



Gender equality policies in the EU: issues on work and health

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Vse pravice so pridržane. Gradiva ni dovoljeno razmnoževati in razpošiljati v kakršnikoli obliki brez predhodnega pisnega dovoljenja avtorja in Ministrstva za delo, družino, socialne zadeve in enake možnosti. Citiranje je v skladu z Zakonom o avtorskih in sorodnih pravicah dovoljeno z navedbo podatkov o viru.

Women & men, work and health

Violence against women

- > *domestic sphere: impact at work*
- > *at work: mechanisms to prevent and address this*

Working conditions and impact on health

- > *health and safety at work framework*
- > *precarious work / social protection*
- > *work-life balance: combining work with private life*
- *gender stereotypes/gender pay/pension gap*

Gender, work and health : some entry points

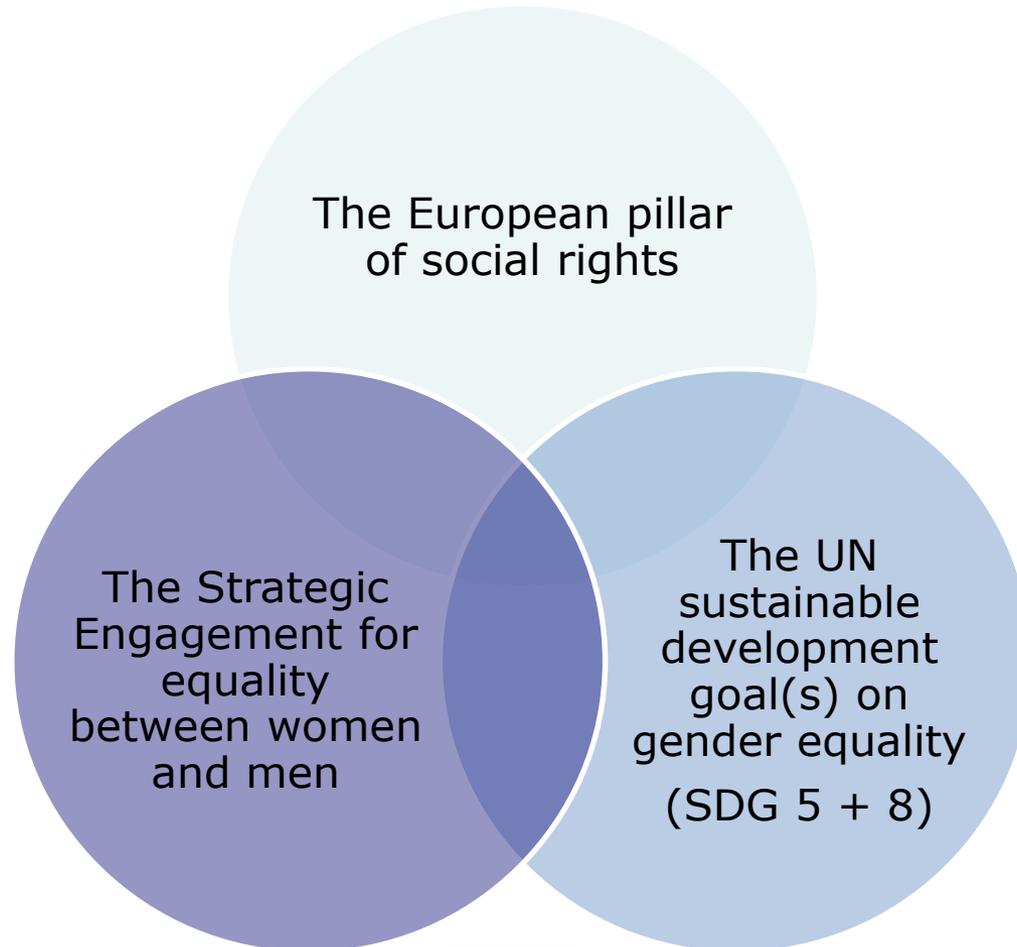


Figure 13a: Percentage of women experiencing sexual and/physical violence since the age of 15

