

European Commission consultation questionnaire “Equality between women and men in the EU”¹

About you

1. Are you replying to this consultation in a professional capacity and/or on behalf of an organisation

Yes

No

If yes, which organisation?

European Confederation of Independent Trade Unions (CESI)

2. What type of organisation is this?

NGO women's rights organisation

NGO men's organisation

NGO youth organisation

European institution

EU Member State government

Regional/Local authority

National government outside the EU

Academic institution

Media

International organisation

Social partner organisation

Equality body organisation

Other

3. What is your function/position within the organisation?

Policy Advisor

4. Which country do you work in?

Belgium

¹ For further information about this consultation, please see: http://ec.europa.eu/justice/newsroom/gender-equality/opinion/150421_en.htm

Questionnaire

The current European Commission Strategy on equality between women and men sets the following priorities:

- Equal economic independence
- Equal pay for equal work and work of equal value
- Equality in decision-making
- Dignity, integrity, and an end to gender-based violence
- Gender equality in external relations
- Horizontal issues of gender roles and legislation

5. Do you consider these priorities to still be valid for the Commission's work on equality between women and men after 2015?

- Yes
 No
 Partially
 Other
 Don't know

If "Other", please specify *Text of 1 to 200 characters will be accepted*

There has not been sufficient progress in any of the above-mentioned priorities, except, to a certain extent, priority 6. A future EU strategy should include all 6 priorities again.

6. Here is a list of inequalities which men or women can face. In your opinion, which of them should be dealt with most urgently? *at most 2 choice(s)*

- Facing prejudice because of preconceived ideas about the image and role of women and men
 The unequal sharing of caring and household tasks between men and women
 Harassment faced by women, e.g. on public transport, in the street, and online
 The small number of women in positions of power in politics and businesses
 The low employment rate of women
 Women being paid less than men for the same work or work of equal value
 Women being more likely than men to live in poverty
 Women receiving lower pension benefits than men
 The specific issues faced by women who are single parents
 Gender-based violence
 Men having a lower life expectancy than women
 Boys having a higher school drop-out rate
 Women being more discriminated against than men in the workplace
 Widespread violation of women's rights worldwide
 None
 Don't know
 Other

If "Other", please specify

CESI's ranking (1=most urgent):

1. Women paid less for equal work
2. Few women in power positions
3. Women more likely to live in poverty
4. Women more discriminated against
5. The unequal sharing of caring tasks
6. Gender-based violence

7. In your opinion, is there any specific group of women and men that requires more focused attention in the Commission's efforts to ensure equality between women and men? *at most 2 choice(s)*

- Young women and men
- Elderly women and men
- Women and men with disabilities
- Migrant women and men
- Single parents
- Working parents with young children
- Women and men belonging to minorities (e.g. Roma)
- None of these groups should be targeted specifically
- Don't know
- Other

If "Other", please specify

CESI's ranking (1=most urgent):

1. Young women and men
2. Elderly women and men
3. Working parents with young children
4. Women and men belonging to minorities
5. Single parents

8. In your opinion, on what actions should the Commission focus to ensure equality between women and men? *at most 2 choice(s)*

- Improving data collection and monitoring
- Enforcing and monitoring existing legislation
- Introducing legislation
- Strengthening cooperation and coordination on gender equality policy at EU level
- Providing funding
- Facilitating European Networks
- Providing fora for mutual exchange of practices
- None
- Don't know
- Other

If "Other", please specify

CESI's ranking (1=most urgent):

1. Enforcing & monitoring existing legislation
2. Introducing legislation
3. Providing funding
4. Providing fora for exchange of practices
5. Strengthening cooperation

Women in the labour market

9. One of the EU's objectives is to increase the number of women in the labour market. In your opinion, what are the most effective ways to achieve this? *at most 2 choice(s)*

- Increasing flexible work arrangements and/or part-time work for women and men
- Making child care more accessible, more affordable, and/or of better quality
- Improving women's access to jobs traditionally held by men
- Improving women's access to better paid jobs
- Making sure women earn the same as men for the same work or work of equal value
- Making sure it is beneficial financially for women to work (by changing rules on taxes and social benefits)
- Making it easier for women and men to combine a job with household and care responsibilities
- Making sure that recruitment procedures do not discriminate against women
- Making employers aware of the benefits of employing and promoting women
- Preventing discrimination of female workers, e.g. dismissals for being pregnant
- Provide for more targeted active labour market measures for specific groups of women (e.g. migrants, women returning from maternity/parental leave, etc.)
- Improving both formal institutional and home-care services (for dependant and elderly people) as well as support to informal carers
- Making jobs in innovative sectors, such as the digital sector, more accessible to women
- None
- Don't know
- Other

If "Other", please describe briefly.

