of European and national strategies and actions under such policies serving as a frame of reference for national policies, defining common principles and appropriate instruments and guaranteeing measurable and timely progress.

We are committed to support the national governments and the European institutions in intensifying, where appropriate and in accordance with Member States' national legal systems, the following measures:

a) *In the field of policy*

- The exchange of best practices and the improvement of legal instruments.

b) *In the field of prevention*

- Specific preventive measures to deal with all forms of violence against women.
- Collaboration with the professionals, in particular in the field of education, civil society, medical, judicial, police and social and business sector in order to develop the most appropriate messages and actions to sensitize the society.
- Regular and large public awareness campaigns encouraging victims to register a complaint or to appeal for support.
- Encouragement of men and boys to take an active part in the prevention and the elimination of all forms of gender based violence.

c) *In the field of provision and support services*

- Setting up structures to provide sufficient, accessible and high quality support for victims of violence.
- The development of services for the treatment of perpetrators while ensuring that such services do not limit the availability of support services for victims.

d) *In the field of protection*

- Provision of appropriate protection, accommodation and psycho-medical-social and court accompaniment to women victims of violence and children who have witnessed such violence.

e) *In the field of prosecution*

- Systematic handling of complaints in order to, on the one hand, provide an appropriate and effective response and solution, punish the perpetrators while respecting, protecting and recognizing the victim and, if need be, the victim's children, and, on the other hand, to make the perpetrator aware of his responsibilities and the impact of his actions.

f) *In a horizontal manner*

- The coordination between the different institutions and organizations involved in the assistance and support of victims, children who have witnessed violence and in the treatment of perpetrators of violence, the police services, the judicial sector and the psycho-medical-social services in order to intervene as appropriately as possible.
- Carry out awareness-raising education training campaigns to combat discriminatory cultural norms, and tackle the prevalent sexist stereotypes and social stigmatisation which legitimise and perpetuate violence against women.

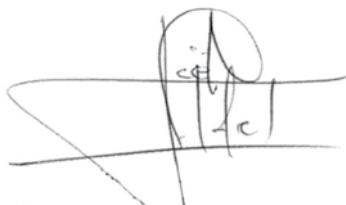
- The adoption of specific actions addressing the specific violence against young girls and women in vulnerable situations.
- While respecting the independence of the media, note the important role the media and new technologies can play in creating the climate in which violence against women is unacceptable and to encourage all media to deal responsibly and sensitively with the issue of gender-specific violence.
- Efficient gender mainstreaming which also contributes to combating violence against women.
- The importance of data and knowledge, in order to inform the decision-making process and improve the policies regarding violence against women.

We encourage the taking of further steps in order to establish an European Observatory against violence building on existing institutional structures with an expertise in gender issues.

We consider the introduction of a common and free telephone number that could be used in Member States to offer specific and updated information and assistance to the victims of violence against women.

We support the creation of a European year to fight violence against women to reaffirm our commitment to combat this type of violence as a violation of women's full enjoyment of their Human Rights.

We call upon the Governments of the 27 Member States, EU institutions, social and economic partners, the media, academic institutions and all men and women to actively contribute to combating all forms of violence against women.



Joëlle MILQUET
Minister of Employment
and Equal Opportunities



Bibiana AÍDO ALMAGRO
Secretary of State for Health,
Social Policies and Equality



Dragoljuba BENCINA
State Secretary at the Minister of
Foreign Affairs Development Coop-
eration



Maria Rosaria CARFAGNA
Minister for Equal Opportunities



Sotiroula CHARALAMBOUS
Minister of Labour
and Social Insurance



Lynne FEATHERSTONE
Parliamentary Under Secretary
of State



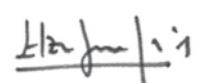
Ljubica JELUSIC
Minister of Defense



Doina Ofelia MELINTE
President of the National Authority
for Sports and Youth



Lucia NICHOLSONOVÁ
State Secretary for the Ministry of
Labour, Social Affairs and Family



Elza PAIS
Secretary of State of Equality



Astrid THORS
Minister of Migration
and European Affairs



Theodora TZAKRI
Minister of Interior,
Decentralization and e -Governance



Amelie von ZWEIGBERGK
State Secretary for Integration
and Gender Equality



Mary WHITE
Minister of State for Equality,
Integration and Human Rights

BRUSSELS DECLARATION : TOWARDS A COHERENT, EFFECTIVE AND GLOBAL EUROPEAN POLICY TO COMBAT VIOLENCE AGAINST WOMEN

(BRUSSELS, 24 NOVEMBER 2010)

On 24 November 2010, the Belgian Presidency, on the initiative of Deputy Prime Minister and Minister for Equal Opportunities, Joëlle Milquet, organised a European Union women ministers' Summit on violence against women, in the presence of Ms Viviane Reding, Vice-President of the European Commission and several women Ministers.

