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EN

BREAKING GLASS CEILINGS IN THE PUBLIC AND PRIVATE SECTOR

RESOLUTION OF CESI'S STATUTORY COMMISSION ON WOMEN'S RIGHTS AND GENDER EQUALITY

The European Confederation of Independent Trade Unions (CESI) is a confederation of more than 40 national and European trade union organisations from over 20 European countries, with a total of more than 5 million individual members. Founded in 1990, CESI advocates improved employment conditions for workers in Europe and a strong social dimension in the EU. CESI is a recognised European sectoral social partner. Most of CESI's affiliates are employed in the different fields of the European, national, regional and local public services, but CESI also represent private sector workers.

Recently, trilogue negotiations were concluded among the EU institutions on a new EU directive on gender quotas in the among non-executive directors of companies listed on stock exchanges. The so-called women-on-boards directive will introduce a gender quota for private or public undertakings listed in stock exchanges, so that, following a transition period, at least 40% of non-executive director posts are occupied by women.

CESI's statutory Commission on Women's Rights and Gender Equality welcomes new EU measures to step up the representation of women in higher positions in the private sector. In the same vein, **the statutory Commission notes that women continue to be underrepresented in many parts of public administrations and public services, too, and calls for reinforced efforts to address glass ceilings in the public sector too.**

It notes that, generally, the representation of women is higher in managerial positions in public administrations and public services than in the private sector. However, many public services and administrations are still far from gender parity in higher positions. They should remain a front-runner in gender equality and lead by example in terms of equal career opportunities. Additional steps should be taken at the EU and national levels to break glass ceilings for women in public administrations and public services.

CESI's statutory Commission on Women's Rights and Gender Equality calls for a systematic establishment of formal gender parity quotas in public services and public administrations at the local, regional, national and EU levels, where they have not been established yet.

Beyond, it calls for EU and national level measures, together with social partners and trade unions, to flank and complement gender quotas in public services and public administrations to achieve more effective equal opportunities and career prospects for women in public services and public administrations at the local, regional, national and EU levels. According to the statutory Commission, this requires, above all that:

1. **job evaluation processes and career promotion procedures**, criteria, practices and wordings that inherently express traditional male-dominated gender role stereotypes are removed and replaced by gender-sensitive alternatives. Only performance should determine the quality of job evaluations and the scope of career prospects. As such, job evaluation and job promotion processes should be gender-neutral and anonymous.
2. **part-time work and telework/mobile work/remote work and flexible working hours**, which mostly women make use of to take on domestic responsibilities, must remain possible but not have a negative impact on job evaluation processes and career promotion procedures. Management positions should in principle be advertised also in the form of part-time or job-sharing positions and as being reconcilable with (partial) teleworking or home office.
3. **interruptions of employment to manage domestic responsibilities** – notably childcare and care for relatives – which are currently often taken by women, are shared more equally between male and female partners/spouses. Incentives such as non-transferability of parental leave from male to female partners/spouses as prescribed by the recent EU work-life-balance directive 2019/1158 are exemplary and should be expanded. Also, during interruptions of employment, further training opportunities should remain open.

At EU level, these considerations should be reflected and included in particular:

1. **in any potentially upcoming evaluations and revisions and new formulation of relevant EU social and employment legislation**, such as on the EU directives on part-time work,¹ fixed-term work,² temporary agency work,³ working time,⁴ work-life balance,⁵ and right to disconnect.
2. **in the annual European Semester process** and its country reports and country-specific recommendations.
3. **in measures implemented via the EU's Gender Equality Strategy 2020-2025** and its priority heading 'Achieving gender balance in decision-making and politics'.
4. **in funding calls of applicable EU structural and investments funds**, including the European Social Fund (ESF) and the EU's Recovery and Resilience Facility (RRF).

¹ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01997L0081-19980525>

² <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01999L0070-19990710>

³ <https://eur-lex.europa.eu/legal-content/GA/TXT/?uri=CELEX:32008L0104>

⁴ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32003L0088>

⁵ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32019L1158>