



KOMISIJA EVROPSKIH SKUPNOSTI

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**POROČILO KOMISIJE SVETU, EVROPSKEMU PARLAMENTU, EVROPSKEMU  
EKONOMSKO-SOCIALNEMU ODBORU IN ODBORU REGIJ**

**Enakost med ženskami in moškimi – 2008**

## KAZALO

1.	Uvod.....	3
2.	Glavne spremembe.....	3
2.1.	Razlike med ženskami in moškimi .....	3
2.2.	Razvoj politik in zakonodaje.....	5
3.	Izzivi in strateške usmeritve.....	6
3.1.	Kakovostna delovna mesta za spodbujanje enake ekonomske neodvisnosti .....	6
3.2.	Kakovostne storitve v podporo usklajevanju .....	7
3.3.	Boj proti stereotipom, podpora osebni izbiri.....	8
3.4.	Institucionalni mehanizmi v podporo političnim zavezam in izvajanju zakonodaje ...	8
4.	Sklepne ugotovitve.....	9
	PRILOGA.....	11

## 1. UVOD

Enakost med ženskami in moškimi je temeljna vrednota Evropske unije. Zaradi skupnih ukrepov Skupnosti in držav članic se je položaj moških in žensk v Evropi zares spremenil na številnih področjih. Tako se na primer zaposlenost žensk še vedno povečuje in stopnja njihove izobrazbe je danes višja od izobrazbe moških. Vendar pa ostaja še veliko izzivov, ki jih je treba premagati. Če je napredek nedvomen s količinskega vidika, pa so še potrebna prizadevanja za podporo kakovostnemu vidiku enakosti. To je osrednje sporočilo tega poročila.

Leta 2007 se je začelo izvajati veliko ukrepov, napovedanih leta 2006 v Načrtu za enakost med ženskami in moškimi, ki ga je sprejela Evropska komisija, in Evropskem paktu za enakost med spoloma Evropskega sveta. Skupni cilj vseh teh ukrepov je doseči dejansko enakost med ženskami in moškimi z vplivanjem na količinske in kakovostne vidike. Poleg tega je Komisija prispevala k oblikovanju skupnih načel prožne varnosti<sup>1</sup> za podporo ustvarjanju novih in boljših delovnih mest. Leto je zaznamovalo več proslav in dogodkov, pomembnih za politiko enakosti med ženskami in moškimi: petdeseta obletnica evropske politike enakosti med ženskami in moškimi; evropsko leto enakih možnosti za vse; deseta obletnica podpisa Amsterdamske pogodbe, temeljni akt evropske strategije zaposlovanja in celostnega pristopa politik Skupnosti k enakosti.

To peto letno poročilo o enakosti med ženskami in moškimi, pripravljeno v sodelovanju z državami članicami na zahtevo Evropskega sveta voditeljev držav in vlad, je prvo, ki zajema Evropo, razširjeno na sedemindvajset držav članic. Večja raznolikost Evropske unije je za politike enakosti lahko nov izziv. Vendar pa razširitev na nove države priča o njihovi pripadnosti temeljnim vrednotam Evropske unije in njihovim zavezam pri opravljanju njihovih temeljnih nalog, med katerimi je tudi doseganje enakosti med ženskami in moškimi.

## 2. GLAVNE SPREMEMBE

### 2.1. Razlike med ženskami in moškimi

Količinsko in kakovostno izboljšanje zaposlovanja je osrednji strateški cilj lizbonske agende za rast in delovna mesta. Kljub nedvornemu količinskemu napredku pri zaposlovanju žensk v zadnjih desetih letih bodo še potrebna prizadevanja za izboljšanje kakovostnega vidika.

Zaposlovanje žensk je bil glavni dejavnik stalnega naraščanja zaposlovanja v EU v zadnjih letih. Med letoma 2000 in 2006 se je zaposlenost v EU povečala za približno 12 milijonov oseb, od katerih je več kot 7,5 milijona žensk. **Stopnja zaposlenosti** žensk je vsako leto naraščala in je leta 2006 dosegla 57,2 odstotka, kar je za 3,5 odstotne točke več kot leta 2000, in s tem že skoraj izpolnjuje cilj 60-odstotne zaposlenosti žensk do leta 2010. V istem obdobju se je stopnja zaposlenosti moških povečala za manj kot eno odstotno točko. Pri **delavcih, starejših od petinpetdeset**

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<sup>1</sup> COM(2007) 359.

let, se je stopnja zaposlenosti žensk prav tako povečevala hitreje kot pri moških in je dosegla 34,8 odstotka, to je 7,4 odstotne točke več kot leta 2000. Hkrati je **stopnja brezposelnosti** pri ženskah dosegla najnižjo raven v desetih letih, 9-odstotno.

Ta pozitivni premik je omogočil občutno zmanjšanje **razlike v stopnji zaposlenosti** med ženskami in moškimi, ki se je s 17,1 odstotne točke leta 2000 v letu 2006 zmanjšala na 14,4 odstotne točke. Vendar že sam obstoj razlike v stopnji zaposlenosti, vključno med mladimi (6 odstotnih točk v starostni skupini 15–24), postavlja vprašanje, zlasti glede na boljši šolski uspeh in pridobljene visokošolske diplome mladih žensk. Poleg tega se zdi, da se ta razlika z leti pogloblja in doseže najvišjo vrednost 17,8 odstotne točke pri starejših od petinpetdeset let.

Več vidikov kakovosti dela žensk je še vedno problematičnih. Enakost med ženskami in moškimi je ena od razsežnosti kakovosti dela, ki jih je opredelila Komisija<sup>2</sup>. Vendar pa kazalniki plačila, razlikovanje na trgu dela in prisotnost žensk na vodilnih položajih ne kažejo večjega napredka v zadnjih letih. Tako je od leta 2003 **razlika v plačah** še vedno 15-odstotna in se je od leta 2000 zmanjšala samo za eno odstotno točko. **Razlikovanje po spolu v sektorjih in poklicih** se ne zmanjšuje, v nekaterih državah se celo povečuje in kaže, da so ženske, ki so na novo vstopile na trg dela, zaposlene v že močno feminiziranih sektorjih in poklicih. Prisotnost **žensk na vodilnih položajih** v podjetjih se je ustalila pri 33 odstotkih, medtem ko na politični ravni narašča zelo počasi, saj je samo 23 odstotkov nacionalnih poslancev in 33 odstotkov evropskih poslancev žensk.

Poleg tega lahko še vedno obstajajo razlike med ženskami in moškimi v vseh drugih razsežnostih kakovosti dela, na primer pri **usklajevanju poklicnega in družinskega življenja**, uporabi oblik dela, pri katerih sposobnosti ne pridejo do polne veljave, zdravju in varnosti pri delu. O tem priča velik padec stopnje zaposlenosti žensk z majhnimi vzdrževanimi otroki (povprečno za 13,6 odstotne točke), medtem ko se stopnja zaposlenosti moških povečuje. Tako je stopnja zaposlenosti žensk z vzdrževanimi otroki samo 62,4-odstotna, stopnja zaposlenosti moških pa 91,4-odstotna, razlika je torej 29 odstotnih točk. Več kot tri četrtine delavcev s skrajšanim delovnim časom so ženske (76,5 odstotka), to je vsaka tretja ženska v primerjavi z manj kot vsakim desetim moškim. Več žensk dela na podlagi pogodbe za določen čas (15,1 odstotka, kar je ena odstotna točka več kot moških).

Povedano drugače, kaže, da so bila velika prizadevanja v okviru evropske strategije za rast in delovna mesta, da bi količinsko in kakovostno povečali zaposlenost žensk („nova in boljša delovna mesta“), uspešnejša s količinskega kot s kakovostnega vidika.