The aim of this event was to highlight the importance of combating the different forms of violence confronting millions of women in the European Union and to plead for the elaboration of a coherent, efficient and global policy at European level to support Member States' national policies.

On this occasion, about twenty women ministers signed a Declaration by which they committed themselves and recommended that the EU should:

- Adapt and improve the European Pact for gender equality during the Hungarian Presidency to include the concrete commitments of the Member States in combating violence against women;
- Support the elaboration of European policies based on the following five principles: policy, prevention, provision and support services for women and girls, protection and prosecution;
- Develop efficient strategies and actions which define the common principles and the proper tools and which guarantee measurable progress;
- Organise public awareness campaigns and exchange good practices;
- Make progress with a view to creating a European Observatory against violence;
- Introduce a European year dedicated to the fight against violence towards women.

SUMMARY OF THE CONFERENCE “VIOLENCE AGAINST WOMEN” (BRUSSELS, 25 - 26 NOVEMBER 2010)

Together with the Belgian presidency, the European Commission organised a conference on violence against women. Public policy-makers, members of parliament, experts, academics, representatives from NGOs and international organisations in the field of combating violence against women all attended the Conference.

During the opening session, Mrs Viviane Reding, Vice-President of the European Commission, presented the first reflections of the European Commission aiming at finding an efficient answer at European level, and Mrs Joëlle Milquet, Belgian Deputy Prime Ministers, presented the declaration that was signed during the “women ministers’ summit on violence against women”, organised by the Belgian Presidency on 24 November 2010.

The first panel aimed at looking at underlying causes of violence against women, trends, social and policy aspects. The second panel attempted to introduce the relevant results of the study to assess opportunities to standardise national legislation on gender violence and violence against children. It also discussed legal instruments currently in place, their implementation and possibilities for future legislative initiatives. The third panel focused on female genital mutilation and how to eradicate them. Finally, a last panel was dedicated to the challenges encountered when addressing the phenomenon, the actions required for effective prevention, protection and prosecution, and the added value of a EU policy response.

The following conclusions can be drawn from the Conference:

- 1) The causes of violence are extremely complex and have various origins, although their roots are sometimes interconnected. It is therefore necessary to develop a multifaceted approach.
- 2) The implementation of an efficient European policy tackling all forms of violence against women has to rely on a strong legislative framework. The European institutions have an important role to play in this field, notably in order to: give actions orientations, collect harmonised data, elaborate common indicators and evaluate the implementation of the policies led across Europe.
- 3) A European standardization can be envisaged by taking into account several elements, such as: the absolute condemnation towards violence against women, the implementation of an efficient system that protects the victims, violence's prevention, ensuring legal data connected to violence to be analysed with a gender dimension, the acknowledgment that female genital mutilation is a form of violence,...
- 4) It is essential for a large number of victims to implement a European protection order that will ensure protection to victims in every Member State, while respecting the specific rules of each country.
- 5) The EU has a crucial role to play in the elaboration of a global strategy aiming at the eradication of female genital mutilation in order to protect the victims and the potential victims as well as to ensure the exchange of good practices.

- 6) The implementation of a European policy tackling all forms violence against women has to be carried in parallel with a monitoring system and should ensure a good cooperation between the Member States and the European institutions.
- 7) Non-governmental organisation have to be associated in the implementation of European and national policies and should benefit from structural funding.
- 9) The Hungarian Presidency hopes to reinforce the European gender Pact, notably to include a specific link to violence against women.

Publisher:

Institute for the equality of women and men
Rue Ernest Blerot 1 / Ernest Blerotstraat 1
1070 Brussels
Tel. : 02 233 42 65 – Fax : 02/233 40 32
egalite.hommesfemmes@iefh.belgique.be / gelijkheid.manvrouw@igvm.belgie.be
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egalite.hommesfemmes@iefh.belgique.be / gelijkheid.manvrouw@igvm.belgie.be

<http://igvm-iefh.belgium.be/>

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