



IL-KUMMISSJONI TAL-KOMUNITAJIET EWROPEJ

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**RAPPORT MILL-KUMMISSJONI LILL-KUNSILL, LILL-PARLAMENT
EWROPEW, LILL-KUMMITAT EKONOMIKU U SOĊJALI EWROPEW U LILL-
KUMMITAT TAR-REĠJUNI**

L-ugwaljanza bejn in-nisa u l-irġiel - 2008

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1. INTRODUZZJONI

L-ugwaljanza bejn in-nisa u l-irġiel hi valur fundamentali ta' l-Unjoni Ewropea. Taht l-azzjoni kongunta tal-Komunità u l-Istati Membri, il-qagħda ta' l-irġiel u n-nisa fl-Ewropa nbidlet tassew f'għadd ta' oqsma. Pereżempju, is-sehem tan-nisa fix-xogħol ikompli javvanza, u l-livell ta' edukazzjoni tan-nisa llum hu oġġla minn dak ta' l-irġiel. Madankollu, l-isfidi li għandhom jingħelbu għadhom kbar. B'mod partikolari, jekk il-progress ma jistax jiġi diskuss f'termini ta' kwantità, l-isforzi huma meħtieġa biex jiġi sostnut l-aspett ta' kwalità ta' l-ugwaljanza. Dan hu l-messaġġ prinċipali mqajjem f'dan ir-rapport.

Is-sena 2007 kienet dik ta' l-implimentazzjoni ta' għadd kbir ta' azzjonijiet imħabbra fl-2006 fil-pjan ta' azzjoni tal-Kummissjoni Ewropea għall-ugwaljanza bejn in-nisa u l-irġiel, kif ukoll il-Patt Ewropew għall-ugwaljanza tal-Kunsill Ewropew. Dawn l-azzjonijiet kollha jikkonverġu lejn l-għan li jwettqu ugwaljanza effettiva bejn in-nisa u l-irġiel, billi jaġixxu kemm fuq aspetti ta' kwantità kif ukoll fuq dan ta' kwalità. Barra minn hekk, il-Kummissjoni wasslet il-kontribut tagħha għall-holqien ta' prinċipji komuni tal-flessigurtà¹ sabiex b'mod partikolari ssostni l-holqien ta' aktar impjiegi ta' kwalità aħjar. Is-sena giet immarkata wkoll minn bosta ċelebrazzjonijiet u avvenimenti importanti għall-politika ta' l-ugwaljanza bejn in-nisa u l-irġiel: il-50 anniversarju tal-politika Ewropea ta' l-ugwaljanza bejn in-nisa u l-irġiel; is-Sena Ewropea ta' l-opportunitajiet indaqs għal kulhadd; l-għaxar anniversarju tal-firma tat-Trattat ta' Amsterdam, att fundatur ta' l-Istrateġija Ewropea għax-xogħol u l-aproċċ integrat ta' l-ugwaljanza fil-politiki Komunitarji.

Dan il-ħames rapport annwali dwar l-ugwaljanza bejn in-nisa u l-irġiel, li sar f'kollaborazzjoni ma' l-Istati Membri wara talba tal-Kunsill Ewropew tal-kapijiet ta' l-Istat u l-Gvern, hu l-ewwel li jkopri l-Ewropa mkabbra għal 27 Stat Membru. Id-diversità mkabbra ta' l-Unjoni Ewropea tista' tqajjem sfidi godda għall-politika ta' l-ugwaljanza. Madankollu, it-tkabbir għal Stati godda jixhed l-adeżjoni tagħhom għall-valuri fundamentali ta' l-Unjoni Ewropea u ta' l-impenn tagħhom fis-segwitu tal-missjonijiet fundamentali tagħha, li jinkludu t-twettiq ta' l-ugwaljanza bejn in-nisa u l-irġiel.

2. ŻVILUPPI PRINĊIPALI

2.1. Diskrepanzi bejn in-nisa u l-irġiel

It-titjib tal-kwantità u tal-kwalità ta' l-impjieg hu għan strateġiku fil-qalba ta' l-aġenda Ewropea ta' Liżbona għat-tkabbir u l-impjieg. Minn għaxar snin 'l hawn, jekk il-progress fil-kwantità rigward l-impjieg tan-nisa ma jistax jiġi miċhud, għad jinħtieġu sforzi biex jitjieb l-aspett tal-kwalità.

L-impjieg tan-nisa kien il-fattur prinċipali tat-tkabbir kontinwu tax-xogħol fl-UE tul dawn l-aħħar snin. Bejn l-2000 u l-2006, ix-xogħol fl-UE-27 żdied bi kważi 12-il miljun persuna, li aktar minn 7.5 miljun kienu nisa. Ir-rata ta' impjieg ta' dawn

¹ COM(2007) 359.

avvanza kull sena biex laħqet 57.2 % fl-2006, 3.5 punti aktar mis-sena 2000, li jhaffef biex tintlaħaq il-mira ta' 60 % fl-2010. Tul l-istess perjodi, ir-rata ta' impjieg ta' l-irġiel żdiedet b'inqas minn punt. Fost il-**haddiema ta' aktar minn 55 sena**, iż-żieda tar-rata ta' impjieg tan-nisa kompliet ukoll b'ritmu superjuri għal dak ta' l-irġiel, u laħaq 34.8 %, jiġifieri 7.4 punt aktar mis-sena 2000. B'mod parallel, ir-**rata ta' qgħad** tan-nisa laħqet l-aktar livell baxx tagħha minn għaxar snin 'l hawn ta' 9 %.

Dan l-iżvilupp pozittiv ippermetta tnaqqis sensibbli fil-**lakuna tar-rata ta' impjieg** bejn in-nisa u l-irġiel, li naqset minn 17.1 punt fis-sena 2000 għal 14.4 punt fl-2006. Madankollu, il-persistenza tal-lakuna stess tar-rata ta' impjieg, kif ukoll fost iż-żgħażaġh (6 punti għal dawk bejn il-15-24 sena) tqajjem kwistjoni, b'mod partikolari rigward ir-rata ta' suċċess skolastiku u universitarju tan-nisa żgħażaġh. Barra minn hekk, din il-lakuna tidher tikber bl-età biex tilhaq il-milja tagħha ta' 17.8 punt fost dawk ta' aktar minn 55 sena.

Bosta aspetti tal-kwalità tax-xogħol tan-nisa jibqgħu problematiċi. L-ugwaljanza bejn in-nisa u l-irġiel hi waħda mid-dimensjonijiet tal-kwalità tax-xogħol identifikati mill-Kummissjoni². Issa, l-indikaturi tal-pagi, ta' segregazzjoni tas-suq tax-xogħol u ta' preżenza tan-nisa fil-postijiet ta' teħid ta' deċiżjonijiet ma juru l-ebda progress sinifikattiv minn bosta snin 'l hawn. B'hekk, il-**lakuna fil-paga** baqgħet stabbli għal 15 % mill-2003, u naqset biss b'punt mis-sena 2000. Is-**segregazzjoni settorjali u ta' l-impjieg** skond is-sess ma tonqosx u saħansitra tiżdied f'ċerti pajjiżi, sinjal li n-nisa li għadhom kemm daħlu fis-suq tax-xogħol daħlu f'setturi u professjonijiet fejn hemm ħafna nisa. Il-preżenza tan-nisa li **jmexxu** fl-imprizi jistaġna fuq 33 %, filwaqt li ma tavvanzax ħlief bil-mod ħafna fuq livell politiku, jew 23 % biss tal-MP nazżjonali u 33 % tal-MP Ewropej huma nisa.

Barra minn hekk, fid-dimensjonijiet kollha l-oħra tal-kwalità tax-xogħol, per eżempju rigward il-**konċiljazzjoni tal-hajja professjonali u privata**, l-użu tal-modalitajiet tax-xogħol li ma jivvalorizzawx bis-sħiħ il-kompetenzi, jew rigward is-saħħa u s-sigurtà fil-post tax-xogħol, il-lakuni bejn in-nisa u l-irġiel jistgħu jippersistu. Dan jixhdu t-tnaqqis importanti tar-rata ta' impjieg tan-nisa li għandhom tfal żgħar (-13.6 punt fil-medja), filwaqt li dak ta' l-irġiel jizdied. B'hekk, ir-rata ta' impjieg tan-nisa li għandhom it-tfal hi ta' 62.4 % meta mqabbla mal-91.4 % għall-irġiel, jiġifieri differenza ta' 29 punt. Aktar minn tliet kwarti mill-ħaddiem *part time* huma nisa (76.5 %), li jikkorrispondu għal mara fuq kull tlieta, għall-kuntrarju ta' raġel fuq kull għaxra. L-użu ta' kuntratti ta' impjieg temporanju hu wkoll akbar fost in-nisa (15.1 % jiġifieri punt aktar mill-irġiel).

Fi kliem ieħor, jidher li l-isforzi importanti mogħtija fil-qafas ta' l-Istrateġija Ewropea għat-tkabbir u l-impjieg sabiex iwasslu għal tkabbir fil-kwantità kif ukoll fil-kwalità ta' l-impjieg tan-nisa jidher li kattar il-frott aktar f'termini ta' kwantità milli kwalità.

Soċjalment għad hemm lakuni li jistgħu jirriflettu lakuni fis-suq tax-xogħol. B'hekk, il-qgħad fit-tul jibqa' aktar komuni fost in-nies (4.5 %) milli fost l-irġiel (3.5 %). Il-karrieri professjonali iqsar, aktar bil-mod u mħallsa inqas tan-nisa jinfluwenzaw

² COM(2001) 313.

ukoll ir-riskji tagħhom ta' faqar, b'mod partikolari fost dawk ta' aktar minn 65 sena (21 %, jiġifieri 5 punti aktar mill-irġiel).

2.2. Żviluppi politiki u legiżlattivi

Il-pjan ta' azzjoni għall-ugwaljanza bejn in-nisa u l-irġiel³ ta spinta ġdida lill-politika Komunitarja f'dan il-qasam. Il-Kummissjoni tiżgura s-segwitu tat-twertiq u l-previżjoni ta' azzjonijiet tal-Pjan ta' Azzjoni fi **programm ta' hidma**⁴ annwali dettaljat. Dan jindika b'mod partikolari li sar progress kbir sabiex tiġi integrata perspettiva ta' ugwaljanza fil-politiki ta' l-Unjoni, b'mod partikolari fl-oqsma prijoritarji identifikati fil-Pjan ta' Azzjoni.

Il-konċiljazzjoni tal-ħajja professjonali, tal-ħajja privata u tal-ħajja tal-familja hi element ċentrali ta' l-ugwaljanza bejn in-nisa u l-irġiel u qasam ta' azzjoni prijoritarji tal-Pjan ta' Azzjoni. Huwa wkoll fattur essenzjali tal-kwalità ta' xogħol. Fl-aħħar ta' l-2006, il-Kummissjoni niedet **konsultazzjoni formali ta' l-imsieħba soċjali**⁵ fuq livell Ewropew dwar il-linji gwida possibbli ta' azzjoni Komunitarja f'dan il-qasam bil-ħsieb ta' titjib jew l-ispicċar tal-qafas eżistenti. Il-konsultazzjoni sabet li l-imsieħba soċjali qablu fuq il-bżonn li jittieħdu miżuri, b'mod partikolari biex l-irġiel jitheggu jinvolvu ruħhom aktar fil-ħajja tal-familja. Għalhekk fit-30 ta' Mejju 2007, il-Kummissjoni niedet it-tieni fażi⁶ tal-konsultazzjoni rigward il-kontenut ta' proposti eventwali f'dan il-qasam. Dawn jikkonċernaw b'mod partikolari t-titjib tad-dispożizzjonijiet rigward il-ġranet frank tal-maternità u l-ġranet frank tal-ġenituri, kif ukoll l-introduzzjoni ta' tipi ġodda ta' ġranet frank (ġranet frank tal-missier, għall-adozzjoni jew biex wieħed jieħu ħsieb membri tal-familja li huma dipendenti), kif ukoll miżuri oħra mhux legiżlattivi. Wara l-analiżi tat-tweġibiet, il-Kummissjoni tista', fejn meħtieġ, tressaq proposti ta' titjib tal-qafas legiżlattiv, b'kunsiderazzjoni għall-ftuħ ta' negozjati eventwali bejn l-imsieħba soċjali u r-rizultati ta' l-analiżi ta' impatt meħtieġa.

Barra minn hekk, il-Kummissjoni appoġġjat⁷ lill-**Alleanza Ewropea Favur il-Familji**, proposta mill-Kunsill Ewropew tar-rebbiegħa, li se tinbena minn pjattaforma ta' skambji u ta' għarfien dwar il-politiki favur il-familji u dwar il-prattiki tajbin ta' l-Istati Membri, maħsuba biex iwieġbu għall-isfidi tal-bidla demografika.