Tudi na **socialnem** področju obstajajo razlike, ki lahko odražajo razlike na trgu dela. Tako je dolgotrajna brezposelnost občutno pogostejša pri ženskah (4,5 odstotka) kot pri moških (3,5 odstotka). Krajša počasnejša in slabše plačana poklicna kariera pri ženskah prav tako vpliva na nevarnost revščine, še zlasti pri starejših od petinšestdeset let (21 odstotkov, to je 5 odstotnih točk več kot moških).

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<sup>2</sup> COM(2001) 313.

## 2.2. Razvoj politik in zakonodaje

Načrt za enakost med ženskami in moškimi<sup>3</sup> je dal nov zagon politiki Skupnosti na tem področju. Komisija spremlja izvajanja ukrepov in njihovih napovedi iz tega načrta s podrobnim letnim **delovnim programom**<sup>4</sup>. V tem programu je navedeno, da je bil dosežen velik napredek pri vključevanju vidika enakosti v politike Unije, zlasti na prednostnih področjih, opredeljenih v tem načrtu. Usklajevanje poklicnega, zasebnega in družinskega življenja je osrednji element enakosti med ženskami in moškimi in področje prednostnih ukrepov tega načrta. Prav tako je temeljni dejavnik kakovosti dela. Komisija je ob koncu leta 2006 začela **formalno posvetovanje s socialnimi partnerji**<sup>5</sup> na evropski ravni o mogoči usmeritvi ukrepov Skupnosti na tem področju, da bi izboljšali ali dopolnili obstoječi okvir. Posvetovanje je omogočilo zblížanje pogledov socialnih partnerjev glede nujnosti sprejetja ukrepov, še zlasti za spodbujanje moških k večjemu vključevanju v družinsko življenje. Komisija je torej 30. maja 2007 začela drugi krog<sup>6</sup> posvetovanja o vsebini morebitnih predlogov na tem področju. Ti so se zlasti nanašali na izboljšanje določb o porodniškem in starševskem dopustu, uvedbo novih vrst dopusta (očetovski dopust, posvojiteljski dopust ali oskrba odvisnih družinskih članov) in tudi na druge nezakonske ukrepe. Komisija bo lahko po opravljeni analizi odgovorov po potrebi predložila predloge za izboljšanje zdajšnjega zakonodajnega okvira ob upoštevanju začetka morebitnih pogajanj med socialnimi partnerji in rezultatov potrebnih analiz vplivov.

Poleg tega je Komisija podprla<sup>7</sup> **Evropsko zvezo za družino**, ki jo je Evropski svet predlagal na spomladanskem zasedanju in ki bo delovala kot platforma izmenjav in znanj o družini prijaznih politikah ter dobrih praksah držav članic za obvladovanje demografskih sprememb.

Zakonodaja je vedno imela osrednjo vlogo pri doseženem napredku glede enakosti med ženskami in moškimi. V zvezi z **enakim obravnavanjem** so uvedeni postopki za ugotavljanje kršitev, ker Direktiva 2002/73<sup>8</sup> ni bila prenesena, končani, razen v enem primeru, ko prenos ostaja delen. Zdaj poteka analiza skladnosti nacionalnih ukrepov za prenos. Prva faza postopka iz člena 226 ES se je začela leta 2007. Nadzor skladnosti nacionalnih zakonodaj se bo nadaljeval v letu 2008.

Kljub določenemu napredku še vedno ostajajo velike razlike med ženskami in moškimi na trgu dela in s tem ovirajo doseganje cilja enake ekonomske neodvisnosti. Še zlasti se je Komisija v celoti zavezala, da bo storila vse potrebno v boju proti **razliki v plačilu ženskam in moškim**, v Sporočilu, sprejetem 18. julija 2007<sup>9</sup>. Predvsem je treba razviti sposobnost analiziranja pojava, ki je še vedno zapleten in slabo razumljen, da bi sprostili ciljno usmerjeno ukrepanje in opredelili možne izboljšave v obstoječem zakonodajnem okviru. Poleg tega bo potrebno usklajeno

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<sup>3</sup> COM(2006)92.

<sup>4</sup> SEC(2007) 537.

<sup>5</sup> SEC(2006) 1245.

<sup>6</sup> [http://ec.europa.eu/employment\\_social/social\\_dialogue/consultations\\_en.htm](http://ec.europa.eu/employment_social/social_dialogue/consultations_en.htm)

<sup>7</sup> COM(2007) 244.

<sup>8</sup> Direktiva 2002/73/ES Evropskega parlamenta in Sveta z dne 23. septembra 2002 o spremembi Direktive Sveta 76/207/EGS o izvrševanju načela enakega obravnavanja moških in žensk v zvezi z dostopom do zaposlitve, poklicnega usposabljanja in napredovanja ter delovnih pogojev.

<sup>9</sup> COM(2007) 424.

ukrepanje, zlasti v okviru novega cikla evropske strategije za rast in delovna mesta in skupnih načel prožne varnosti<sup>10</sup>, da bi odpravili vse preostale razlike na trgu dela.

Ustanovitev **Evropskega inštituta za enakost med ženskami in moškimi** je pospešila dejavna podpora Komisije. Z imenovanjem članov upravnega odbora<sup>11</sup> je Inštitut dobil svoj organ odločanja. Inštitut bo moral dati pomembno strokovno podporo politikam enakosti med ženskami in moškimi.

### 3. IZZIVI IN STRATEŠKE USMERITVE

V skladu z evropsko strategijo za rast in delovna mesta je izboljšanje kakovosti delovnih mest zelo pomembno za dobro počutje delavcev ter za povečanje produktivnosti in zaposlovanja. Za cikel, ki se končuje, je bilo značilno stalno naraščanje stopnje zaposlenosti žensk, medtem ko je bil napredek manj občuten s kakovostnega vidika. Razlike glede na spol so še vedno velike, še zlasti v načinu dela med ženskami in moškimi (zlasti uporaba dela s skrajšanim delovnim časom in sklepanje pogodb za določen čas ali slabša in slabše plačana delovna mesta), horizontalno in vertikalno razlikovanje na trgu dela še obstaja in v nekaterih državah narašča, razlika v plačilu se ne zmanjšuje.

Potrebno je večje prizadevanje, da bi se doseglo „več kakovostnih delovnih mest“, ob upoštevanju pomembnosti pristopa prožne varnosti ter različnih učinkov politik zaposlovanja na ženske in moške v njihovem življenjskem ciklu. Ta pristop se mora nanašati na resnično kakovost dela in na druge vidike, ki nanjo vplivajo, kot sta razvoj infrastruktur, ki omogoča vsakomur dostop do trga dela in da na njem ostane, ali možnost uresničevanja poklicnih teženj ter osebne izbire zunaj vseh stereotipov. Prav tako je nujno zagotoviti institucionalna orodja, potrebna za dobro upravljanje in učinkovito izvajanje političnih zavez.

#### 3.1. Kakovostna delovna mesta za spodbujanje enake ekonomske neodvisnosti

*Količinsko izboljšanje zaposlovanja mora biti povezano s kakovostnim izboljšanjem<sup>12</sup>. Kakovostna delovna mesta privabljajo delavce in jim omogočajo, da v celoti izkoristijo svoje delovne zmožnosti in prispevajo k izboljšanju kakovosti celotnega življenja družbe. Enakost med ženskami in moškimi je bistven sestavni del kakovosti dela. Treba je odpraviti razlike, ki ostajajo na trgu dela, in obravnavati vse razsežnosti kakovosti z vidika spola, vključno z vprašanji zdravja in dobrega počutja na delovnem mestu.*

- Treba je nadaljevati in okrepiti prizadevanja za odpravo razlik med ženskami in moškimi pri zaposlovanju v okviru novega cikla evropske strategije za rast in delovna mesta, da bi občutno zmanjšali razlike pri zaposlovanju, brezposelnosti in plačilu ter razlikovanje na trgu dela.

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<sup>10</sup> COM(2007) 359.

<sup>11</sup> Sklep Sveta z dne 30. maja 2007 (2007/C 128/02) in Komisije z dne 30. aprila 2007.