Source: FRA Survey

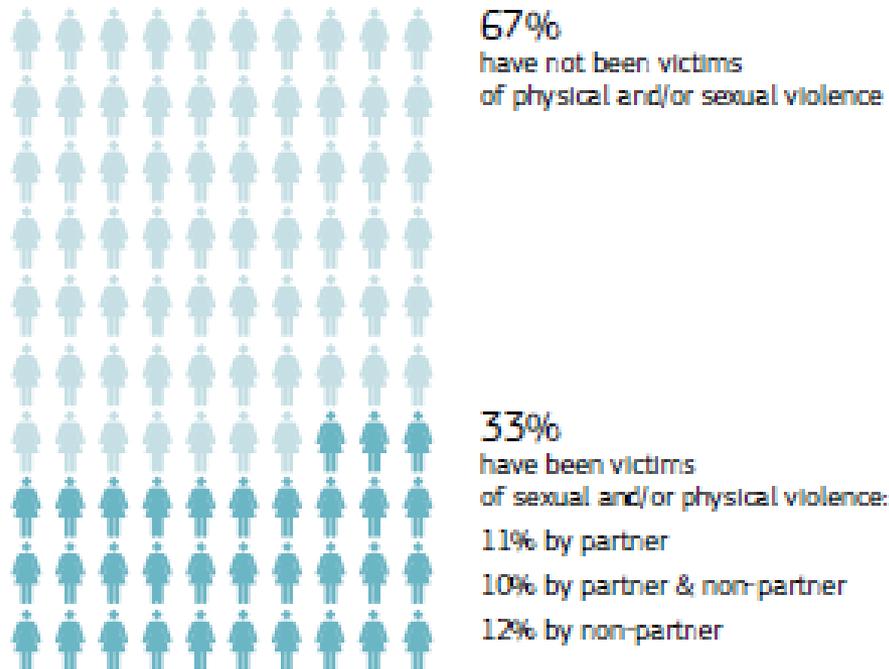
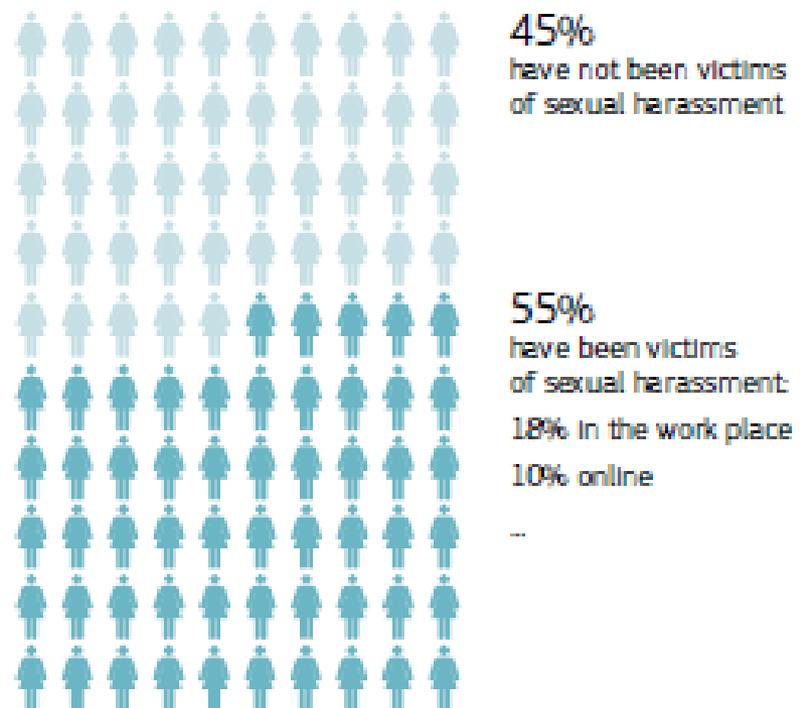


Figure 13b: Percentage of women experiencing sexual harassment since the age of 15

Source: FRA Survey



VIOLENCE AGAINST WOMEN: HEALTH IMPACT

Women exposed to intimate partner violence are →

Mental Health

TWICE 
as likely to experience depression

**ALMOST
TWICE** 
as likely to have alcohol use disorders

Sexual and Reproductive Health

16% 
more likely to have a low
birth-weight baby

1.5 TIMES 
more likely to acquire HIV and 1.5 times
more likely to contract syphilis infection,
chlamydia or gonorrhoea

Death and Injury

42% 
of women who have experienced
physical or sexual violence at the
hands of a partner have
experienced injuries as a result

38% 
of all murders of women globally
were reported as being committed
by their intimate partners