Il-legiżlazzjoni dejjem kellha rwol ċentrali fil-progress imwettaq lejn l-ugwaljanza bejn in-nisa u l-irġiel. Għal dak li għandu x'jaqsam **mat-trattament ugwali**, il-proċeduri ta' vjolazzjoni għan-nuqqas ta' traspożizzjoni tad-Direttiva 2002/73⁸ huma magħluqa, ħlief f'każ fejn it-traspożizzjoni tibqa' parzjali. L-analiżi tal-konformità tal-miżuri nazzjonali ta' traspożizzjoni qiegħda titwettaq bħalissa. L-ewwel stadju tal-

³ COM(2006) 92.

⁴ SEC(2007) 537.

⁵ SEC(2006) 1245.

⁶ http://ec.europa.eu/employment_social/social_dialogue/consultations_en.htm

⁷ COM(2007) 244.

⁸ Id-Direttiva 2002/73/KE tal-Parlament Ewropew u tal-Kunsill tat-23 ta' Settembru 2002 li temenda d-Direttiva tal-Kunsill 76/207/KE dwar l-implimentazzjoni tal-prinċipju ta' trattament ugwali bejn l-irġiel u n-nisa fir-rigward ta' aċċess għall-impieg, tahriġ professjonali u promozzjoni, u kundizzjonijiet tax-xogħol

proċedura stipulata għall-Artikolu 226 KE tnedet fl-2007. Dan l-eżerċizzju ta' kontroll tal-konformità tal-leġislazzjonijiet nazzjonali se jtkompla fl-2008.

Minkejja ċertu progress, jibqgħu ċerti lakuni bejn in-nisa u l-irġiel fis-suq tax-xogħol u huma ostakoli wkoll għall-għan ta' indipendenza ekonomika ugwali. B'mod partikolari, f'Komunikazzjoni adottata fit-18 ta' Lulju 2007⁹, il-Kummissjoni wriet l-impenn sħiħ tagħha sabiex tagħmel kollox sabiex tiġġieled il-**lakuna fil-paga bejn in-nisa u l-irġiel**. Dan jikkonċerna b'mod partikolari l-iżvilupp tal-kapaċitajiet ta' analiżi tal-fenomeni, li jibqa' kumpless u mifhum hażin, sabiex jinsabu metodi ta' azzjoni mmirati u jiġu identifikati t-titjibiet possibbli tal-qafas leġislativ ezistenti. Barra minn hekk, azzjoni miftiehma, b'mod partikolari fil-qafas taċ-ċiklu l-gdid ta' l-Istrateġija Ewropea għat-*tkabbir* u l-impjieg u tal-prinċipji komuni dwar il-flessigurtà¹⁰, se tinħtieġ biex jitneħħew il-lakuni li jeżistu fuq is-suq tax-xogħol.

It-twaqqif ta' **Istitut Ewropew għall-ugwaljanza bejn in-nisa u l-irġiel** mexxa bis-sostenn attiv tal-Kummissjoni. Il-ħatra tal-membri tal-Kunsill ta' amministrazzjoni¹¹ ta' l-Istitut bord li jieħu d-deċiżjonijiet. L-Istitut hu mitlub jagħti sostenn tekniku importanti għall-politiki ta' l-ugwaljanza bejn in-nisa u l-irġiel.

3. SFIDI U ORJENTAZZJONIJIET STRATEĠIĊI

Skond l-Istrateġija Ewropea għat-*tkabbir* u l-impjieg, it-titjib tal-kwalità ta' l-impjieg għandu importanza sinifikattiva kemm għall-benessri tal-ħaddiema kif ukoll għaż-żieda tal-produttività ta' l-impjieg. Iċ-ċiklu li ntemm gie karatterizzat minn żieda kostanti tar-rata ta' impjieg tan-nisa, iżda l-progress kien inqas sensitiv minn aspett ta' kwalità. Il-lakuni bejn is-sessi jibqgħu importanti, b'mod partikolari d-differenzi ta' l-arranġamenti tax-xogħol bejn in-nisa u l-irġiel (b'mod partikolari l-użu tal-*part time*, ta' kuntratti ta' tul determinat, jew impjiegi ta' kwalità inqas u mħallsa inqas), is-segregazzjoni orizzontali u vertikali tas-suq tax-xogħol jippersisti u jżid f'ċerti pajjiżi, il-lakuna fil-paga ma tonqosx.

Għandhom isiru aktar sforzi għal "aktar impjieg ta' kwalità", b'kunsiderazzjoni ta' l-importazzjoni ta' approċċ ta' flessigurtà u biex jitqies l-impatt differenzjat tal-politiki ta' l-impjieg fuq in-nisa u l-irġiel fiċ-ċiklu tal-ħajja. Dan l-approċċ għandu jikkonċerna kemm il-kwalità intrinsika tax-xogħol kif ukoll l-aspetti kollha li jaffettwaw, bħall-iżvilupp ta' l-infrastrutturi li jippermettu lil kulhadd li jkollu aċċess għas-suq tax-xogħol li jibqa' fih, jew il-possibbiltà li l-aspirazzjonijiet professjonali u l-għażliet personali jitwettqu barra kull sterjotip. Jinħtieġ ukoll li wieħed ikolli l-għodda istituzzjonali meħtieġa għat-*tmexxija* tajba u l-implimentazzjoni effettiva ta' l-impjenji politiċi.

⁹ COM(2007) 424.

¹⁰ COM(2007) 359.

¹¹ Id-Deciżjoni tal-Kunsill tat-30.05.2007 (2007/C 128/02) u tal-Kummissjoni tat-30.04.2007

3.1. Impjiegi ta' kwalità favur indipendenza ekonomika ugwali

It-titjib fil-kwantità ta' l-impjeg għandu jmur id fid ma' titjib fil-kwalità¹². Impjiegi ta' kwalità jgħaddu l-haddiema u jippermettulhom li jisfruttaw bis-shih il-potenzjal produttiv tagħhom u jikkontribwixxu għat-titjib tal-kwalità tal-ħajja globali tas-soċjetà. L-ugwaljanza bejn in-nisa u l-irġiel hi fattur essenzjali tal-kwalità tax-xogħol. Dan jikkonċerna t-tneħħija tal-lakuni persistenti fuq is-suq tax-xogħol kif ukoll it-tqajjim tad-dimensjonijiet ta' kwalità kollha f'perspettiva tas-sessi, kif ukoll għall-kwistjonijiet ta' saħħa u benessri fil-post tax-xogħol.

- L-isforzi maħsuba jneħħu l-lakuni bejn in-nisa u l-irġiel fl-impjeg għandhom jiġu segwiti u intensifikati fil-qafas ta' ċiklu l-ġdid ta' l-Istrateġija Ewropea għat-tkabbir u l-impjeg, sabiex jitnaqqsu b'mod sinifikanti l-lakuni rigward l-impjeg, il-qgħad u l-pagi, kif ukoll is-segregazzjoni tas-suq tax-xogħol.
- Is-sostenn għall-konċilazzjoni tal-ħajja professjonali u dik privata għandu jiżdied u għandu jkollu t-tir li jimplika kemm l-irġiel kif ukoll lin-nisa, b'mod partikolari permezz ta' l-arranġamenti tax-xogħol u tal-granet frank innovattivi u addattati, li jsostnu s-sehem u x-xogħol permanenti ta' l-irġiel u tan-nisa li għandhom ir-responsabbiltà ta' nies dipendenti u jheggu tqassim aħjar tal-hidmiet domestiċi u tal-familja skond il-prinċipju ta' ko-responsabbiltà.
- Il-perfezzjonament professjonali tal-haddiema għandu jkun iggarantit sabiex jiżguralhom perspettivi ta' żvilupp li jivvalorizza bis-shih il-potenzjal tagħhom tul iċ-ċiklu kollu tal-ħajja, u jimmira għal rappreżentazzjoni bilanċjata taż-żewġ sessi fix-xogħlijiet ta' teħid ta' deċiżjonijiet;
- L-approċċ tal-kwistjonijiet tas-saħħa u tal-benessri fix-xogħol, kif ukoll ta' kwalità ta' l-ambjent tax-xogħol għandu jqis il-qagħda u l-problemi speċifiċi tan-nisa u ta' l-irġiel.
- Jeħtieġ li jiġi żgurat li l-potenzjal offrut mill-fondi strutturali jiġi sfruttat bis-shih biex isostni l-politiki ta' zied kemm fil-kwantità kif ukoll fil-kwalità tax-xogħol.

3.2. Servizzi ta' kwalità għall-konċiljazzjoni

Il-possibbiltà ta' konċiljazzjoni bejn il-ħajja professjonali u l-ħajja privata¹³ tiddependi kemm minn organizzazzjoni ta' xogħol modern, li jgħaqqad il-flessibbiltà u s-sigurtà f'perspettiva tas-sess, kif ukoll mid-disponibbiltà ta' servizzi ta' kwalità aċċessibbli u li jistgħu jinkisbu. Inghatat ħafna attenzjoni lit-titjib tad-disponibbiltà u l-aċċessibbiltà ta' dawn is-servizzi, b'mod partikolari l-kura tat-tfal u l-kura ta' persuni dipendenti oħrajn. L-aspetti ta' kwalità jeħtieġu attenzjoni ekwivalenti, bħal ma wriet il-konsultazzjoni tal-Kummissjoni dwar l-inklużjoni attiva¹⁴.

¹² Tema enfasizzata waqt il-laqgħa informali tal-ministri responsabbli mill-kwistjonijiet ta' ugwaljanza f'Ottubru 2007 fil-qafas tal-Presidenza Portugiża tal-Kunsill.

¹³ Il-konċiljazzjoni tagħmel parti mit-temi prijoritarji identifikati fid-dikjarazzjoni tat-trio presidenzjali dwar l-ugwaljanza tas-sessi fl-UE, adottata wara l-laqgħa informali tal-ministru responsabbli għall-kwistjoni ta' l-ugwaljanza f'Mejju 2007 fil-qafas tal-Presidenza Germaniża tal-Kunsill.

¹⁴ COM(2007) 620.

- L-isforzi sabiex titjeb id-disponibbiltà u l-aċċessibbiltà tas-servizzi ta' kura tat-fal, skond l-għanijiet ta' Barcelona¹⁵, u tas-servizzi ta' kura ta' persuni dipendenti, għandhom jiġu segwitu u intensifikati, filwaqt li tingħata attenzjoni ekwivalenti lill-kwalità ta' dawn is-servizzi, kif ukoll rigward is-siġhat.
- Il-kwalità tas-servizzi għandha tiġi sostnuta minn taħriġ kontinwu u t-titjib tal-kwalifiki tal-persunal tagħhom, kif ukoll mill-valorizzazzjoni ta' dawn l-impjiegi;
- Il-kwalità tas-servizzi ta' interess ġenerali, b'mod partikulari s-servizzi tat-trasport, l-amministrazzjonijiet jew s-servizzi ta' impjieg, għandha tiġi ggarantita. Għandha tingħata attenzjoni partikolari għall-fatt li d-disponibbiltà ta' dawn is-servizzi tkun kompatibbli mas-siġhat ta' xogħol *full time* ta' l-irġiel u n-nisa li għandhom ir-responsabbiltà ta' persuni dipendenti;
- Jeħtieġ li jiġi assigurat li l-potenzjal offrut mill-fondi strutturali jingħata kompletament għas-sostenn tat-titjib ta' l-aċċessibbiltà u l-kwalità tas-servizzi li jiffavorixxu konċiljazzjoni aħjaf bejn il-hajja professjonali u l-hajja privata għal kulhadd.

3.3. Il-ġlieda kontra l-isterjotipi, appoġġ għall-ghazliet individwali

L-isterjotipi johlqu barrieri għat-twertiq ta' l-ghazliet individwali kemm għall-irġiel kif ukoll għan-nisa. Jikkontribwixxu għall-persistenza ta' l-inugwaljanza billi jinfluwenzaw l-ghazliet tas-setturi ta' edukazzjoni, ta' taħriġ u ta' impjieg, fuq is-sehem għall-ħidmiet domestiċi u tal-familja u fuq ir-rappreżentazzjoni għall-postijiet ta' teħid ta' deċiżjonijiet. Jistgħu jaffettwaw ukoll il-valorizzazzjoni tax-xogħol ta' kull wieħed u waħda minna. It-tneħħija tagħhom hi waħda mill-prijoritajiet tal-Pjan ta' azzjoni u tal-Qafas ta' azzjoni ta' l-imsieħba soċjali Ewropej għall-ugwaljanza.