<sup>12</sup> Tema, poudarjena na neformalnem sestanku ministrov, zadolženih za enakost, oktobra 2007 v okviru portugalskega predsedovanja Svetu.

- Treba bi bilo okrepiti podporo usklajevanju poklicnega in družinskega življenja in si prizadevati, da se v to enako vključijo moški in ženske, zlasti z inovativnimi in prilagodljivimi oblikami dela ter dopusti, ki podpirajo udeležbo in stalnost zaposlitve moških in žensk, odgovornih za vzdrževane osebe, in spodbujajo boljšo razdelitev gospodinjskih in družinskih obveznosti v skladu z načelom soodgovornosti.
- Treba bi bilo zagotoviti poklicno izpopolnjevanje delavcev, ki bi jim ponujalo možnosti razvoja s polnim izkoristkom njihovih zmožnosti v celotnem življenjskem ciklu in uravnoteženo zastopanost obeh spolov na vodilnih položajih.
- Pri pristopu k vprašanju zdravja in dobrega počutja pri delu ter kakovosti delovnega okolja bi bilo treba upoštevati položaj in posebne težave žensk in moških.
- Treba bi bilo zagotoviti, da se sredstva, dodeljena iz strukturnih skladov, v celoti uporabijo za podporo politikam količinskega in kakovostnega povečevanja delovnih mest.

### 3.2. **Kakovostne storitve v podporo usklajevanju**

*Možnost usklajevanja poklicnega in zasebnega življenja<sup>13</sup> je odvisna od sodobne organizacije dela, ki združuje prožnost in varnost z vidika spola, ter od razpoložljivosti dostopnih kakovostnih storitev po razumnih cenah. Velika pozornost se je posvečala izboljšanju razpoložljivosti in dostopnosti teh storitev, zlasti otroškemu varstvu in oskrbi drugih vzdrževanih oseb. Tudi kakovostni vidiki zahtevajo enako pozornost, kot je pokazalo posvetovanje Komisije o dejavnem vključevanju<sup>14</sup>.*

- Še naprej in še močneje si je treba prizadevati za izboljšanje razpoložljivosti in dostopnosti storitev otroškega varstva v skladu z barcelonskimi cilji<sup>15</sup> ter storitev nege vzdrževanih oseb, hkrati pa posvetiti enako pozornost kakovosti teh storitev, vključno z delovnim časom.
- Kakovost storitev bi bilo treba podpreti s stalnim usposabljanjem, izboljšanjem kvalifikacij zaposlenih v teh službah ter z dajanjem večje veljave tem delovnim mestom.
- Zajamčena bi morala biti kakovost storitev splošnega interesa, zlasti prevoznih storitev, upravnih uradov ali zavodov za zaposlovanje. Posebno pozornost bi bilo treba posvetiti temu, da bo razpoložljivost teh storitev združljiva z delovnim časom moških in žensk, ki so zaposleni s polnim delovnim časom in odgovorni za vzdrževane osebe.

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<sup>13</sup> Usklajevanje je ena od prednostnih tem, opredeljenih v deklaraciji predsedniške trojke o enakosti med spoloma v EU, sprejeti ob koncu neformalnega sestanka ministrov, zadolženih za vprašanja enakosti, maja 2007 v okviru nemškega predsedovanja Svetu.

<sup>14</sup> COM(2007) 620.

<sup>15</sup> Do leta 2010 naj bi bilo vključenih 33 % otrok do treh let in 90 % otrok od treh let do starosti, ko so šoloobvezni.

- Treba bi bilo zagotoviti, da se sredstva, ki jih ponujajo strukturalni skladi, v celoti uporabijo za podporo izboljšanja dostopnosti in kakovosti storitev in da se s tem spodbudi boljše usklajevanje poklicnega in zasebnega življenja vseh.

### **3.3. Boj proti stereotipom, podpora osebni izbiri**

*Stereotipi ovirajo uresničevanje osebne izbire moških in žensk. Prispevajo k ohranjanju neenakosti, ker vplivajo na izbiro programov izobraževanja in usposabljanja ali zaposlovanja, sodelovanje pri gospodinjskih in družinskih obveznostih in zastopanost na vodilnih položajih. Prav tako lahko vplivajo na veljavo dela posameznika. Njihova odprava je ena od prednostnih nalog tega načrta in Okvira delovanja evropskih socialnih partnerjev za enakost.*

- Boj proti stereotipom o spolu se mora začeti že v zgodnji mladosti in spodbujati vedenjske vzorce, ki dajejo večji pomen osebni izbiri izobraževalnih programov ter podpirajo enakost med ženskami in moškimi, vključno pri razdelitvi gospodinjskih in družinskih del.
- Treba je odpraviti kulturne ovire, da bi moškim in ženskam olajšali dostop do netradicionalnih poklicev, vključno z vodilnimi položaji, in v celoti podpirali osebno izbiro.
- Pristop stalnega usposabljanja, poklicnega razvoja in poklicnega svetovanja mora biti brez vseh stereotipov. Strokovno osebje v izobraževanju in poklicnem svetovanju bi se moralo zavedati tega vprašanja.
- Vse medije je treba vključiti v prizadevanja za boj proti stereotipnim podobam žensk in moških ter uveljavljati dejansko podobo njihovih sposobnosti.

### **3.4. Institucionalni mehanizmi v podporo političnim zavezam in izvajanju zakonodaje**

*Komisija, Evropski svet in evropski socialni partnerji so na najvišji politični ravni izrazili jasne zaveze podpiri enakosti med ženskami in moškimi. V tem načrtu se pripisuje velik pomen dobremu upravljanju, ki je potrebno za zagotavljanje dejanskih sredstev za izvajanje teh zavez.*

- Treba je razviti orodja usposabljanja in izvajanja, ki bodo vsem zadevnim akterjem omogočala vključevati vidik spola v njihove pristojnosti, vključno z ocenjevanjem posebnega vpliva politik na ženske in moške; prav tako je treba zagotoviti dejansko uporabo obstoječih orodij, kot so priročniki za vključevanje vidika spola v politike zaposlovanja, ki jih je pripravila Komisija<sup>16</sup>.
- Nujno je treba razviti zmogljivosti glavnih akterjev in ustanov, ki si prizadevajo za enakost med ženskami in moškimi, da bi imeli pristojnosti, instrumente in sredstva, potrebna za izvajanje svojih politik.

<sup>16</sup> [http://ec.europa.eu/employment\\_social/gender\\_equality/docs/2007/manual\\_gend\\_mainstr\\_en.pdf](http://ec.europa.eu/employment_social/gender_equality/docs/2007/manual_gend_mainstr_en.pdf)



- Izvajanje in spremljanje politik je treba zagotavljati s kazalniki kakovosti in količine ter statističnimi podatki, razčlenjenimi po spolu, ki so zanesljivi, primerljivi in pravočasno razpoložljivi.

#### 4. SKLEPNE UGOTOVITVE

Da bi dosegli dejansko enakost med spoloma s količinskega in tudi kakovostnega vidika, naj Evropski svet države članice vztrajno spodbuja, da se spopadejo z zgoraj opisanimi izzivi skupaj s socialnimi partnerji in civilno družbo. V skladu s tem poročilom je treba posebno pozornost posvetiti:

- količinskemu in kakovostnemu povečanju zaposlenosti žensk v novem ciklu evropske strategije za rast in zaposlovanje;
- vključevanju vidika spola v vse razsežnosti kakovosti dela;
- razvoju ponudbe in kakovosti storitev, ki moškim in ženskam omogočajo usklajevanje poklicnega in zasebnega življenja;
- boju proti stereotipom v izobraževanju, zaposlovanju in medijih ter poudarjanju vloge moških pri spodbujanju enakosti;
- razvoju orodij za ocenjevanje vpliva, ki ga imajo politike v zvezi s spolom.