Focused Actions to combat violence against women & DAPHNE funding programme

- ❑ Funding to support national and international information, awareness-raising and education activities aimed at preventing and combating violence against women
- ❑ European "umbrella" activities including Eurobarometer on gender-based violence
- ❑ Exchanges of good practice
- ❑ 'new' areas: online violence

Istanbul Convention (CoE)

- ❑ All member states have signed + ratification process ongoing

Violence and harassment at work, including sexual harassment (ILO)

- ❑ Ratification and implementation of Convention

Work and health

Health and safety at work

- Female and male occupations and sectors
- Attention to specific working conditions

Precarious work / social protection systems

- women more often in non-permanent jobs
- Gender equality legislative acquis
- gender-sensitive social protection systems (social protection for all)

Work-life balance: double burden?

- Unequal sharing of domestic work and care between women and men



**A NEW START TO
SUPPORT WORK_LIFE
BALANCE OF PARENTS
AND CARERS**



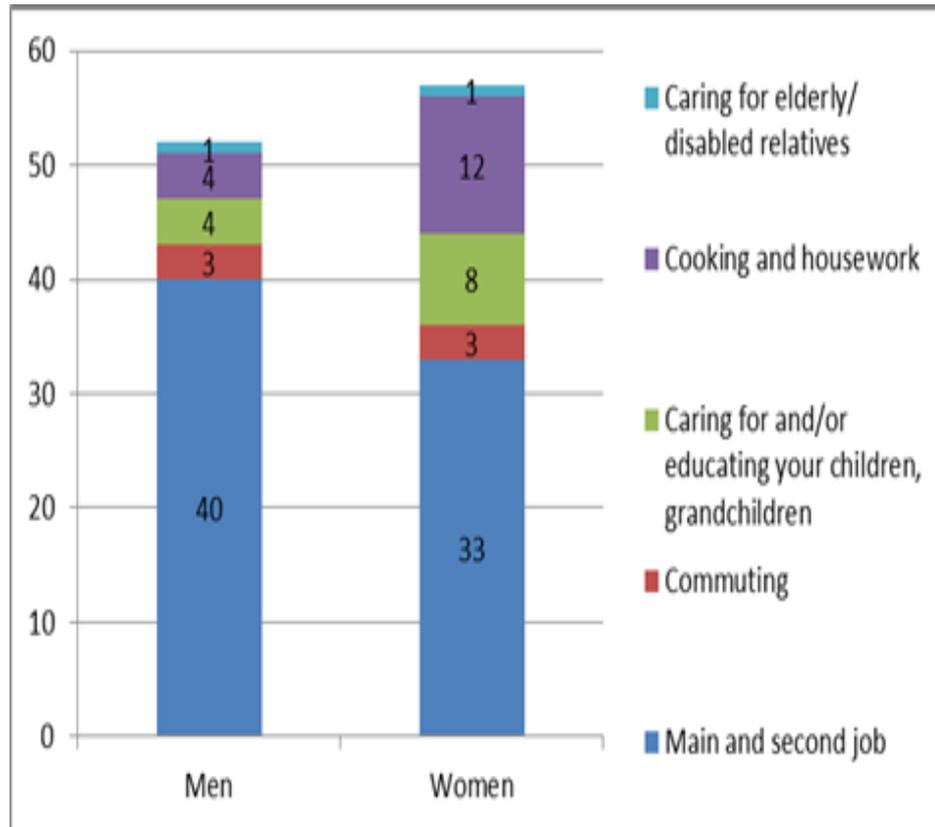
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- Communication 'An initiative for Work-life balance for Working Parents and Carers (April 2017)

Care & work : double burden?