- Il-ġlieda kontra l-isterjotipi marbuta mas-sessi għandha tibda minn età żgħira u għandha tippromwovi l-mudelli ta' imġieba li jivvalorizzaw l-ghazliet individwali tas-setturi ta' edukazzjoni u jsostnu l-ugwaljanza bejn in-nisa u l-irġiel, kif ukoll it-tqassim tax-xogħol domestiku u tal-familja;
- Jeħtieġ li jitneħħew l-ostakoli kulturali sabiex jithaffef l-aċċess tan-nisa u ta' l-irġiel għal xogħol mhux tradizzjonali, kif ukoll fost il-postijiet ta' teħid ta' deċiżjonijiet, u li l-ghazliet individwali jiġu appoġġjati bis-shiħ.
- L-approċċ ta' taħriġ permanenti, ta' l-iżvilupp professjonali u ta' l-orjentazzjoni professjonali għandu jkun eżenti minn kull sterjotip. Il-professjonisti tat-taħriġ u ta' l-orjentazzjoni professjonali għandhom ikunu aktar konxji minn din il-kwistjoni;
- Il-mezzi tax-xandir, ta' kull tip, għandhom ikunu assoċjati ma' l-isforzi għall-ġlieda kontra x-xbihat sterjotipi tan-nisa u ta' l-irġiel u jippromwovi dehra realista tal-kompetenzi tagħhom.

¹⁵ Kopertura ta' 33 % tat-tfal minn 0 sa 3 snin u 90 % tat-tfal minn 3 snin sa l-età skolastika obligatorja sa l-2010.

3.4. Mekkaniżmi istituzzjonali li jsostnu l-impenji politiċi u l-implimentazzjoni tal-leġiżlazzjoni

Impenji ċari għas-sostenn ta' l-ugwaljanza bejn in-nisa u l-irġiel ġew espressi fuq l-aktar livell politiku għoli, mill-Kummissjoni, il-Kunsill Ewropew u mill-imsieħba soċjali Ewropej. Il-Pjan ta' Azzjoni jagħti importanza kbira lit-tmexxija tajba, meħtieġa sabiex jingħataw il-mezzi effettivi għall-implimentazzjoni ta' dawn l-impenji.

- Huwa importanti li jiġu żviluppati l-għodda ta' taħriġ u ta' implimentazzjoni li jippermettu lill-parteciċipanti kollha kkonċernati li jintegraw perspettiva tas-sessi fl-oqsma ta' kompetenza rispettiva tagħhom, kif ukoll fl-istima ta' l-impatt speċifika tal-politiki fuq in-nisa u l-irġiel; jeħtieġ ukoll li wieħed jara li juża b'mod effettiv l-għodda eżistenti, bħall-manwali għall-integrazzjoni ta' perspettiva tas-sessi fil-politiki ta' l-impjeg imwettqa mill-Kummissjoni¹⁶;
- jeħtieġ li jiġi żviluppati l-ħiliet tal-parteciċipanti u l-entitajiet ewlenin li jaħdmu għall-ugwaljanza bejn in-nisa u l-irġiel, sabiex ikollhom il-ħiliet, l-istrumenti u r-riżorsi meħtieġa għall-implimentazzjoni tal-politiki tagħhom;
- L-implimentazzjoni u s-segwitu tal-politiki għandhom ikunu assigurati minn indikaturi kemm fil-kwantità kif ukoll kif kwalità u statistiċi mqassma skond is-sess li jkunu affidabbli, komparabbli u disponibbli meta jkun hemm bżonn.

4. KONKLUŻJONIJIET

Sabiex ikun hemm ugwaljanza effettiva bejn in-nisa u l-irġiel, f'termini ta' kwantità kif ukoll ta' kwalità, il-Kunsill Ewropew hu mistieden jitolb mill-ewwel lill-Istati Membri sabiex jегħlbu l-isfidi msemmija hawn fuq, flimkien ma' l-imsieħba soċjali u s-soċjetà ċivili. Fid-dawl ta' dan ir-rapport, għandha tingħata attenzjoni partikolari għal:

- Żieda kemm fil-kwantità kif ukoll fil-kwalità ta' l-impjeg tan-nisa fiċ-ċiklu l-ġdid ta' l-Istrateġija Ewropea għat-tkabbir u l-impjeg;
- Integrazzjoni ta' perspettiva tas-sessi fid-dimensjonijiet kollha ta' kwalità tax-xogħol;
- Żvilupp kemm ta' l-għoti kif ukoll tal-kwalità tas-servizzi li jippermetti li jkun hemm konċiljazzjoni tal-ħajja professjonali u dik privata kemm għall-irġiel kif ukoll għan-nisa;
- Għieda kontra l-isterjotipi fl-edukazzjoni, l-impjeg u l-mezzi tax-xandir u enfazi tar-rwol ta' l-irġiel fil-promozzjoni ta' l-ugwaljanza;
- Żvilupp ta' l-għodda ta' l-istima ta' l-impatt tal-politiki f'perspettiva tas-sessi.

¹⁶ http://ec.europa.eu/employment_social/gender_equality/docs/2007/manual_gend_mainstr_en.pdf

ANNEX

This statistical annex provides an overview of the situation of women and men in the EU, its evolution over time and remaining gender gaps in different fields such as the labour market, education, presence in decision making positions and social inclusion. Indicators have been chosen according to their relevance in covering aspects of the lives of women and men and the availability of comparable and reliable data. These indicators were already presented in the previous reports in order to facilitate the follow-up from one year to another.

Employment rates

The European Strategy for Jobs and Growth set the target of reaching an employment rate for women of 60% by 2010. In the past years, female employment has witnessed continuous growth, at a rate that was consistently higher for women than for men. The employment rate of women rose by almost 3 percentage points (p.p.) between 2001 and 2006, from 54.3% to 57.2%, whereas over the same period the employment rate of men increased by only 0.7 p.p., from 70.9% to 71.6%. As a result, the gap between women's and men's employment rates decreased from 16.6 p.p. in 2001 to 14.4 p.p. in 2006. At national level, significant differences exist across the EU, as the employment rate of women in Malta (34.9%) was less than half that reported in Denmark (73.4%) or Sweden (70.7%). The employment rate gap between women and men ranged from less than 5 p.p. in Finland and Sweden to more than 25 p.p. in Greece and Malta. In general, the employment rate gap increases with age and is the highest amongst older workers (55 to 64 years). In 2006, it was on average 17.8, down from 19.5 p.p. in 2001 thanks to the strong increase of the employment rate of women above 55 years, from 28.2% in 2001 to 34.8% in 2006.

Unemployment rates

A similar trends could be evidenced in the evolution of unemployment rates, that dropped by 0.6 p.p. to 9.0% between 2001 and 2006 for women, whilst the decrease was limited to 0.1 p.p. for men to 7.6%. As a result, the gap between women's and men's unemployment rates narrowed from 1.9 p.p. in 2001 to 1.4 p.p. in 2006. This decrease occurred notably in countries where the gap was the highest in 2001 (Spain, Italy, Cyprus, Germany, France and Poland).

Part-time work

Women's participation in the labour market is still largely characterised by a high and increasing share of part-time work. In 2007, the share of women employees working part-time was 31.4% in the EU-27 while the corresponding figure for men was 7.8%. The share of female part-timers exceeded 30% in France, Ireland, Denmark and Luxembourg, 40% in Sweden, Austria, Belgium, United Kingdom and Germany and even reached 74.9% in the Netherlands. Conversely, the share of part-timers among female workers was very low in Bulgaria, Slovakia, Hungary, the Czech Republic and Latvia.

Reconciliation of professional, private and family life

Parenthood has a significant long-term effect on women's participation to the labour market. This reflects women's predominant role in the care of children, elderly or disabled persons. In 2006, the employment rate for women aged 20-49 was 62.4% when they had children under 12, compared with 76% when they did not, a negative difference of 13.6 p.p. Interestingly,

men with children under 12 had a significantly *higher* employment rate than those without, 91.4% vs. 80.8%, a positive difference of 10.6 p.p. Participation in employment and the amount of time worked by women between 20 and 49 years are closely linked to the number and age of their children, which is less the case for men.

Education

Women record a higher educational attainment than men in all Member States. On average, 80.7% of young women (20-24) reached at least upper secondary school in the EU in 2006, against only 74.8% on young men. Furthermore, women represent as much as 59% of university graduates. However, study fields continue to be greatly segmented with a low presence of women in engineering or science and technology and a high one in health, education or the humanities.

Segregation

The choice of study fields certainly impacts on the gender segregation of the labour markets evidenced both for occupations and economic sectors. Estonia, Cyprus, Latvia, Lithuania, Slovakia, and Finland face high segregation in occupations whilst sectoral segregation is the highest in Estonia, Slovakia, Lithuania, Ireland, Finland and Sweden. In consequence of segregated labour markets there is an under-representation of women in sectors crucial for economic development and usually well remunerated. For example, only 29% of scientists and engineers in the EU are women.

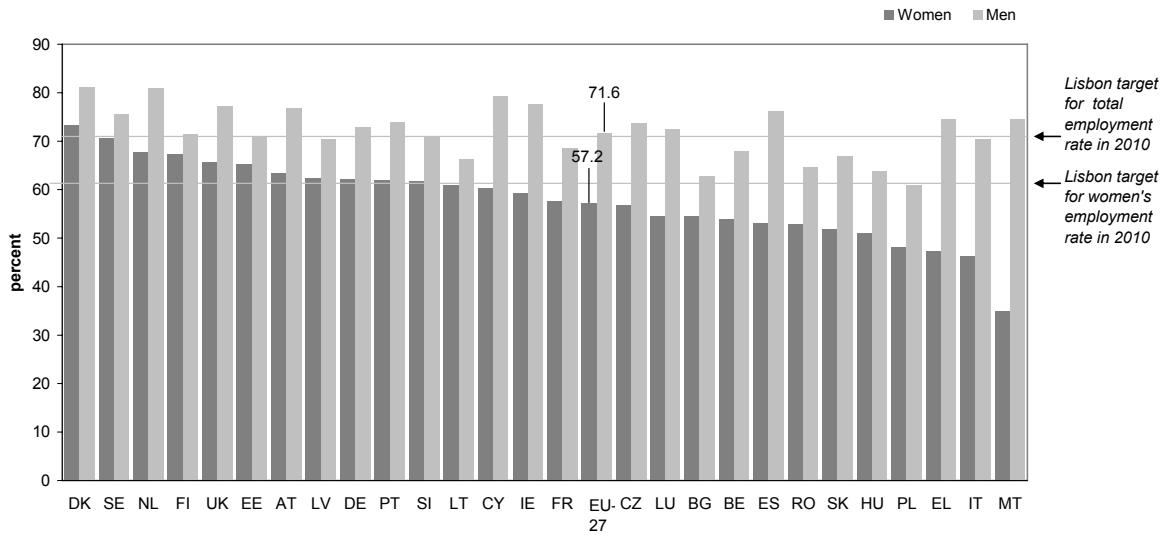
Decision-making

The average number of women member of national parliaments (single/lower houses) was 23% in 2007, unchanged since 2004 level. This share exceeds 35% Belgium, Spain, Denmark and the Netherlands and 40% in Finland and Sweden. However, it was below 15% in Greece, Cyprus, France, Slovenia, Ireland, Romania and Hungary and did not exceed 10% in Malta. Regarding decision-making in the economic sphere, women's share among managers in enterprises and administrations was 32.6% in 2006, up from 30.1% in 2001. This share exceeded 35% in Hungary, France, Latvia and Lithuania, but was lower than 20% in Malta and Cyprus.

At risk of poverty rate for older people

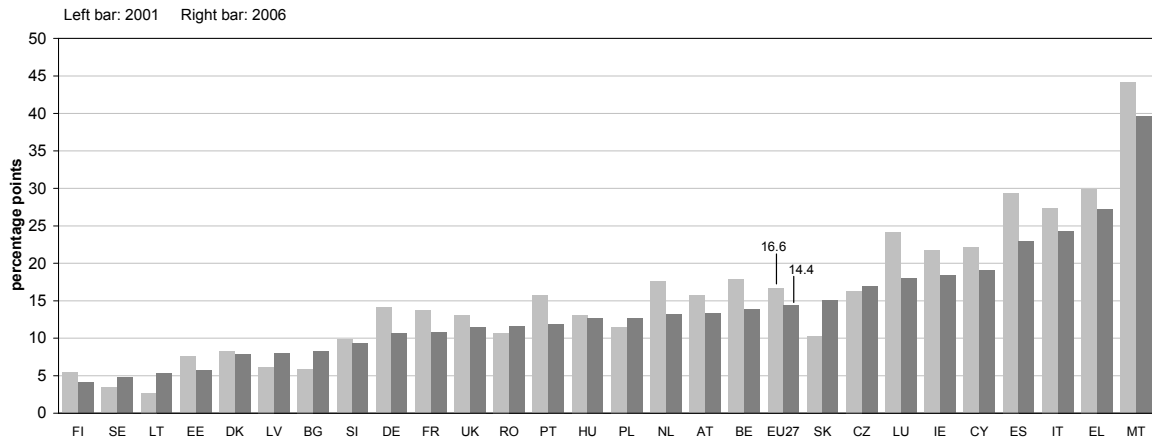
The disadvantaged position of women on the labour market has consequences on the higher exposure risk of women to poverty. This was particularly true for persons above 65 years, amongst which the share of people living in households at risk of poverty (having an income below the threshold set at 60% of the national median income) was significantly higher for women than for men in the EU-25 in 2005 (21% vs. 16%). This was a pattern in almost all Member States. The gap exceeds 10 p.p. in six countries: Bulgaria, Estonia, Latvia, Lithuanian, Slovenia and Finland.