## 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.

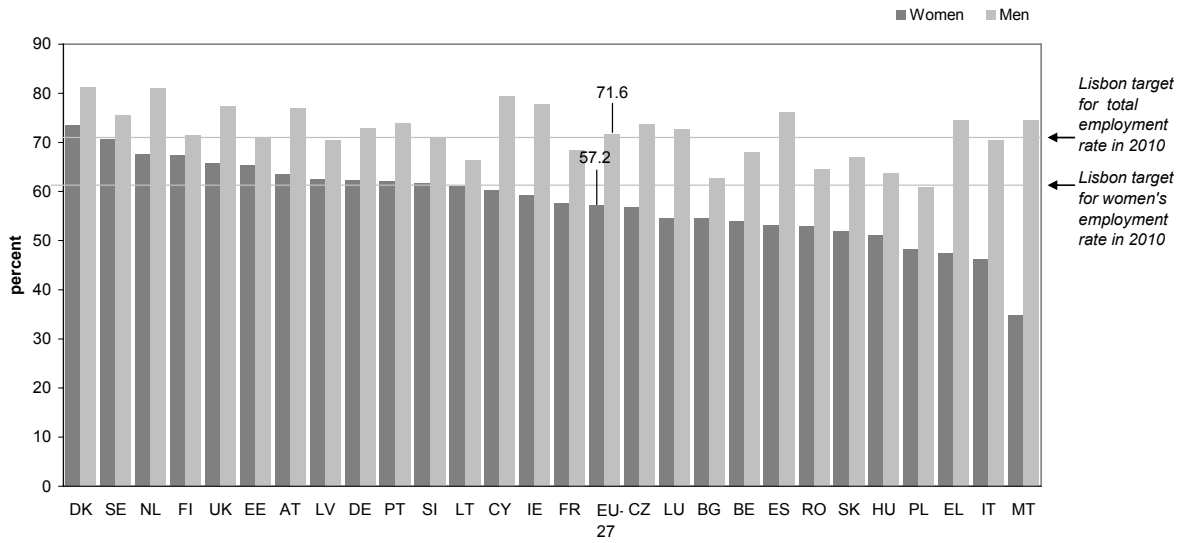
### **Decision-making**

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**

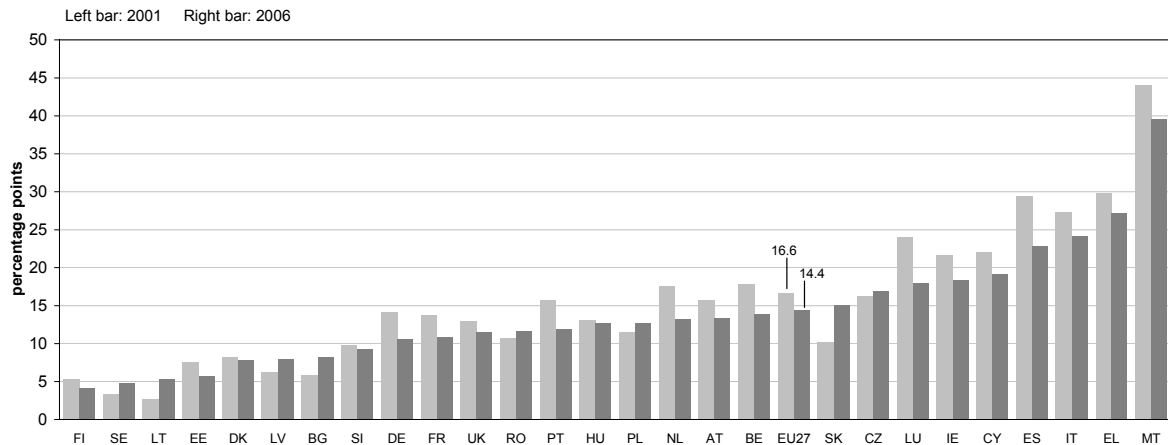
The disadvantaged position of women on the labour market has consequences on the higher exposure risk of women to poverty. This was particularly true for persons above 65 years, amongst which the share of people living in households at risk of poverty (having an income below the threshold set at 60% 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

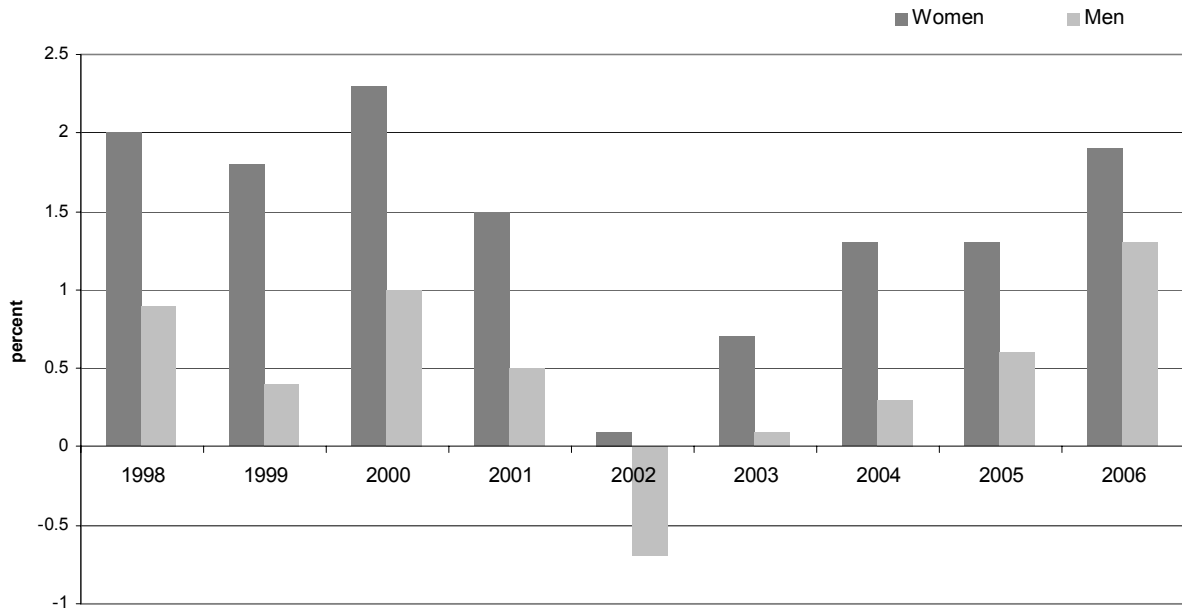
**Absolute gender gap in employment rates (women and men aged 15-64) in EU Member States - 2001 and 2006**  
(Difference between men's and women's employment rates)



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

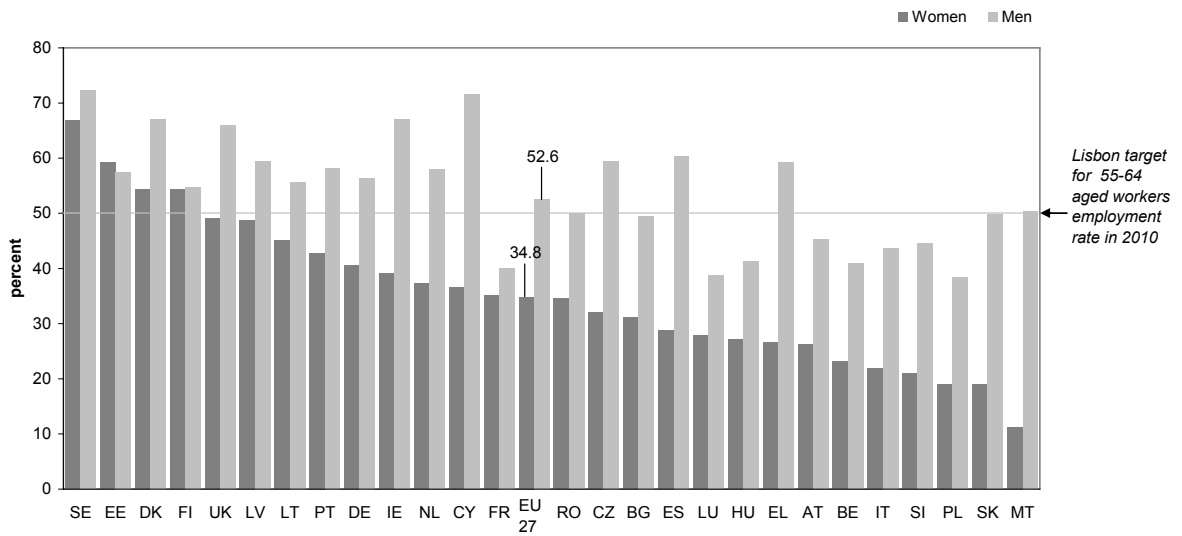
NB: A positive gap indicates higher employment rates for men in comparison with women, while the opposite is true for a negative gap.