CESI's ranking (1=most urgent):

1. Making child care more accessible, affordable, of better quality
2. Increasing flexible work arrangements/part-time work
3. Making sure women earn the same for equal work
4. Making sure recruitment does not discriminate
5. Making it easier to combine job & household

Caring activities

10. What should be done to encourage a more equal sharing of caring activities (housework, caring for children and/or dependents) between women and men? at most 2 choice(s)

- Introducing compulsory paternity leave
- Improving the pay of parental leave
- Making sure men are not discriminated against if they take leave to care for dependents and/or children
- Improving the quality and pay of part-time work to make it a valid career option for both women and men
- Promoting jobs in the care sectors as a valid career option for men
- Changing men's and boys' attitudes towards caring activities (housework, caring for children and/or dependents)
- Support the involvement of men in pro-feminist movements and support male organisations promoting gender equality
- None
- Don't know
- Other

If "Other", please describe briefly.

CESI's ranking (1=most urgent):

1. Improving the quality and pay of part-time work to make it a valid career option
2. Changing men's and boys' attitudes towards caring activities
3. Making sure men are not discriminated against if they take leave to care for dependents
4. Improving the pay of parental leave

CESI notes the particular need to enable men to invest more time in their families without having to fear disadvantages on the labour market.

11. In your opinion, which of the following actions would add most value in addressing the growing needs in terms of elderly and dependent care which impact the work-life balance of women and men? at most 2 choice(s)

- Introducing carer's leave
- Making institutional care more accessible, more affordable and better quality
- Making formal care at home more accessible
- Improving support to informal carers
- Promoting innovative, less labour-intense solutions in elderly and dependent care
- Improving working and pay conditions in the care sector
- None
- Don't know
- Other

If "Other", please describe briefly.

CESI's ranking (1=most urgent):

1. Making formal care at home more accessible
2. Making institutional care more accessible, affordable, of better quality
3. Improving support to informal carers
4. Promoting innovative, less labour-intense solutions in elderly & dependent care
5. Improving working/pay conditions in the care sector

Violence

12. Which of the following policy actions should the Commission prioritise in combating gender-based violence in the EU? *at most 2 choice(s)*

- Data collection and research on root causes, consequences and costs
- Training police officers and others coming into contact with women at risk
- EU accession to the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention)
- Funding grassroots projects by civil society organisations
- Supporting EU wide networks
- Awareness-raising campaigns
- Exchanges of good practice among Member States
- None - Member States should address gender-based violence by themselves
- Don't know
- Other

If "Other", please describe briefly.

CESI's ranking (1=most urgent):

1. Data collection and research on root causes, consequences & costs
2. Training police officers and others coming into contact with women at risk
3. Funding grassroots projects by civil society organisations
4. EU accession to the Istanbul Convention
5. Supporting EU wide networks
6. Awareness-raising campaigns

EU policy-making

13. In which of the following EU policy areas do you think a gender perspective should be better integrated? *at most 2 choice(s)*

- Asylum & migration
- Cohesion
- Development cooperation & external relations
- Digital agenda
- Economic and financial
- Education
- Employment and social
- Health
- Research
- None
- Don't know
- Other

If "Other", please describe briefly.

CESI's ranking (1=most urgent):

1. Employment and social
2. Education
3. Health
4. Economic and financial

14. What, based on your experience, are the measures that have the most impact on improving gender mainstreaming within large public administrations, including the European Commission? *at most 2 choice(s)*

- Gender budgeting
- Mandatory training on gender equality for Commission staff
- Mandatory training on gender equality for high-level EU decision makers
- Integrating the gender perspective better into impact assessments
- Setting targets for each policy area and monitor results
- More role models amongst EU managers showing that a better work-life balance is possible
- None
- Don't know
- Other

If "Other", please describe briefly.

CESI's ranking (1=most urgent):

1. Gender budgeting
2. Integrating the gender perspective better into impact assessments
3. Setting targets for each policy area and monitor results
4. Mandatory training on gender equality for Commission staff
5. Mandatory training on gender equality for high-level EU decision makers

15. Good partnership with all stakeholders is key to ensure equality between women and men. Which stakeholders do you believe are most important to ensure equality between women and men? *at most 2 choice(s)*

- Social partners
- Governments of the EU countries
- EU institutions
- Women's rights organisations
- Men's organisations
- Youth organisations
- International organisations
- None
- Don't know
- Other

If "Other", please describe briefly.

CESI's ranking (1=most urgent):

1. Social partners
2. EU institutions
3. Governments of the EU countries
4. Women's rights organisations
5. Youth organisations

Any other comments

16. If you have any additional comments and/or suggestions to improve equality between women and men in the EU, feel free to use the open box below. *1,500 characters maximum*

This response by CESI is the result of an internal consultation of its members.

CESI, the European Confederation of Independent Trade Unions, is a European trade union confederation founded in 1990 and a recognised as an EU social partner since 2005. With no political affiliations, CESI gathers 42 trade unions with more than 5 million members from 28 European countries.

CESI promotes better living and working conditions, a boosted European social dimension and a more systematic involvement of all EU social partners in political deliberations. Advancing gender equality at all levels, especially in the labour market context, has been a long-standing priority of CESI.