Employment rates (women and men aged 15 - 64) in EU Member States- 2006



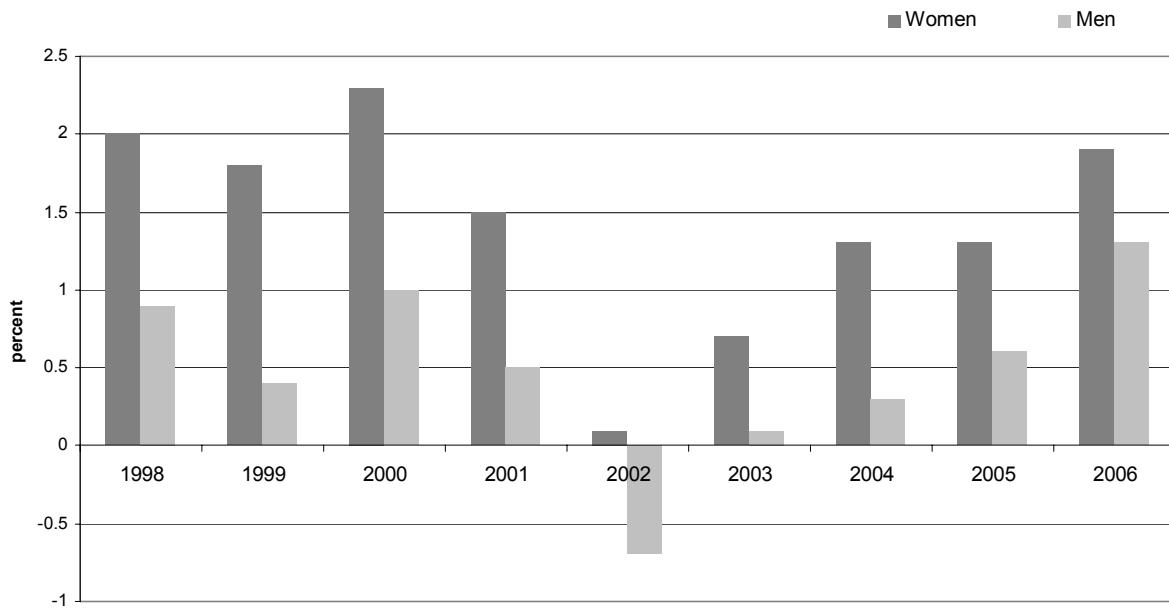
Source: Eurostat, Labour Force Survey (LFS), annual averages. EU-27, DE and FR : Provisional value

Absolute gender gap in employment rates (women and men aged 15-64) in EU Member States - 2001 and 2006
(Difference between men's and women's employment rates)



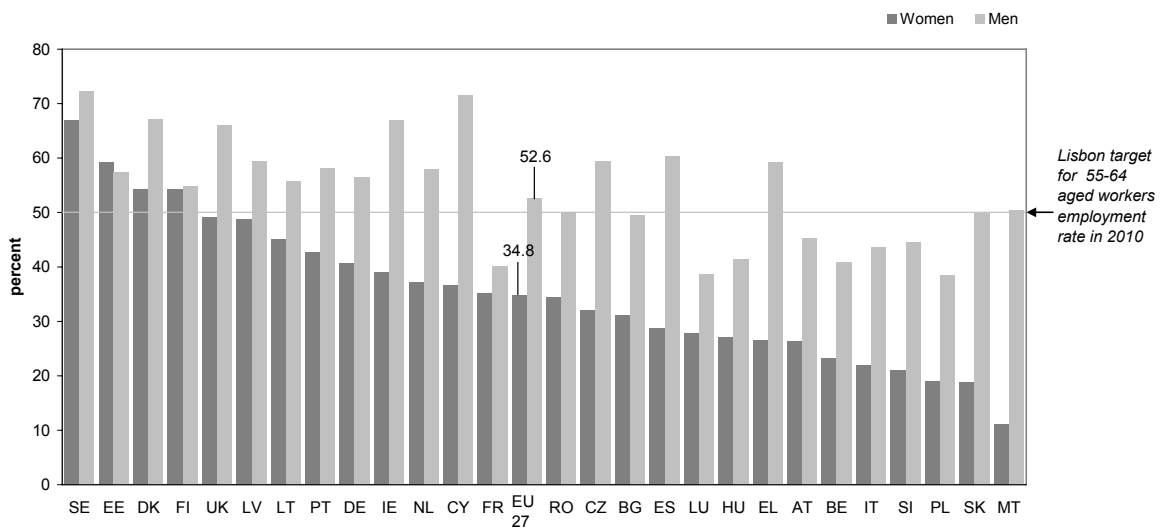
Source: Eurostat, Labour Force Survey (LFS), annual averages. EU-27, DE and FR : Provisional value
NB: A positive gap indicates higher employment rates for men in comparison with women, while the opposite is true for a negative gap.

Annual growth of women's and men's employment, in EU-27, 1998-2006



Source : Eurostat, National accounts, annual averages. Gender breakdown is derived from Labour Force Survey.

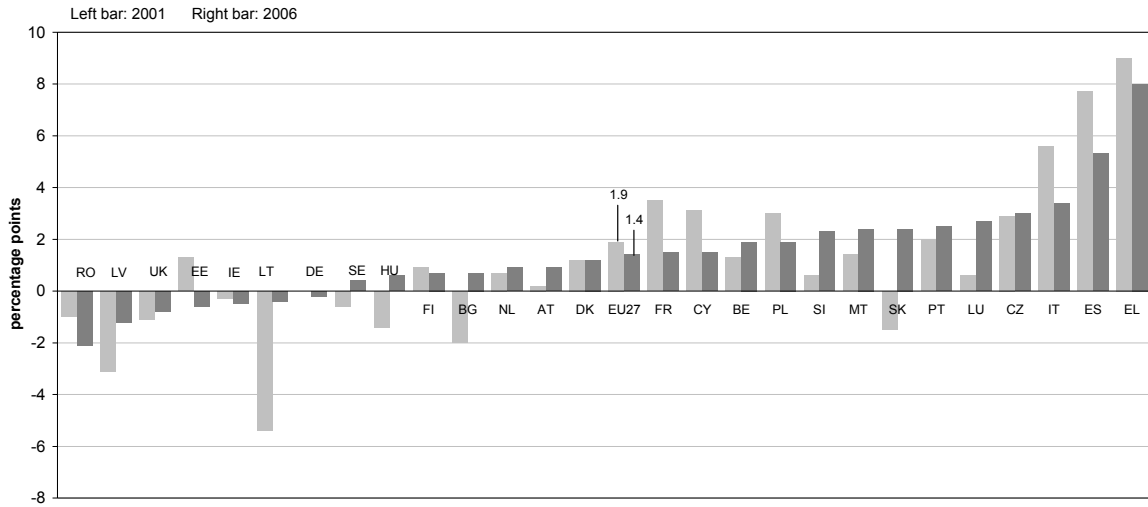
Employment rates of older workers (women and men aged 55 - 64) in EU Member States- 2006



Source: Eurostat, Labour Force Survey (LFS), annual averages. EU-27, DE and FR : provisionnal value

Absolute gender gap in unemployment rates (women and men aged 15 years and over) in EU Member States - 2001 and 2006

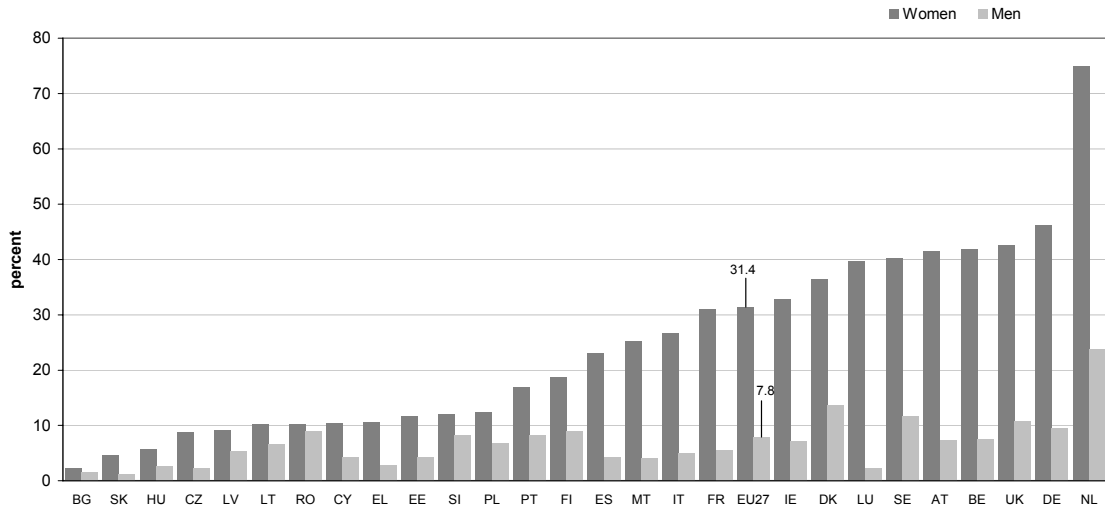
(Difference between women's and men's unemployment rates)



Source: Eurostat, Labour Force Survey (LFS), annual averages.

Notes: A positive gap indicates higher unemployment rates for women in comparison with men, while the opposite is true for a negative gap. DE and FR: for 2006: provisional value

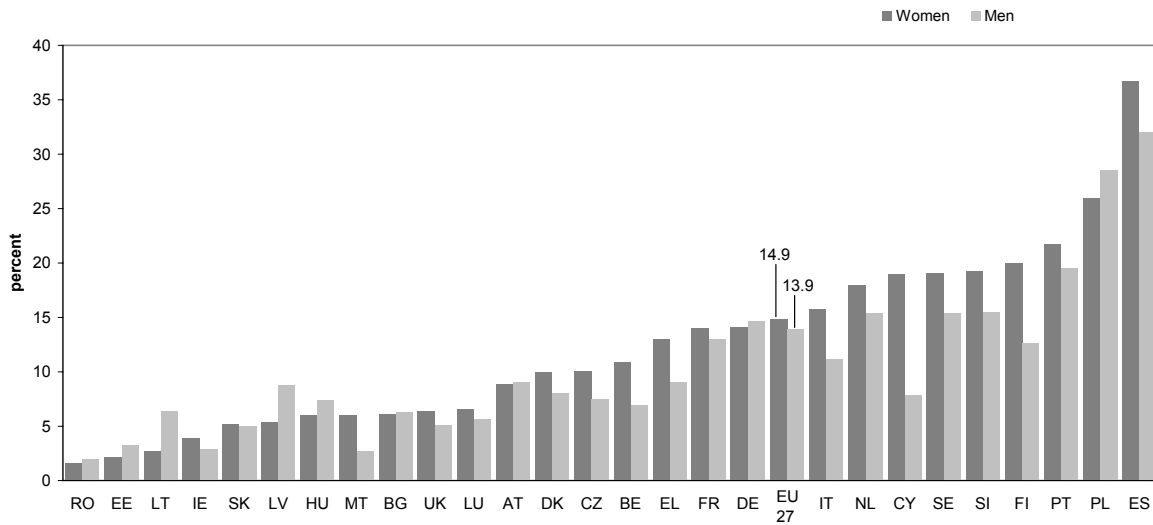
Share of part-time workers in total employment, in EU Member States - 2007



Source: Eurostat, Labour Force Survey (LFS), Spring results

DE: Provisional result. EE: for men, unreliable or uncertain data.