**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.

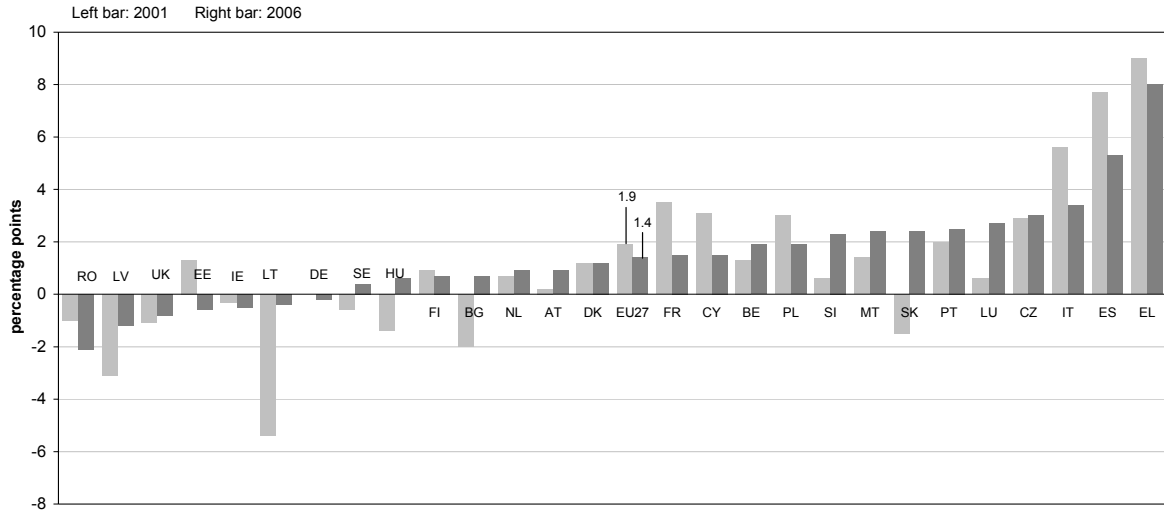
**Employment rates of older workers (women and men aged 55 - 64) in EU Member States- 2006**



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**

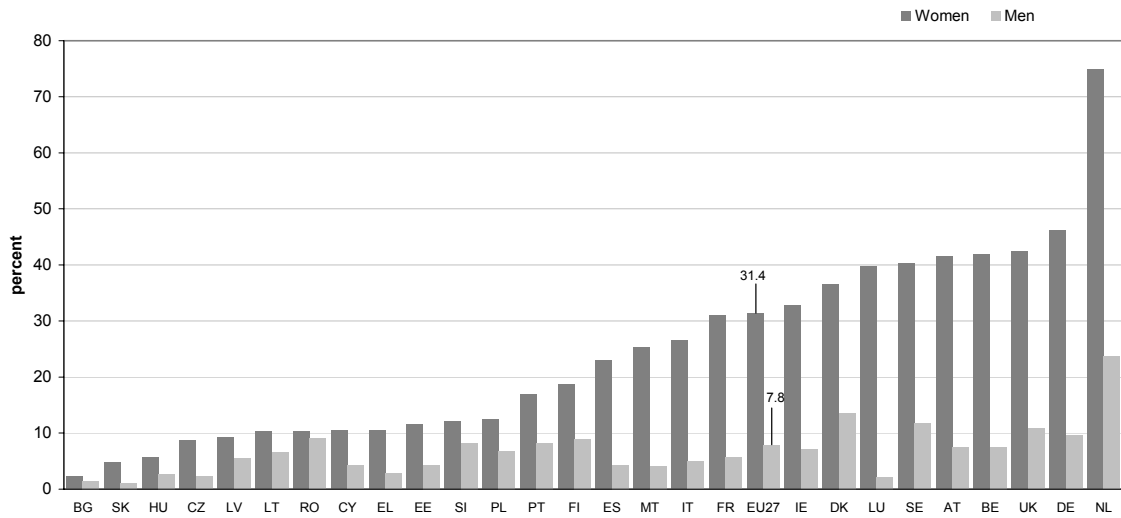
(Difference between women's and men's unemployment rates)



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: provisionnal value

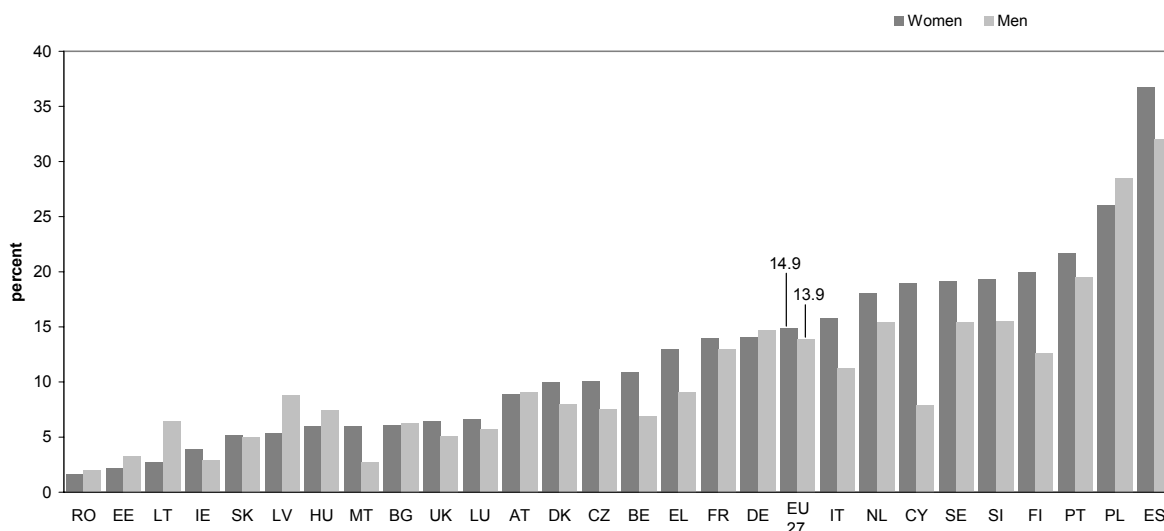
**Share of part-time workers in total employment, in EU Member States - 2007**



