Gender Mainstreaming and Women’s Employability

Professor Jill Rubery
Manchester School of Management
UMIST
Dimensions to the problems of women's employability

- Access to employment
- Job quality
- Social/ household position
  - social inclusion
- domestic division of labour
## Active labour market policies

<table>
<thead>
<tr>
<th>Eligibility/access criteria and/or policy orientation</th>
<th>Are schemes open to returners and spouses of the unemployed, not just benefit claimants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Integrated policy approach</td>
<td>Do schemes provide for childcare; take action against segregation effects; preserve the right to care.</td>
</tr>
<tr>
<td>Budgets/finance</td>
<td>Are women as likely as men to be in high cost programmes?</td>
</tr>
<tr>
<td>Areas of likely weakness and possible remedies</td>
<td>Are women as likely as men to be in programmes which develop skills, involve placements in private sector? Have any actions been taken to remedy unequal representation?</td>
</tr>
<tr>
<td>Monitoring and evaluation</td>
<td>Are schemes being monitored for participation by gender, link to segregation, short and long term impacts on gender equality in employment?</td>
</tr>
</tbody>
</table>
Active labour market policies

Examples of what has been done
- Access expanded (e.g. France, Germany)
- Mainstreaming of employment service (Germany, Austria)
- Targets/quotas (Greece, France, Germany)
- Attention to segregation issues (Portugal)

But
- Access still restricted to benefit claimants (UK, Ireland)
- Targets not met (Germany)
- Women in schemes further away from market (France)
## Tax and benefit policy/make work pay

<table>
<thead>
<tr>
<th>Eligibility/access criteria and/or policy orientation</th>
<th>Is it based on individual not household; citizenship not employment record?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Integrated policy approach</td>
<td>Is there provisions for costs of childcare? Does the policy pay attention to equal pay issues?</td>
</tr>
<tr>
<td>Budgets/finance</td>
<td>Are spouses of benefit claimants allowed an independent income?</td>
</tr>
<tr>
<td>Areas of likely weakness and possible remedies</td>
<td>Are there any conflicts between benefit reform/social inclusion policies and gender equality principles?</td>
</tr>
<tr>
<td>Monitoring and evaluation</td>
<td>Are policies being monitored for employment participation by gender and access to income and resources by gender</td>
</tr>
</tbody>
</table>
Examples of what has been done
- Some individualisation of taxation- Belgium, Ireland
- Small incentive to dual earners- Netherlands
- Employment-conditional benefits- increasing employment of lone mothers

But
- Employment-conditional benefits if household based decreasing incentives for married women to participate
- Equal pay issues not addressed
## Working time, flexibility and reconciliation policies

| Eligibility/access criteria /or policy orientation | Targeted at men as well as women; family friendly working time for all; all forms of flexible work provided with some level of security/ employment rights |
| Integrated policy approach | Does the policy provide for paid leave; specific entitlements for men; general working time reductions or flexibility entitlements? |
| Budgets/finance | Is there provision for paid leave; incentives for employers to introduce general working time changes, or to improve security for flexible workers; incentives to change the domestic division of labour? |
| Areas of weakness and possible remedies | Are there any measures to guard against discrimination for those taking part in work/life measures? |
| Monitoring and evaluation | Is there monitoring by gender of access to and participation in working time and reconciliation measures? Is there monitoring /evaluation of effects of participation on careers and personal and family stress? |
Working time, flexibility and reconciliation policies

Examples of what has been done

- More flexible leaves (Sweden)
- More entitlements for fathers (Sweden, Finland, Italy)
- Right to request flexible working (UK)
- New arrangements for care leave, securing employment continuity (Denmark)

But

- Some longer leaves or greater benefits are reducing attachment to the labour market (Austria, France)
- Limited take up by men
- More focus on right to work part-time than to return to full-time work
Care

Example of importance of targets

Quantitative targets- Lisbon summit followed by Barcelona summit

Target:
- one third children 0-3
- 90% 3 to school age

Area of innovation/ expansion in all member states

But targets too imprecise - includes short term/informal care.
New initiatives in the area of childcare

- More childcare places
- Childcare for unemployed
- Tax deductions for childcare
- More flexible provision
- Limits on waiting lists
- After school and holiday provision
- Adjudging childcare costs to avoid high marginal tax rate
- Training of childcare workers
- Fiscal incentives for employer childcare
- Earlier start to schooling
Conclusions

Gender mainstreaming essential
- To achieve goals of European employment strategy
- To promote gender equality

European employment strategy has raised profile of equal opportunities and gender mainstreaming
- But patchy and fragile policies
- New phase of EES reduces visibility of gender mainstreaming confined primarily to one guideline.
- Enlargement expands problem of women’s employability but issue may not be given highest priority within new EU