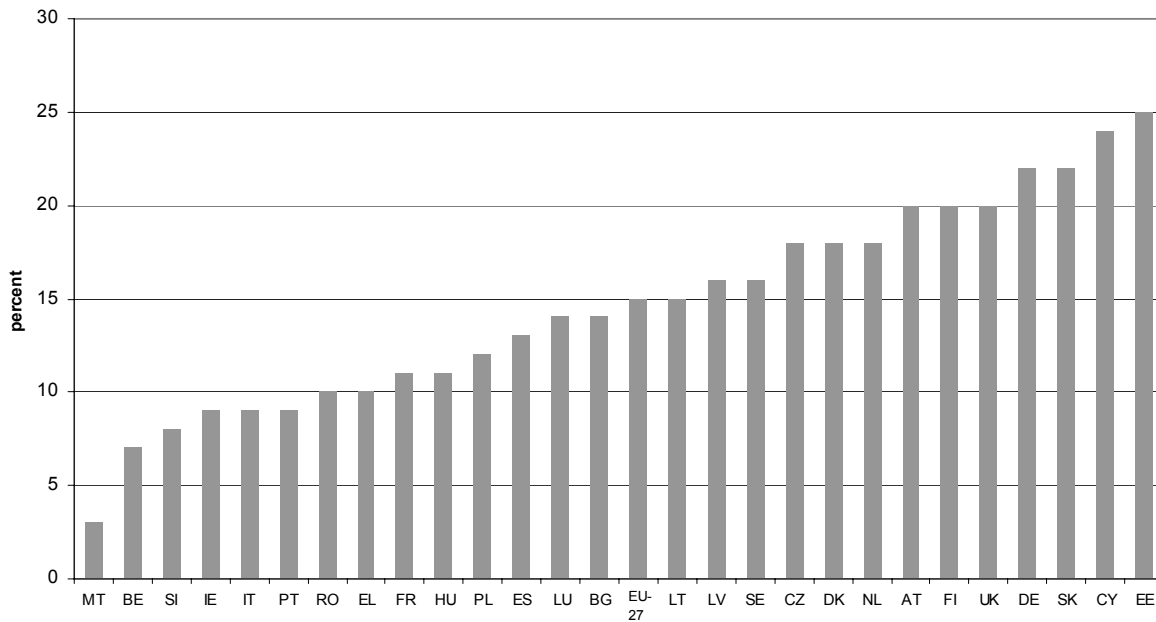
Percentage of employees with temporary contracts (women and men aged 15 - 64) in EU Member States - 2006



Source: Eurostat, Labour Force Survey (LFS), annual averages. EU-27, DE and FR : Provisional value

Pay gap between women and men in unadjusted form in EU Member States - 2006 (1)

(Difference between men's and women's average gross hourly earnings as a percentage of men's average gross hourly earnings)

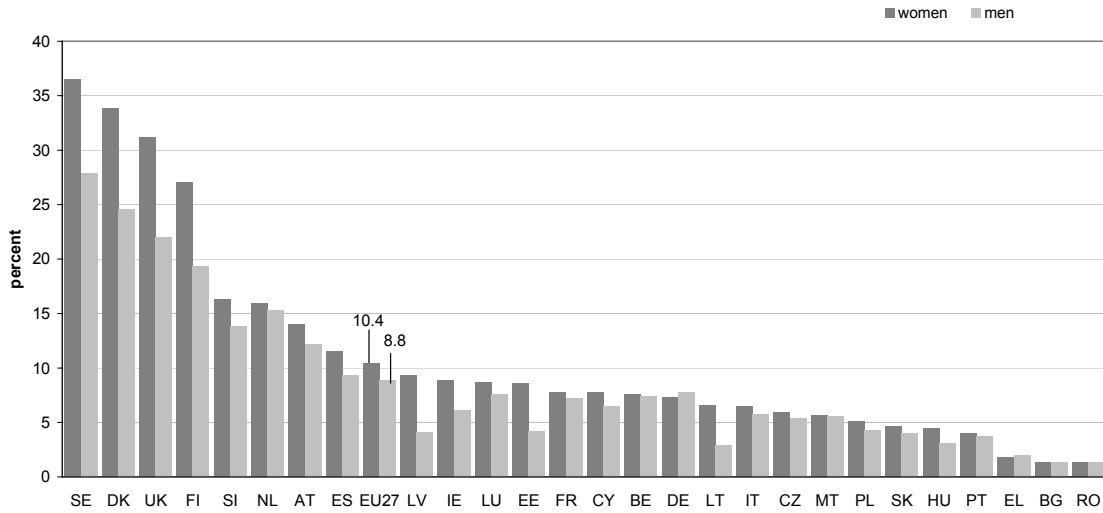


Source: Eurostat. Administrative data are used for LU, Labour Force Survey for FR and MT. Provisional results of EU-SILC (Statistics on Income and Living Conditions) are used for BE, IE, EL, ES, IT, AT, PT, and UK. All other sources are national surveys. EU27, BE, IE, EL, ES, FR, CY and SI: Provisional results.

Exception to the reference year : (1) 2005: DK, DE, EE, IT, LT, NL, PT and UK

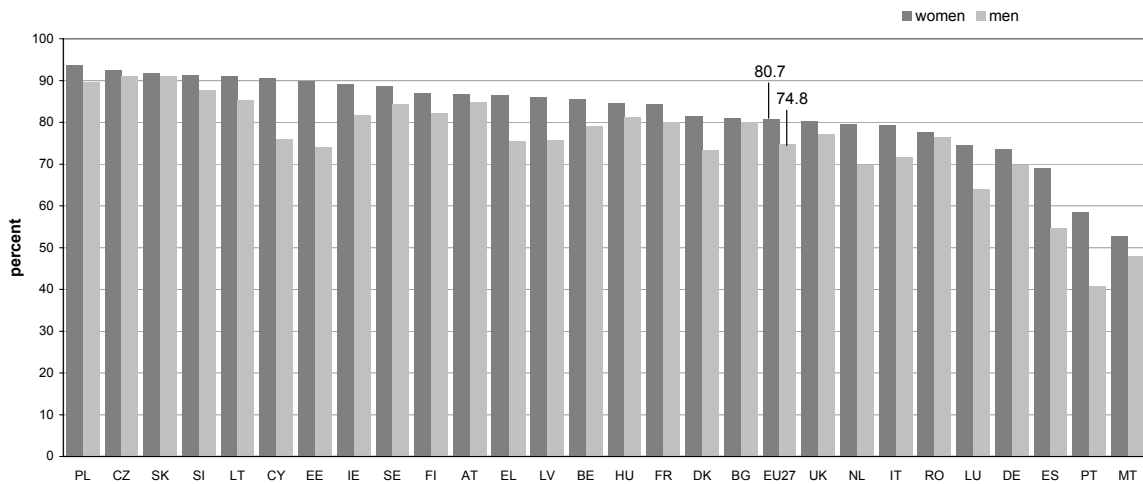
NB: EU27 estimates are population weighted-averages of the latest available values. CZ: calculations based on the median earnings.

Life-long learning - Percentage of the population aged 25-64 participating in education and training over the four weeks prior to the survey, 2006



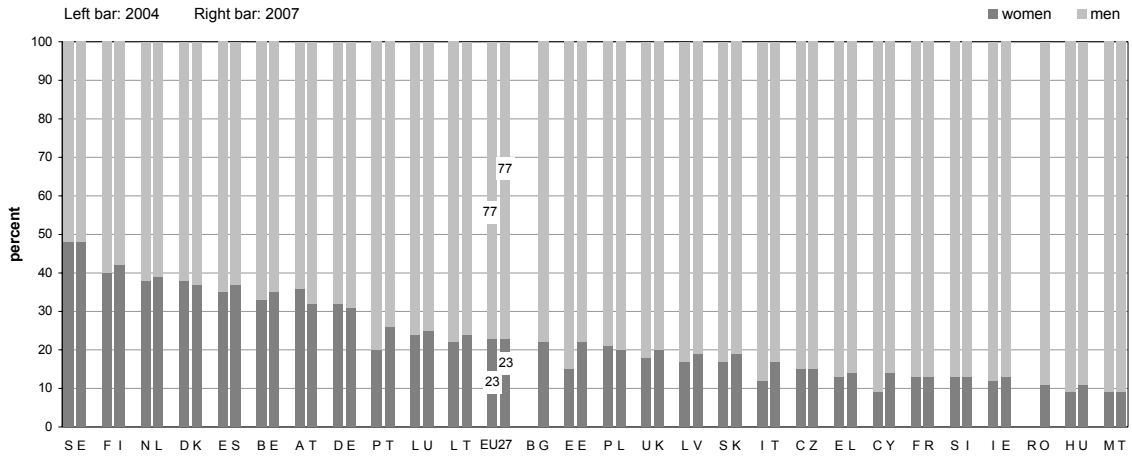
Source: Eurostat, Labour force Survey
 NB: BE, LT, LV, PT and UK : Provisional value. EE and LT : values for men : Unreliable or uncertain data. Exceptions to the reference year : SE : 2005

Educational attainment (at least upper secondary school) of women and men aged 20 - 24, in EU Member States - 2006



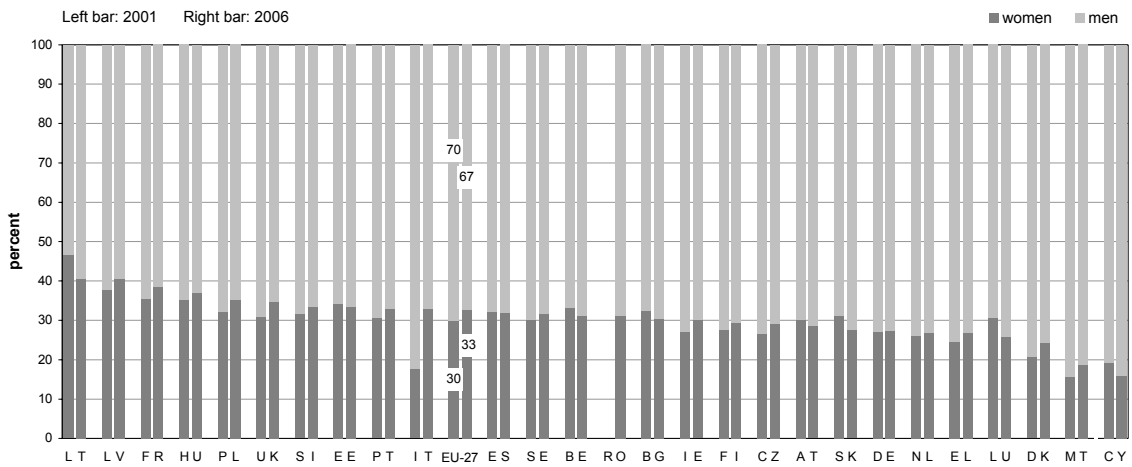
Source: Eurostat, Labour Force Survey (LFS), annual averages.
 NB: BG, CY, EL, FI, IT, MT, RO : Provisional value.
 Students living abroad for one year or more and conscripts on compulsory military service are not covered by the EU Labour Force Survey, which may imply lower rates than those available at national level. This is especially relevant for CY.

Members of single/lower houses of national parliaments in EU Member States - Distribution by sex 2004 and 2007 (1)



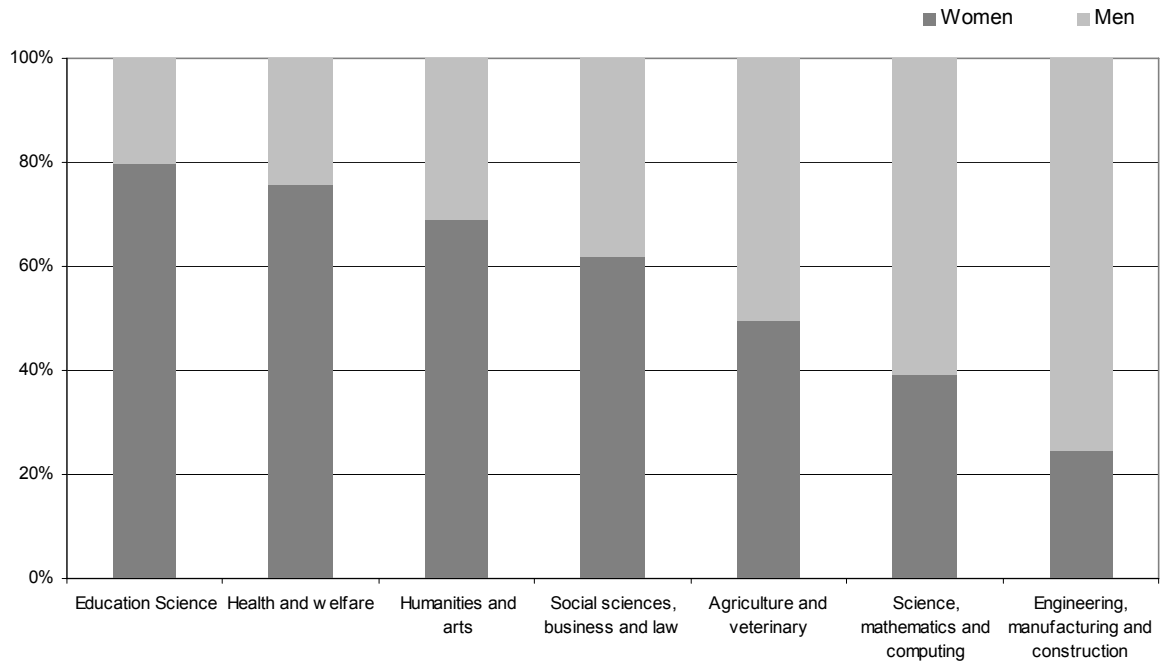
Source: European Commission, Employment, Social affairs and Equal opportunities DG, Database on Women and Men in Decisionmaking
 NB: (1) Data for 2007 have been collected in June 2007. The indicator has been developed within the framework of the follow-up of the Beijing Platform for Action in the EU Council of Ministers. Data for 2004 are not available for BG and RO. EU aggregate : for 2004, the value is for EU-25 and not EU-27.