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

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

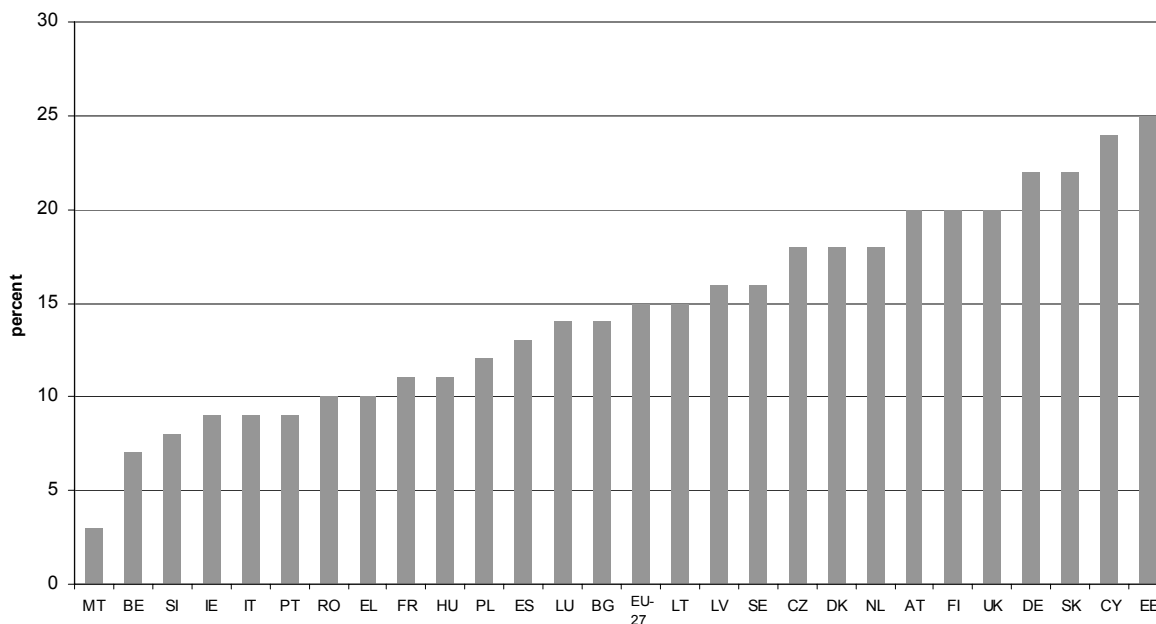
**Percentage of employees with temporary contracts (women and men aged 15 - 64) in EU Member States- 2006**



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)

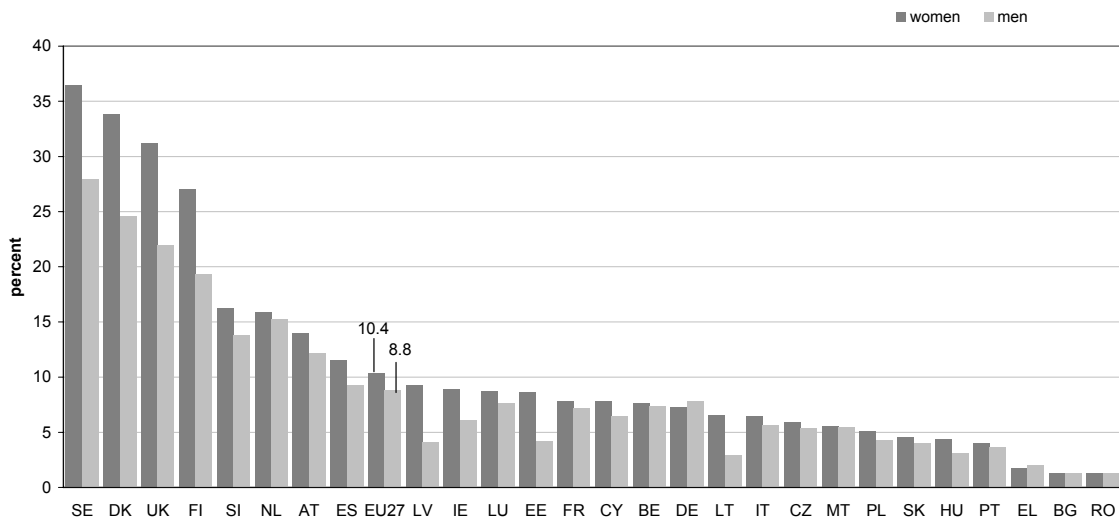


Source: Eurostat. Administrative data are used for LU, Labour Force Survey for FR and MT. Provisional results of EU-SILC (Statistics on Income and Living Conditions) are used for BE, IE, EL, ES, IT, AT, PT, and UK. All other sources are national surveys. EU27, BE, IE, EL, ES, FR, CY and SI: Provisional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

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

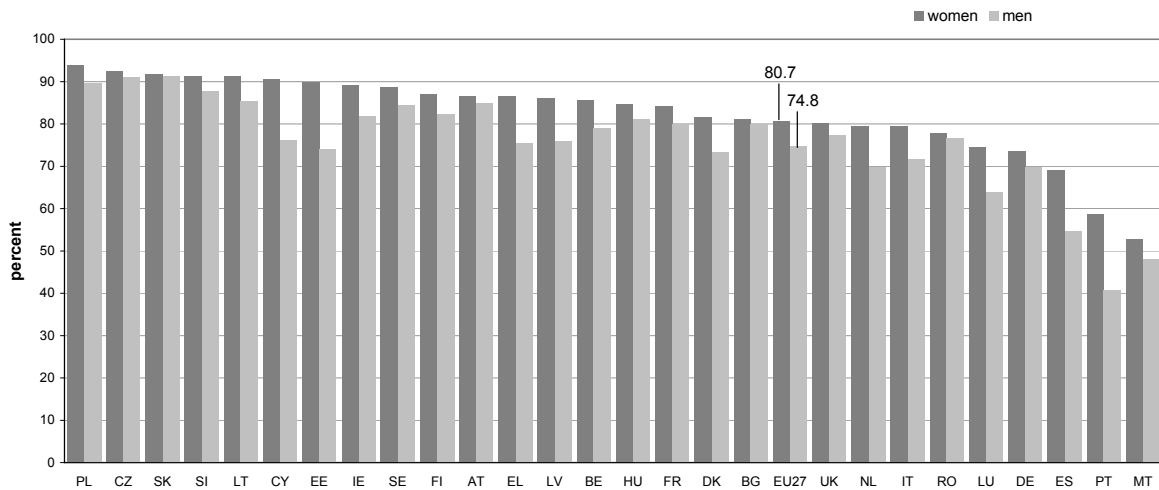
NB: EU27 estimates are population weighted-averages of the latest available values. CZ: calculations based on the median earnings.

**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

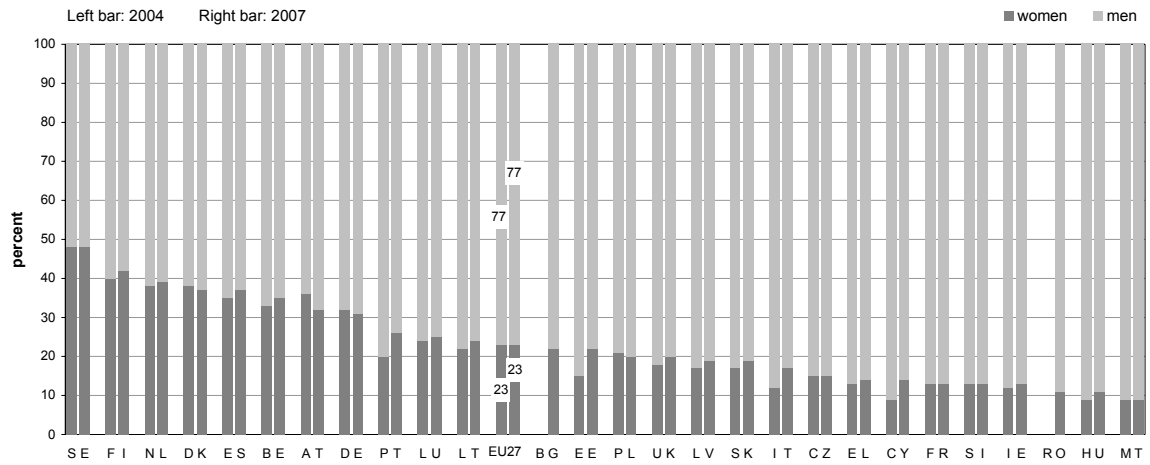
**Educational attainment (at least upper secondary school) of women and men aged 20 - 24, in EU Member States - 2006**



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.