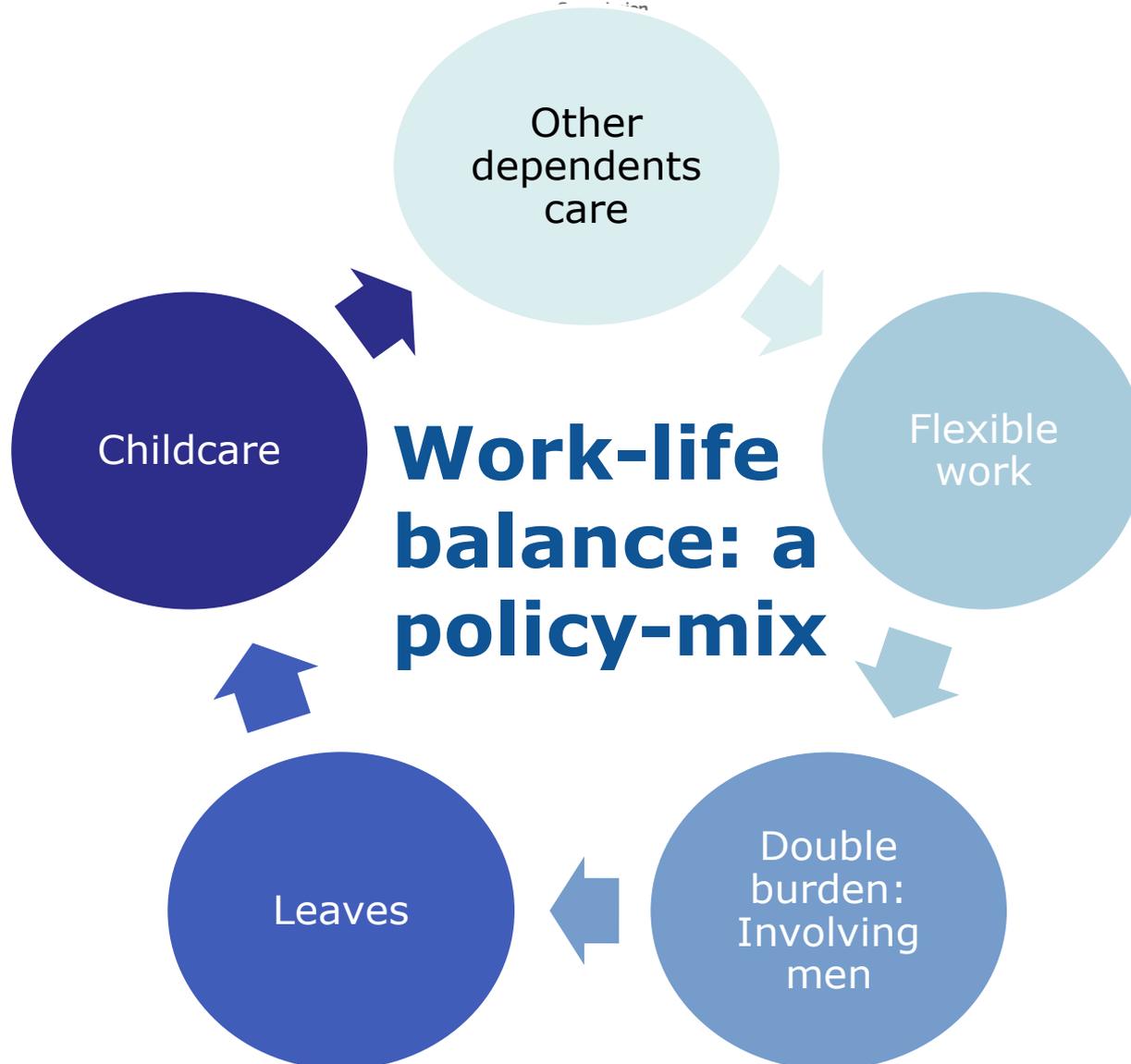


Average time spent by workers on paid and unpaid work per week



Source: Eurofound (2015)





Legislation...

- Work-life balance directive
- 10 days paid paternity leave
- 2 months non-transferable paid parental leave for each parent
- Flexible working arrangements
- Carer's leave



... but also policy pressure

- Monitoring the Barcelona targets
- Country-specific recommendations on female employment in 7 EU Member States
- Mutual learning & capacity building on e.g. dismissal protection for pregnant workers and workers who took family leave



... and financial support

- Use of the Structural Investment Funds to develop childcare/ other care facilities
- Funding of projects on 'closing gender gaps' and 'work-life balance' (incl at workplace)



Gender equality, work and health: what next?

Gender equality strategy

- gender equality : for women and men
- dual approach: specific actions and gender mainstreaming throughout all policies
- Toolkit with wide range of measures (subsidiarity) including legislative and policy measures
- awareness campaigns, mutual learnign, funding and research
- link with sustainable development goals in macro-economic framework

International fora

- UN: Beijing Declaration and Platform for Action and Agenda 2030
- ILO/Council of Europe and other international organisations

Thank you for your attention!