Managers in EU Member States - Distribution by sex 2001 and 2006



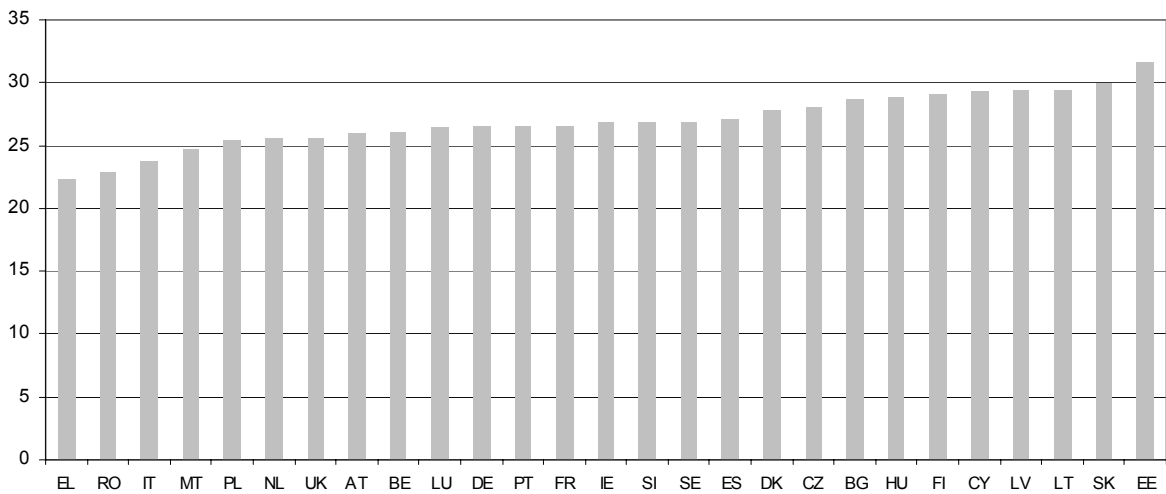
Source : Eurostat, Labour Force Survey (LFS).
 NB : Managers are persons classified in ISCO 12 and 13.
 For MT and CY : data lack reliability due to small sample size
 For IT : Change of data collection method. No data for RO in 2001. EU aggregate for 2001 is the value for EU-25 and not EU-27.

Sex distribution of tertiary education graduates by field of study in EU-27, 2005



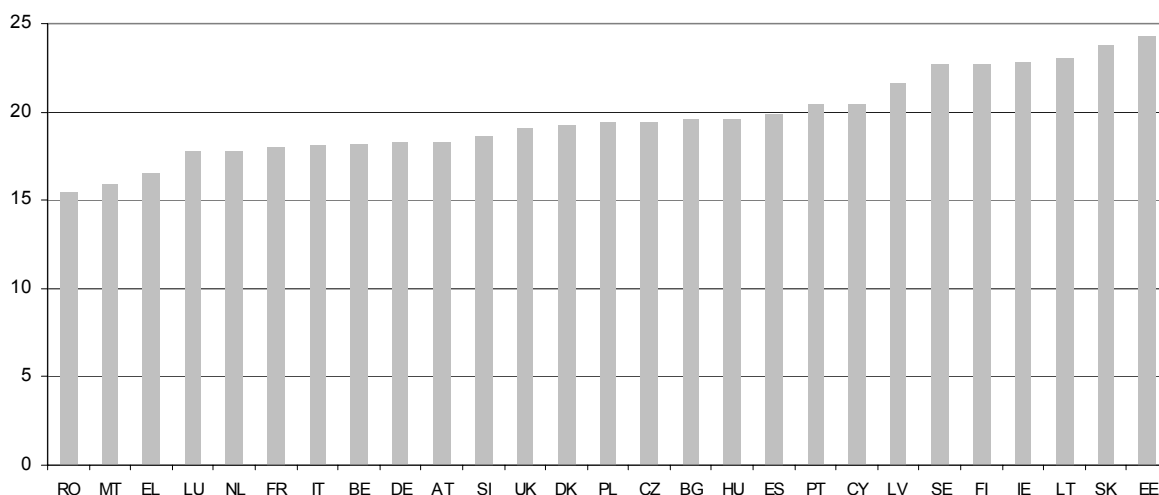
Source : Eurostat
Tertiary education graduates include all graduates of levels ISCED 5 and 6.

Gender segregation in occupations in EU Member States, in 2006



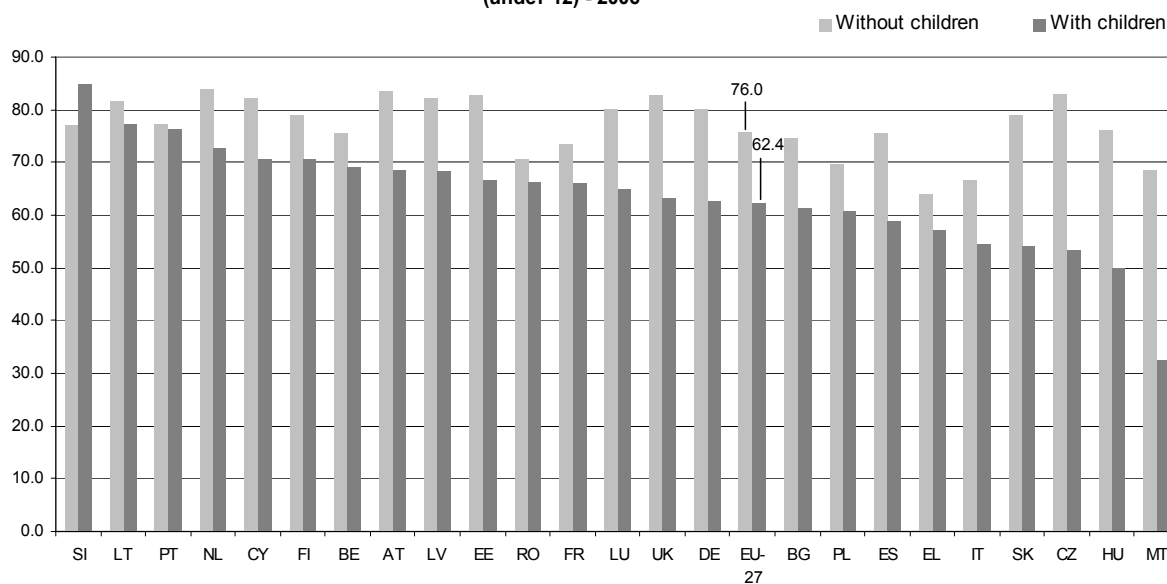
Source: Eurostat - LFS, Spring data. Exception to the reference year : LU :2005 (annual average). FR : Provisional value. Gender segregation in occupations is calculated as the average national share of employment for women and men applied to each occupation; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment (ISCO classification).

Gender segregation in economic sectors in EU Member States, in 2006



Source: Eurostat - LFS, Spring data. FR: Provisional value - Gender segregation in sectors is calculated as the average national share of employment for women and men applied to each sector; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment (NACE classification).

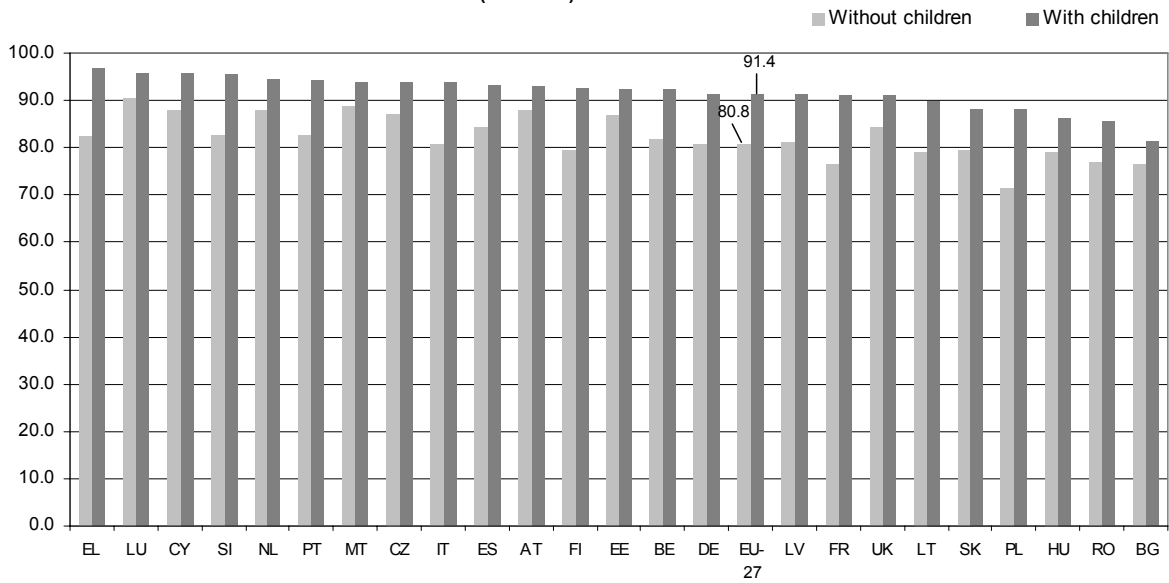
Employment rates of women aged 20-49, depending on whether they have children (under 12) - 2006



Source: Eurostat, European Labour Force Survey, annual averages.

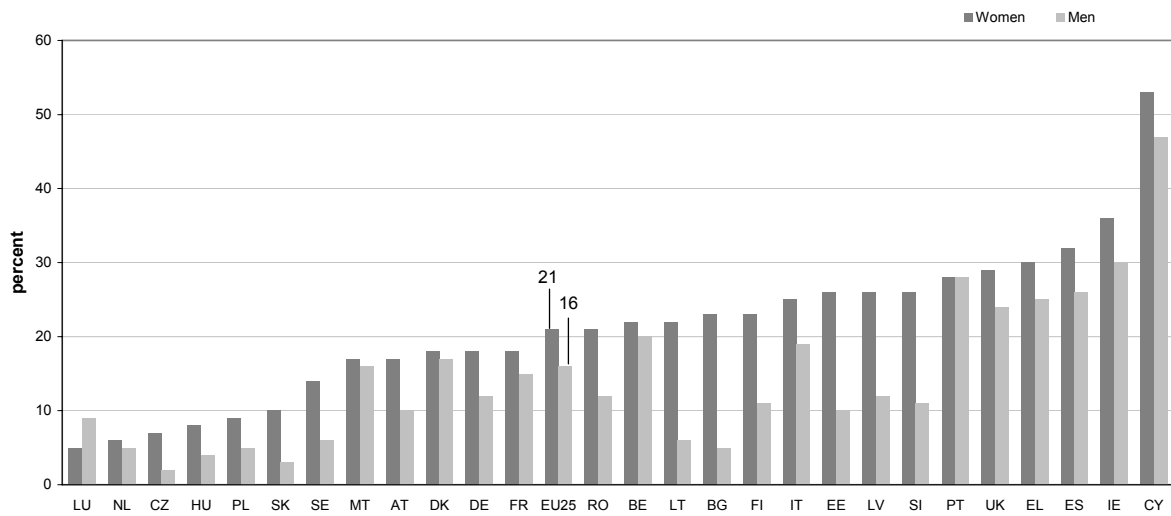
Notes: No data available for DK, IE and SE.

Employment rates of men aged 20-49, depending on whether they have children (under 12) - 2006



Source : Eurostat, European Labour Force Survey, annual averages.
Notes : No data for DK, IE and SE.

At-risk-of-poverty rate after social transfers¹ for older people (women and men aged 65 years and over), in EU Member states, 2005



Source: Eurostat, SILC and national sources.

NB: 1) At risk of poverty rate for elderly persons: The share of persons aged 65+ with an income below the risk-of-poverty threshold, which is set at 60% of the national median income. Income must be understood as equivalised disposable income (sum from all sources, adjusted for household size and composition). It should be noted that the risk-of-poverty indicator is computed using an income definition which does not yet include imputed rent of owner-occupiers. Comparisons between genders are based on the assumption of equal sharing of resources within households.

Source: EU-25: SILC(2005) Income data 2004. BG: National HBS 2004, income data 2004 and RO National HBS 2005, income data 2005. Exception to the income reference period UK: income year 2005 and IE: moving income reference period (2004-2005). EU aggregates are Eurostat estimates and computed as population weighted averages of national values.