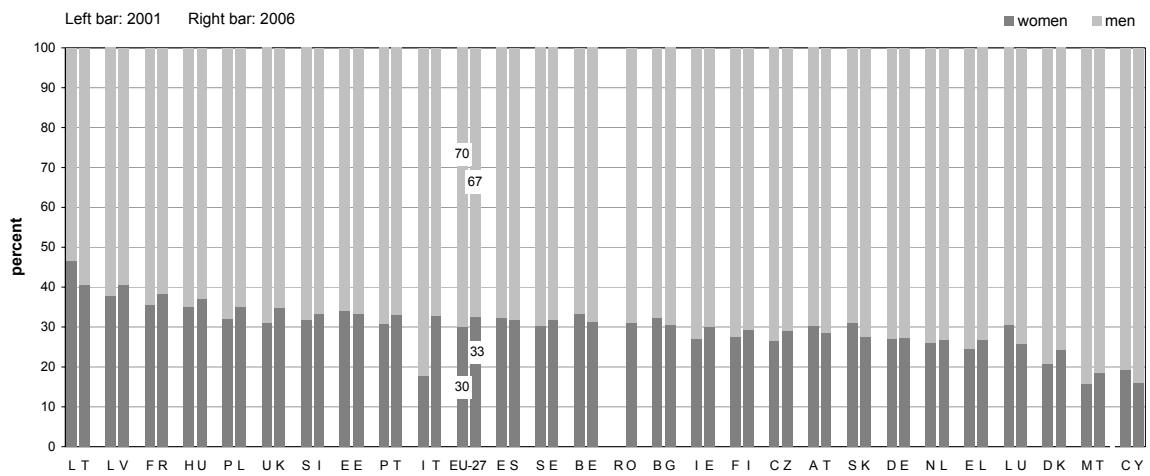


**Members of single/lower houses of national parliaments in EU Member States - Distribution by sex 2004 and 2007 (1)**



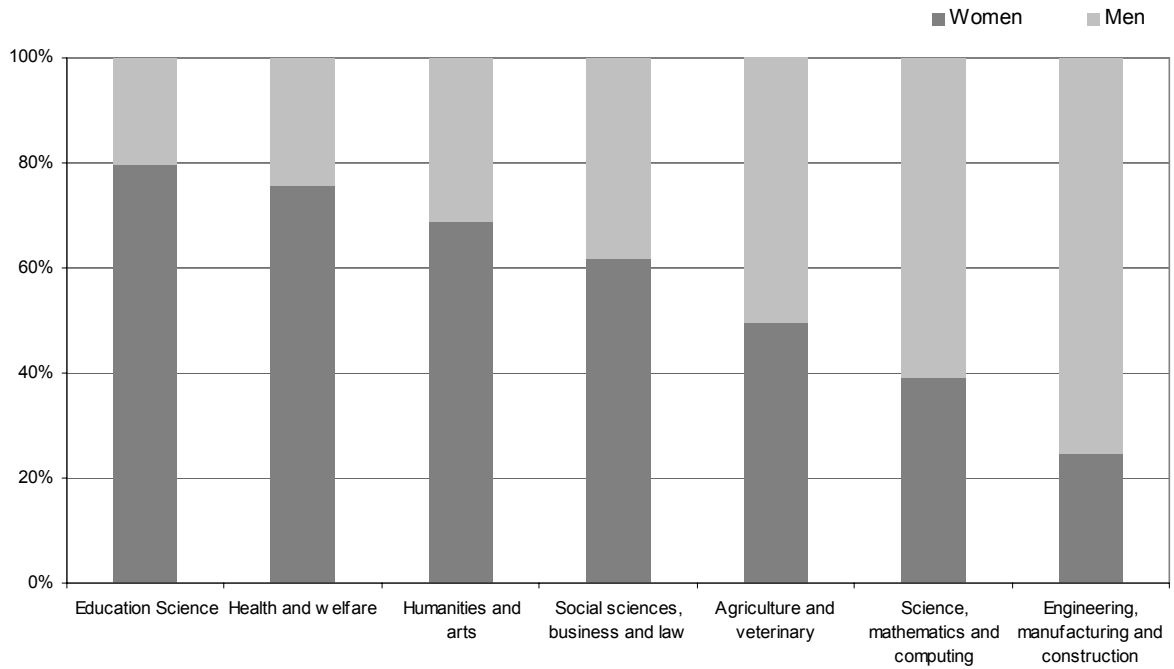
Source: European Commission, Employment, Social affairs and Equal opportunities DG, Database on Women and Men in Decisionmaking  
 NB: (1) Data for 2007 have been collected in June 2007. The indicator has been developed within the framework of the follow-up of the Beijing Platform for Action in the EU 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**



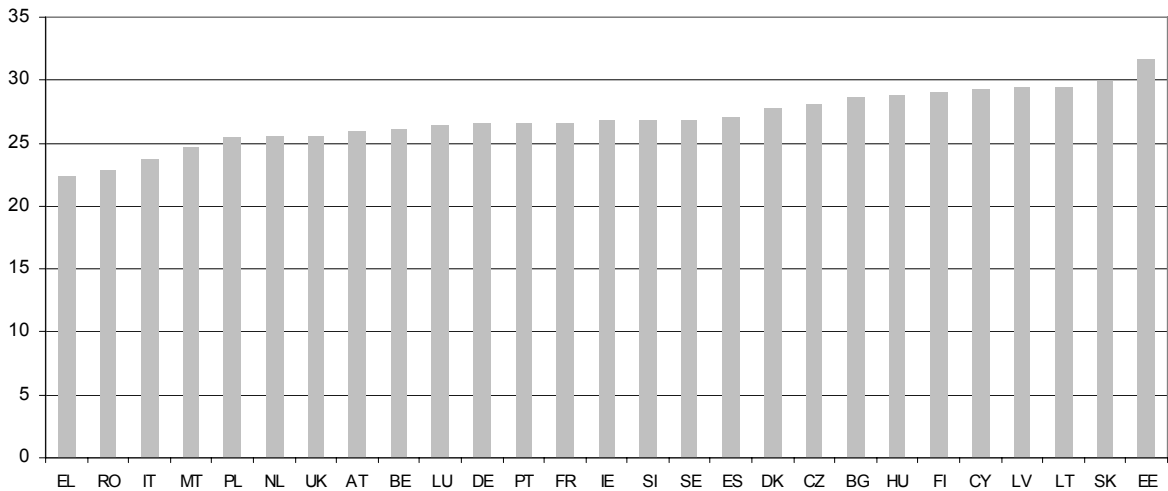
Source: Eurostat, Labour Force Survey (LFS).  
 NB: Managers are persons classified in ISCO 12 and 13.  
 For MT and CY : data lack reliability due to small sample size  
 For IT : Change of data collection method. No data for RO in 2001. EU aggregate for 2001 is the value for EU-25 and not EU-27.

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



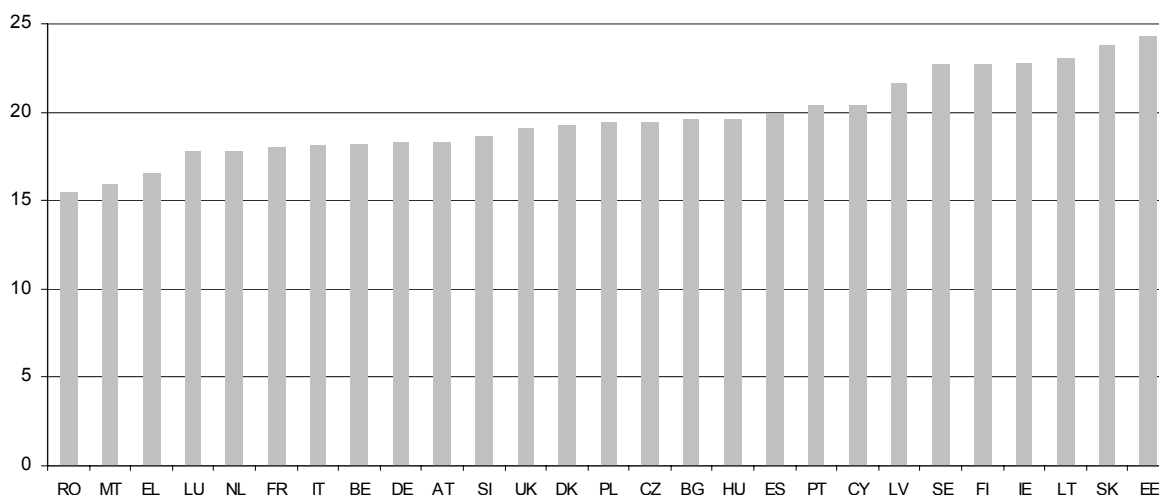
Source : Eurostat  
Tertiary education graduates include all graduates of levels ISCED 5 and 6.

**Gender segregation in occupations in EU Member States, in 2006**



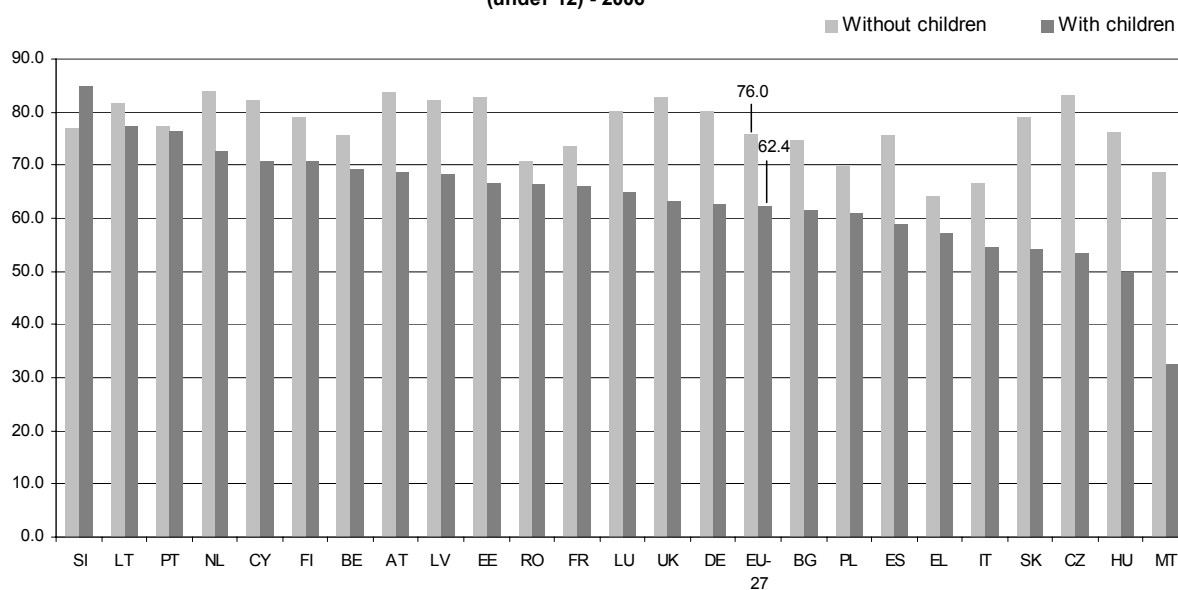
Source: Eurostat - LFS, Spring data. Exception to the reference year : LU :2005 (annual average). FR : Provisional value. Gender segregation in occupations is calculated as the average national share of employment for women and men applied to each occupation; differences are added up to produce the total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

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



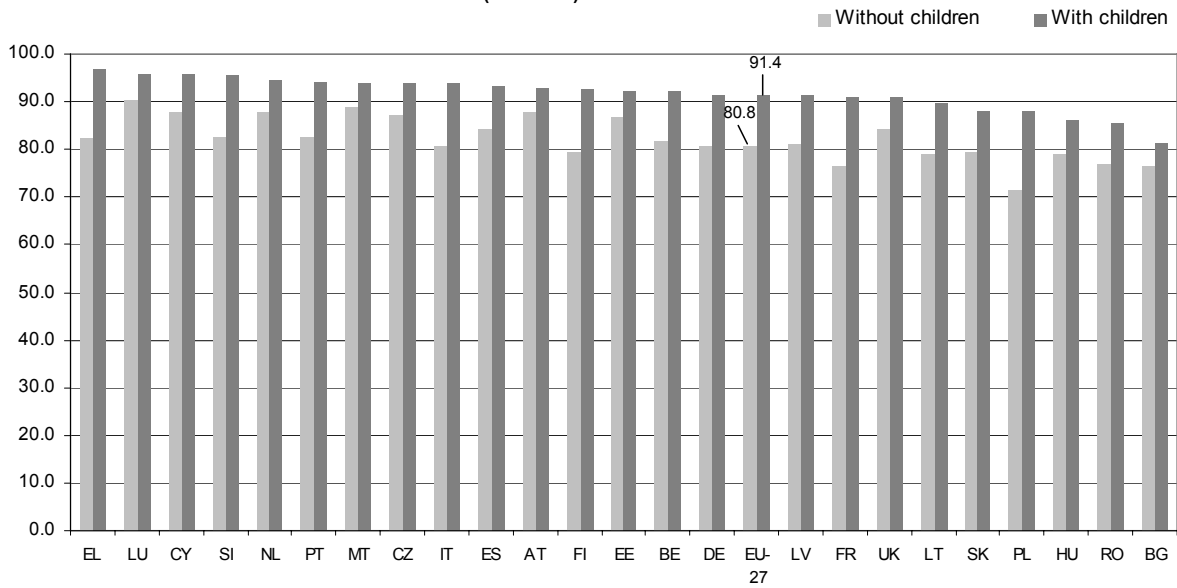
Source: Eurostat - LFS, Spring data. FR: Provisional value - Gender segregation in sectors is calculated as the average national share of employment for women and men applied to each sector; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment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

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



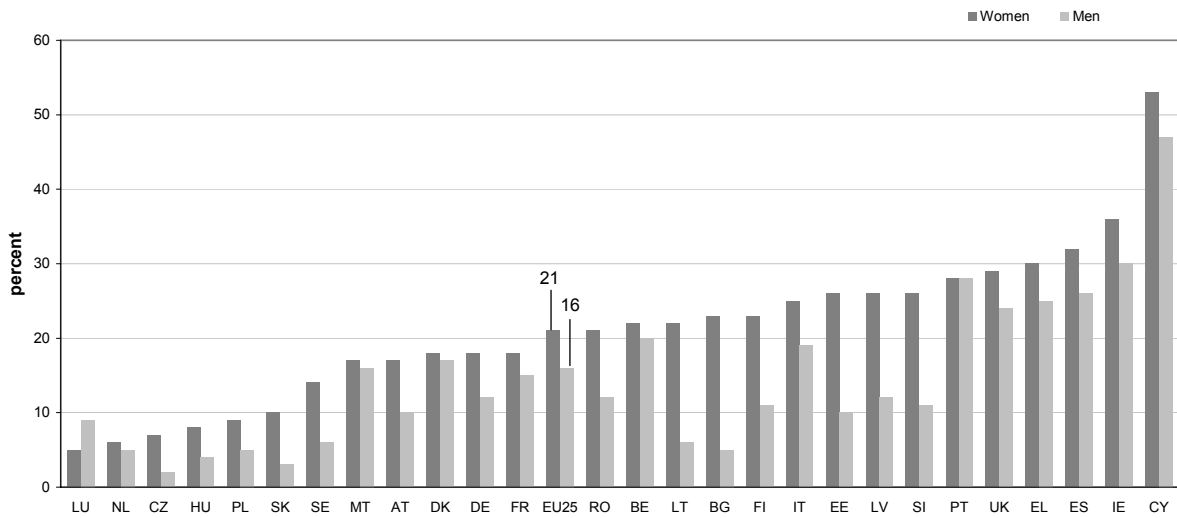
Source: Eurostat, European Labour Force Survey, annual averages.  
Notes: No data available for DK, IE and SE.

**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 transfers<sup>1</sup> 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).