Employment rates (women and men aged 15-64) in EU Member States – 2001 and 2006

	Women		Men		Gender gap	
	2001	2006	2001	2006	2001	2006
EU-27	54.3	57.2	70.9	71.6	16.6	14.4
Belgium	51.0	54.0	68.8	67.9	17.8	13.9
Bulgaria	46.8	54.6	52.7	62.8	5.9	8.2
Czech Republic	56.9	56.8	73.2	73.7	16.3	16.9
Denmark	72.0	73.4	80.2	81.2	8.2	7.8
Germany	58.7	62.2	72.8	72.8	14.1	10.6
Estonia	57.4	65.3	65.0	71.0	7.6	5.7
Ireland	54.9	59.3	76.6	77.7	21.7	18.4
Greece	41.5	47.4	71.4	74.6	29.9	27.2
Spain	43.1	53.2	72.5	76.1	29.4	22.9
France	56.0	57.7	69.7	68.5	13.7	10.8
Italy	41.1	46.3	68.5	70.5	27.4	24.2
Cyprus	57.2	60.3	79.3	79.4	22.1	19.1
Latvia	55.7	62.4	61.9	70.4	6.2	8.0
Lithuania	56.2	61.0	58.9	66.3	2.7	5.3
Luxembourg	50.9	54.6	75.0	72.6	24.1	18.0
Hungary	49.8	51.1	62.9	63.8	13.1	12.7
Malta	32.1	34.9	76.2	74.5	44.1	39.6
Netherlands	65.2	67.7	82.8	80.9	17.6	13.2
Austria	60.7	63.5	76.4	76.9	15.7	13.4
Poland	47.7	48.2	59.2	60.9	11.5	12.7
Portugal	61.3	62.0	77.0	73.9	15.7	11.9
Romania	57.1	53.0	67.8	64.6	10.7	11.6
Slovenia	58.8	61.8	68.6	71.1	9.8	9.3
Slovakia	51.8	51.9	62.0	67.0	10.2	15.1
Finland	65.4	67.3	70.8	71.4	5.4	4.1
Sweden	72.3	70.7	75.7	75.5	3.4	4.8
United Kingdom	65.0	65.8	78.0	77.3	13.0	11.5

Eurostat, Labour Force Survey (LFS), annual averages
Provisional value: EU-27, DE and FR.

Employment rates of older workers (women and men aged 55-64) in EU Member States – 2001 and 2006

	Women		Men		Gender gap	
	2001	2006	2001	2006	2001	2006
EU-27	28.2	34.8	47.7	52.6	19.5	17.8
Belgium	15.5	23.2	35.1	40.9	19.6	17.7
Bulgaria	14.7	31.1	34.2	49.5	19.5	18.4
Czech Republic	23.1	32.1	52.6	59.5	29.5	27.4
Denmark	49.7	54.3	65.5	67.1	15.8	12.8
Germany	29.4	40.6	46.5	56.4	17.1	15.8
Estonia	42.1	59.2	56.7	57.5	14.6	-1.7
Ireland	28.7	39.1	64.6	67.0	35.9	27.9
Greece	22.9	26.6	55.3	59.2	32.4	32.6
Spain	21.7	28.7	57.7	60.4	36.0	31.7
France	27.8	35.2	36.2	40.1	8.4	4.9
Italy	16.2	21.9	40.4	43.7	24.2	21.8
Cyprus	32.2	36.6	66.9	71.6	34.7	35.0
Latvia	30.0	48.7	46.2	59.5	16.2	10.8
Lithuania	31.1	45.1	49.2	55.7	18.1	10.6
Luxembourg	15.2	27.8	35.9	38.7	20.7	10.9
Hungary	14.9	27.1	34.1	41.4	19.2	14.3
Malta	10.2	11.2	50.4	50.4	40.2	39.2
Netherlands	28.0	37.2	51.1	58.0	23.1	20.8
Austria	18.4	26.3	40.1	45.3	21.7	19.0
Poland	20.4	19.0	35.6	38.4	15.2	19.4
Portugal	40.3	42.8	61.6	58.2	21.3	15.4
Romania	42.9	34.5	54.3	50.0	11.4	15.5
Slovenia	15.8	21.0	35.9	44.5	20.1	23.5
Slovakia	9.8	18.9	37.7	49.8	27.9	30.9
Finland	45.0	54.3	46.6	54.8	1.6	0.5
Sweden	64.0	66.9	69.4	72.3	5.4	5.4
United Kingdom	43.0	49.1	61.7	66.0	18.7	16.9

Eurostat, Labour Force Survey (LFS), annual averages
Provisional value: EU-27, DE and FR.

Unemployment rates (women and men aged 15 and over) in EU Member States – 2001 and 2006

In this table, the gender gap is calculated as women's unemployment rate minus men's unemployment rate

	Women		Men		Gender gap	
	2001	2006	2001	2006	2001	2006
EU-27	9.6	9.0	7.7	7.6	1.9	1.4
Belgium	6.9	9.3	5.6	7.4	1.3	1.9
Bulgaria	18.9	9.3	20.9	8.6	-2.0	0.7
Czech Republic	9.6	8.8	6.7	5.8	2.9	3.0
Denmark	4.8	4.5	3.6	3.3	1.2	1.2
Germany	7.8	10.1	7.8	10.3	0	-0.2
Estonia	13.1	5.6	11.8	6.2	1.3	-0.6
Ireland	3.5	4.1	3.8	4.6	-0.3	-0.5
Greece	15.9	13.6	6.9	5.6	9.0	8.0
Spain	15.0	11.6	7.3	6.3	7.7	5.3
France	10.5	9.9	7.0	8.4	3.5	1.5
Italy	13.0	8.8	7.4	5.4	5.6	3.4
Cyprus	5.7	5.4	2.6	3.9	3.1	1.5
Latvia	11.5	6.2	14.6	7.4	-3.1	-1.2
Lithuania	14.1	5.4	19.5	5.8	-5.4	-0.4
Luxembourg	2.2	6.2	1.6	3.5	0.6	2.7
Hungary	4.9	7.8	6.3	7.2	-1.4	0.6
Malta	8.1	8.9	6.7	6.5	1.4	2.4
Netherlands	2.5	5.0	1.8	4.1	0.7	0.9
Austria	4.1	5.2	3.9	4.3	0.2	0.9
Poland	20.0	14.9	17.0	13.0	3.0	1.9
Portugal	4.9	9.0	2.9	6.5	2.0	2.5
Romania	6.0	6.1	7.0	8.2	-1.0	-2.1
Slovenia	6.0	7.2	5.4	4.9	0.6	2.3
Slovakia	18.6	14.7	20.1	12.3	-1.5	2.4
Finland	10.8	8.1	9.9	7.4	0.9	0.7
Sweden	4.4	7.3	5.0	6.9	-0.6	0.4
United Kingdom	4.1	4.9	5.2	5.7	-1.1	-0.8

Eurostat, Labour Force Survey (LFS), annual averages
Provisional value: EU-27, DE and FR.

Share of part-time workers in total employment, in EU Member States - 2002 and 2007

	Women		Men	
	2002	2007	2002	2007
EU-27	28.5	31.4	6.6	7.8
Belgium	37.7	41.9	5.9	7.5
Bulgaria	3.7	2.3	2.4	1.5
Czech Republic	8.3	8.7	2.1	2.3
Denmark	31.4	36.5	11.0	13.6
Germany	39.5	46.2	5.8	9.5
Estonia	9.6	11.6	3.9	4.3
Ireland	30.7	32.7	6.5	7.1
Greece	8.0	10.5	2.3	2.8
Spain	17.1	23.0	2.6	4.3
France	:	31.0	:	5.6
Italy	16.7	26.6	3.7	4.9
Cyprus	11.3	10.4	4.0	4.2
Latvia	11.2	9.2	7.3	5.4
Lithuania	11.0	10.3	8.6	6.5
Luxembourg	26.4	39.7	1.8	2.2
Hungary	5.1	5.7	2.3	2.7
Malta	18.9	25.3	4.3	4.1
Netherlands	72.8	74.9	21.5	23.7
Austria	:	41.5	:	7.4
Poland	13.4	12.4	8.3	6.8
Portugal	16.5	16.9	7.2	8.2
Romania	12.8	10.3	10.2	9.0
Slovenia	8.3	12.1	5.2	8.2
Slovakia	2.7	4.7	1.2	1.1
Finland	17.1	18.7	8.0	8.9
Sweden	32.9	40.3	11.2	11.7
United Kingdom	43.9	42.5	9.6	10.8

Eurostat, Labour Force Survey (LFS) - Spring results

Share of employees with temporary contracts (women and men aged 15 - 64) in EU Member States- 2001 and 2006

	Women		Men		Gender gap	
	2001	2006	2001	2006	2001	2006
EU-27	13.3	14.9	11.7	13.9	1.6	1.0
Belgium	12.0	10.9	6.3	6.9	5.7	4.0
Bulgaria	5.9	6.1	6.6	6.3	-0.7	-0.2
Czech Republic	8.9	10.1	7.2	7.5	1.7	2.6
Denmark	10.7	10.0	7.7	8.0	3.0	2.0
Germany	12.7	14.1	12.2	14.7	0.5	-0.6
Estonia	1.8	2.2	3.3	3.3	-1.5	-1.1
Ireland	6.2	3.9	4.4	2.9	1.8	1.0
Greece	15.7	13.0	11.6	9.1	4.1	3.9
Spain	34.7	36.7	30.6	32.0	4.1	4.7
France	16.2	14.0	13.2	13.0	3.0	1.0
Italy	11.9	15.8	8.3	11.2	3.6	4.6
Cyprus	14.8	19.0	7.1	7.9	7.7	11.1
Latvia	5.0	5.4	8.5	8.8	-3.5	-3.4
Lithuania	4.2	2.7	7.6	6.4	-3.4	-3.7
Luxembourg	6.4	6.6	5.2	5.7	1.2	0.9
Hungary	6.8	6.0	8.1	7.4	-1.3	-1.4
Malta	6.4	6.0	2.8	2.7	3.6	3.3
Netherlands	17.4	18.0	11.9	15.4	5.5	2.6
Austria	8.7	8.9	7.2	9.1	1.5	-0.2
Poland	10.9	26.0	12.4	28.5	-1.5	-2.5
Portugal	22.5	21.7	18.4	19.5	4.1	2.2
Romania	2.8	1.6	3.2	2.0	-0.4	-0.4
Slovenia	14.0	19.3	12.1	15.5	1.9	3.8
Slovakia	4.7	5.2	5.1	5.0	-0.4	0.2
Finland	19.9	20.0	12.9	12.6	7.0	7.4
Sweden	17.6	19.1	12.9	15.4	4.7	3.7
United Kingdom	7.5	6.4	6.0	5.1	1.5	1.3

Source: Eurostat, Labour Force Survey (LFS), annual averages. EU-27, DE and FR : Provisional value

Pay gap between women and men in unadjusted form in EU Member States - 2006 (Difference between men's and women's average gross hourly earnings as a percentage of men's average gross hourly earnings)

	2006 (1)
EU (27 countries)	15
Belgium	7
Bulgaria	14
Czech Republic	18
Denmark	18
Germany	22
Estonia	25
Ireland	9
Greece	10
Spain	13
France	11
Italy	9
Cyprus	24
Latvia	16
Lithuania	15
Luxembourg	14
Hungary	11
Malta	3
Netherlands	18
Austria	20
Poland	12
Portugal	9
Romania	10
Slovenia	8
Slovakia	22
Finland	20
Sweden	16
United Kingdom	20

Source: Eurostat. Administrative data are used for LU, Labour Force Survey for FR and MT. Provisional results of EU-SILC (Statistics on Income and Living Conditions) are used for BE, IE, EL, ES, IT, AT, PT, and UK. All other sources are national surveys. EU27, BE, IE, EL, ES, FR, CY and SI: Provisional results.

Exception to the reference year: (1) 2005: DK, DE, EE, IT, LT, NL, PT and UK

NB: EU27 estimates are population weighted-averages of the latest available values. CZ: calculations based on the median earnings.

Life-long learning - Percentage of the population aged 25-64 participating in education and training over the four weeks prior to the survey, 2006

	Women	Men
EU-27	10.4	8.8
Belgium	7.6	7.4
Bulgaria	1.3	1.3
Czech Republic	5.9	5.4
Denmark	33.8	24.6
Germany	7.3	7.8
Estonia	8.6	4.2
Ireland	8.9	6.1
Greece	1.8	2.0
Spain	11.5	9.3
France	7.8	7.2
Italy	6.5	5.7
Cyprus	7.8	6.5
Latvia	9.3	4.1
Lithuania	6.6	2.9
Luxembourg	8.7	7.6
Hungary	4.4	3.1
Malta	5.6	5.5
Netherlands	15.9	15.3
Austria	14.0	12.2
Poland	5.1	4.3
Portugal	4.0	3.7
Romania	1.3	1.3
Slovenia	16.3	13.8
Slovakia	4.6	4.0
Finland	27.0	19.3
Sweden	36.5	27.9
United Kingdom	31.2	22.0

Source: Eurostat, Labour force Survey. NB: BE, LT, LV, PT and UK : Provisional value. EE and LT : values for men : Unreliable or uncertain data. Exception to the reference year: SE: 2005

Educational attainment (at least upper secondary school) of women and men aged 20 - 24, in EU Member States – 2006

	Women	Men
EU-27	80.7	74.8
Belgium	85.6	79.1
Bulgaria	81.1	80.0
Czech Republic	92.4	91.1
Denmark	81.5	73.4
Germany	73.5	69.8
Estonia	89.8	74.1
Ireland	89.1	81.8
Greece	86.6	75.5
Spain	69.0	54.6
France	84.3	80.0
Italy	79.4	71.7
Cyprus	90.7	76.1
Latvia	86.2	75.9
Lithuania	91.2	85.3
Luxembourg	74.5	64.0
Hungary	84.7	81.2
Malta	52.8	48.1
Netherlands	79.6	69.9
Austria	86.7	84.9
Poland	93.8	89.6
Portugal	58.6	40.8
Romania	77.8	76.6
Slovenia	91.4	87.7
Slovakia	91.7	91.2
Finland	87.0	82.3
Sweden	88.6	84.5
United Kingdom	80.3	77.3

Source: Eurostat, Labour Force Survey (LFS), annual averages.

NB: BG, CY, EL, FI, IT, MT, RO: Provisional value. Students living abroad for one year or more and conscripts on compulsory military service are not covered by the EU Labour Force Survey, which may imply lower rates than those available at national level. This is especially relevant for CY.

Members of single/lower houses of national parliaments in EU Member States - Distribution by sex 2004 and 2007 (1)

	2004		2007	
	Women	Men	Women	Men
EU 27	23	77	23	77
Belgium	33	67	35	65
Bulgaria	:	:	22	78
Czech Republic	15	85	15	85
Denmark	38	62	37	63
Germany	32	68	31	69
Estonia	15	85	22	78
Ireland	12	88	13	87
Greece	13	87	14	86
Spain	35	65	37	63
France	13	87	13	87
Italy	12	88	17	83
Cyprus	9	91	14	86
Latvia	17	83	19	81
Lithuania	22	78	24	76
Luxembourg	24	76	25	75
Hungary	9	91	11	89
Malta	9	91	9	91
Netherlands	38	62	39	61
Austria	36	64	32	68
Poland	21	79	20	80
Portugal	20	80	26	74
Romania	:	:	11	89
Slovenia	13	87	13	87
Slovakia	17	83	19	81
Finland	40	60	42	58
Sweden	48	52	48	52
United Kingdom	18	82	20	80

Source: European Commission, Employment, Social affairs and Equal opportunities DG, Database on Women and Men in Decision making. NB: (1) Data for 2007 have been collected in June 2007. The indicator has been developed within the framework of the follow-up of the Beijing Platform for Action in the EU Council of Ministers. Data for 2004 are not available for BG and RO. EU aggregate : for 2004, the value is for EU-25 and not EU-27.

Distribution of managers by sex in EU Member States – 2001 and 2006

	2001		2006	
	Women	Men	Women	Men
EU-27 (1)	30.1	69.9	32.6	67.4
Belgium	33.3	66.7	31.3	68.7
Bulgaria	32.4	67.6	30.5	69.5
Czech Republic	26.5	73.5	29.2	70.8
Denmark	20.8	79.2	24.3	75.7
Germany	27.0	73.0	27.4	72.6
Estonia	34.2	65.8	33.4	66.6
Ireland	27.3	72.7	30.2	69.8
Greece	24.7	75.3	26.8	73.2
Spain	32.3	67.7	31.8	68.2
France	35.6	64.4	38.5	61.5
Italy	17.8	82.2	32.9	67.1
Cyprus	19.4	80.6	16.1	83.9
Latvia	37.7	62.3	40.6	59.4
Lithuania	46.7	53.3	40.7	59.3
Luxembourg	30.5	69.5	25.9	74.1
Hungary	35.2	64.8	37.1	62.9
Malta	15.8	84.2	18.6	81.4
Netherlands	26.0	74.0	27.0	73.0
Austria	30.3	69.7	28.7	71.3
Poland	32.1	67.9	35.2	64.8
Portugal	30.8	69.2	33.1	66.9
Romania	-	-	31.1	68.9
Slovenia	31.8	68.2	33.4	66.6
Slovakia	31.2	68.8	27.7	72.3
Finland	27.7	72.3	29.5	70.5
Sweden	30.3	69.7	31.8	68.2
United Kingdom	31.0	69.0	34.8	65.2

Source: Eurostat, Labour Force Survey (LFS). (1) EU aggregate for 2001 is the value for EU-25 and not EU-27.

NB: Managers are persons classified in ISCO 12 and 13.

For MT and CY: data lack reliability due to small sample size

For IT: Change of data collection method. No data for RO in 2001.

Gender segregation in occupations and in economic sectors in EU Member States, in 2001 and 2006

	Gender segregation in occupations		Gender segregation in economic sectors	
	2001	2006	2001	2006
Belgium	26.1	26.1	18.1	18.3
Bulgaria	27.0	28.7	17.5	19.6
Czech Republic	29.2	28.1	18.9	19.1
Denmark	28.1	27.8	19.0	19.4
Germany	27.0	26.5	18.2	18.2
Estonia	32.4	31.6	24.4	24.3
Ireland	26.7	26.8	20.7	22.7
Greece	21.5	22.4	15.4	15.9
Spain	24.9	27.1	19.3	20.4
France	26.6	26.6	17.4	18.1
Italy	21.9	23.7	15.2	17.8
Cyprus	29.5	29.3	17.5	19.6
Latvia	29.7	29.4	21.0	23.8
Lithuania	28.4	29.4	20.8	23.1
Luxembourg	26.8	26.4	19.6	18.3
Hungary	28.3	28.8	19.3	19.9
Malta	17.2	24.7	15.2	16.5
Netherlands	25.0	25.6	18.1	18.0
Austria	27.2	25.9	20.3	19.3
Poland	25.6	25.5	13.9	19.4
Portugal	26.3	26.5	21.2	20.4
Romania	11.8	22.8	13.8	15.5
Slovenia	26.8	26.8	17.4	17.8
Slovakia	31.2	29.9	22.8	22.8
Finland	29.6	29.0	21.9	22.7
Sweden	28.0	26.8	21.2	21.6
United Kingdom	26.8	25.6	18.8	18.6

Eurostat, Labour Force Survey (LFS) – Spring data. FR : Provisional value. Exception to the reference year for occupations: LU: 2005 (annual average)

Gender segregation in occupations is calculated as the average national share of employment for women and men applied to each occupation; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment (ISCO classification). Gender segregation in sectors is calculated as the average national share of employment for women and men applied to each sector; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment (NACE classification).

Employment rates of women and men (aged 25-49), depending on whether they have children (under 12) – 2006

	Without children		With children		Difference	
	Women	Men	Women	Men	Women	Men
EU-27	76.0	80.8	62.4	91.4	-13.6	10.6
Belgium	75.5	81.7	69.3	92.2	-6.2	10.5
Bulgaria	74.7	76.6	61.5	81.2	-13.2	4.7
Czech Republic	83.2	87.1	53.4	93.9	-29.8	6.8
Germany	80.3	80.6	62.7	91.4	-17.6	10.8
Estonia	82.7	86.9	66.7	92.4	-16.0	5.5
Greece	64.1	82.5	57.0	96.8	-7.0	14.3
Spain	75.5	84.3	58.8	93.2	-16.7	8.8
France	73.7	76.6	65.9	91.1	-7.7	14.4
Italy	66.7	80.7	54.6	93.8	-12.1	13.1
Cyprus	82.1	87.8	70.8	95.7	-11.3	7.8
Latvia	82.1	80.9	68.4	91.2	-13.7	10.3
Lithuania	81.5	78.9	77.2	89.7	-4.3	10.7
Luxembourg	80.2	90.3	65.0	95.7	-15.3	5.5
Hungary	76.1	79.1	49.8	86.1	-26.3	7.0
Malta	68.7	88.6	32.6	94.0	-36.1	5.3
Netherlands	83.8	87.9	72.7	94.5	-11.2	6.6
Austria	83.6	87.7	68.5	92.9	-15.1	5.3
Poland	69.9	71.5	60.8	88.0	-9.2	16.5
Portugal	77.3	82.7	76.4	94.2	-0.9	11.5
Romania	70.7	76.9	66.3	85.4	-4.3	8.6
Slovenia	77.1	82.7	84.8	95.3	7.8	12.6
Slovakia	79.0	79.5	54.2	88.2	-24.8	8.7
Finland	78.9	79.5	70.6	92.7	-8.3	13.2
United Kingdom	82.9	84.1	63.1	91.0	-19.8	6.8

Source : Eurostat, European Labour Force Survey, annual averages.

Notes: No data for DK, IE and SE.

At-risk-of-poverty rate after social transfers for older people (women and men aged 65 years and over) in EU Member States – 2004

	Women	Men
EU-27	21	16
Belgium	22	20
Bulgaria	23	5
Czech Republic	7	2
Denmark	18	17
Germany	18	12
Estonia	26	10
Ireland	36	30
Greece	30	25
Spain	32	26
France	18	15
Italy	25	19
Cyprus	53	47
Latvia	26	12
Lithuania	22	6
Luxembourg	5	9
Hungary	8	4
Malta	17	16
Netherlands	6	5
Austria	17	10
Poland	9	5
Portugal	28	28
Romania	21	12
Slovenia	26	11
Slovakia	10	3
Finland	23	11
Sweden	14	6
United Kingdom	29	24

Source: Eurostat, SILC and national sources.

NB: 1) At risk of poverty rate for elderly persons: The share of persons aged 65+ with an income below the risk-of-poverty threshold, which is set at 60% of the national median income. Income must be understood as equivalised disposable income (sum from all sources, adjusted for household size and composition). It should be noted that the risk-of-poverty indicator is computed using an income definition which does not yet include imputed rent of owner-occupiers. Comparisons between genders are based on the assumption of equal sharing of resources within households. Source: EU-25 : SILC(2005) Income data 2004. BG: National HBS 2004, income data 2004 and RO National HBS 2005, income data 2005. Exception to the income reference period : UK: income year 2005 and IE: moving income reference period (2004-2005). EU aggregates are computed as population weighted averages of national values.

Indicators for the candidate countries in 2006

	Turkey			Croatia			FYROM		
	Women	Men	Gap	Women	Men	Gap	Women	Men	Gap
Activity rate (15-64) (1)	26.1	74.4	48.3	56.9	68.9	12.0	43.2	64.9	21.7
Employment rate (15-64) (2)	23.9	68.1	44.2	49.4	62.0	12.6	30.7	48.3	17.6
Employment rate (of people aged 20-49) with/without children <12	22.3/40.8	88/76.4	-	65.8/68.9	86/73.6	-	:	:	:
Employment rate of older workers (55-64) (3)	16.7	44.1	27.4	25.7	44.4	18.7	17	36	19
Unemployment rate (2)	8.4	8.4	0	12.7	9.8	-2.9	37.2	35.3	-1.9
Unemployment on population 15-24 (4)	3.9	8	4.1	9.8	10.9	1.1	20.2	21.1	0.9
Share of part-time workers	17.8	4.4	-13.4	11.7	7.5	-4.2	:	:	:
Share of employees with temporary contracts	13.1	13.3	0.2	12.6	13.1	0.5	:	:	:
Educational attainment (upper secondary school, 20-24) (5)	51.7	38.9	12.8	94.9	92.8	2.1	:	:	:
Life long learning (5)	2.4	1.6	0.8	2.1	2.0	0.1	:	:	:
Share of members of national parliaments (6)	3	97	-	22	78	-	27.5	72.5	-
Share among managers	7.8	92.2	-	25.6	74.4	-	:	:	:

Source: LFS 2006. For FYROM: other sources indicated below.

The gender gap is always calculated as the value for men minus the value for women.

(1) For FYROM, the reference year is 2004 and the source is Labour Force Survey 2005, Basic – Republic of Macedonia, State Statistical Office. It should be noted that the activity rate is calculated among all persons older than 15 (and not 15-64).

(2) For FYROM, the source is the FYROM 2007 Progress report (SEC(2007)1432).

(3) For FYROM, the reference year is 2004 and the source is DG EMPL's estimate based on Labour Force Survey 2005, Basic – Republic of Macedonia, State Statistical Office.

(4) For FYROM, the reference year is 2004 and the source is Labour Force Survey 2005, Basic – Republic of Macedonia, State Statistical Office.

(5) Exception to the reference year: Croatia: 2005

(6) Source: European Commission, Employment, Social affairs and Equal opportunities DG, Database on Women and Men in Decision making, except for FYROM where the source is the FYROM 2007 Progress report (SEC(2007)1432).