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# EFSI's contribution to the public consultation on gender equality

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## About you

Language of my contribution: *English*

I am giving my contribution as: *Other*

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## Public consultation on Gender equality in the EU – current situation and priorities for future

1. Do you think that the EU has made progress on gender equality during the last five years?

Yes \_\_\_\_\_

No \_\_\_\_\_

Don't know \_\_\_\_\_

2. Do you consider the current gender equality priorities still valid for the Commission's work on gender equality after 2019?

Yes \_\_\_\_\_

No \_\_\_\_\_

Partially

**3. Do you believe that new priorities should be set?**

Yes

No

If yes, which? (200 character(s) maximum)

*Encouraging an equal sharing of unpaid housework and care work between men and women.*

**4. Gender inequality is a structural and endemic problem with numerous manifestations. In your opinion, which of them should be dealt with most urgently? Please choose no more than five manifestations of inequality, which you would prioritise for EU action. (1 = most important).**

between 1 and 5 answered rows

	1	2	3	4	5
Prejudice and unconscious bias based on ideas about the image, role and abilities of women and men			3		
The unequal sharing of caring and household tasks between men and women	1				
The under-representation of women in positions of power in politics, business and public life					
Women's unequal access to property (e.g. land, inheritance, bank account)					
Women and men working in different sectors and occupations					
The lower employment rate of women		2			
Women being paid less than men for the same work or work of equal value				4	
Women being discriminated against because of their gender at the workplace					
Women being more likely than men to live in poverty					
Women receiving lower pension benefits than men					
Specific challenges faced by single parents, more than 90% of whom are mothers					5
Girls' and boys' performance and (gendered) choices in education					
Women being more exposed to gender-based and domestic violence than men					
Women's exposure to hate speech and violence online					

**5. Is there any specific group of people that requires more focused attention in the Commission's efforts to ensure gender equality? Please choose no more than five options indicating the order of importance (1 = most important).**

between 1 and 5 answered rows

	1	2	3	4	5
Children and youth					
Elderly women and men					
Rural women and men					
Women and men with a low educational background				4	
Women and men with disabilities					
Women and men of a migrant background			3		
Refugees and asylum seekers					

Women and men who suffer from discrimination based on racial or ethnic origin, religion or belief, age or sexual orientation					
Victims of human trafficking					
Working parents	1				
Women and men working in occupations where one gender is under-represented		2			
Women and men in political and corporate decision-making positions					

Other (please specify, 200 character(s) maximum): *Informal carers as well a women working in sector in which a high level of undeclared work can be observed.*

**6. From your perspective, which type of actions should the Commission prioritise in the next 5 years? Please choose no more than five options indicating the order of importance (1 = most important).**

between 1 and 5 answered rows

	1	2	3	4	5
Improving collection of sex-disaggregated data, monitoring and evaluation			3		
Information and awareness-raising campaigns				4	
Training and capacity building of professionals					
Developing or disseminating informational and training tools and materials for promoting gender equality					
Enforcing and monitoring existing EU gender equality legislation					
Introducing new or revising existing gender equality legislation (please specify topic)					
Ensuring that a gender sensitive approach is adopted throughout all policies at EU and national level					
Introducing positive action measures aimed at remedying gender imbalances		2			
Providing funding to European civil society networks working on gender equality					
Providing funding for projects on gender equality					5
Strengthening cooperation and coordination on gender equality policy at EU level and between Member States	1				
Providing fora for mutual learning between countries in the EU and outside					

**7. How could the Commission tackle persistent gender stereotypes, denoting “typical” or “normal” behaviours and choices for girls and women, and for men and boys? Please choose no more than three options indicating the order of importance (1 = most important).**

between 1 and 3 answered rows

	1	2	3
Encouraging schools and educational institutions to include gender equality topics in the curricula from a young age	1		
Raising awareness about stereotypes through public communication campaigns		2	
Funding projects and initiatives by civil society and national authorities addressing gender stereotypes			
Engaging media and online platforms to question gender stereotypes			3

Supporting the involvement of men in gender equality/women's rights movements and as role models for change			
Collecting data on the prevalence of different gender stereotypes amongst Europeans			

None

8. One of the EU's objectives is to increase women's participation in the labour market and to tackle gender employment, pay and pension gaps. Which of the following specific goals would you prioritise for action? Please choose no more than five options indicating the order of importance (1 = most important).

between 1 and 5 answered rows

	1	2	3	4	5
Introducing measures to further support the principle of 'equal pay for work of equal value', such as gender neutral job classifications and pay transparency			3		
Making sure it is beneficial financially for women to work (by changing rules on taxes and social protection rights, where possible and necessary)				4	
Improving women's access to jobs traditionally held by men, such as technical and innovative sectors including STEM					
Making jobs in traditional female dominated sectors, such as health care and education, more attractive for men		2			
Providing targeted active labour market measures for specific groups of women (e.g. women of a migrant background, women returning from family leaves, etc.)	1				
Empower women to get the same opportunities as men to develop their careers and reach leading positions in companies and in politics					
Introducing incentives or quota for women in decision-making positions such as on company boards					
Ensuring awareness of legal rights					
Introducing further EU legislation on equality and non-discrimination in the workplace (please specify)					5
Better enforcing EU legislation, for instance by improving access to justice and by empowering equality bodies					

Other (please specify, 200 character(s) maximum): *Making personal and household services (PHS) more available, accessible, affordable and of high quality.*

9. One of the EU's objectives is to encourage an equal sharing of caring activities between the parents (housework, caring for children and/or dependents). Which of the following specific goals would you prioritise for action? Please choose no more than five options indicating the order of importance (1 = most important).

between 1 and 5 answered rows

	1	2	3	4	5
Improving the conditions of part-time work, flexible working arrangements and family leaves to make them valid career options for both women and men					
Making childcare and other dependents' care more available, accessible, affordable and of high quality and give support to informal carers	1				
Revising and/or introducing targets such as on childcare and elderly care		2			

Changing attitudes towards caring activities (housework, caring for children and/or dependants) by men and women and towards educational and professional choices					5
Increasing fathers' uptake of family leaves (e.g. paternity, parental, carer's leaves, adoption leaves)					
Preventing discrimination of workers with care responsibilities such as dismissal and unfavourable treatment of pregnant workers and workers who take family leaves					
Encouraging companies and public employers to adopt more family friendly workplace practices			3		
Ensuring awareness of legal rights					
Introducing further EU legislation on work-life balance related matters (please specify)				4	
Better enforcing EU legislation on work-life balance matters					

Introducing further EU legislation on work-life balance related matters (please specify):

*Improving access to quality, affordable PHS is an essential precondition to ensure work-life balance. Firstly, EFSI stresses that the contribution of PHS to work-life balance has been considered only under the viewpoint of early childhood and education care (ECEC) and long-term care (LTC) services, whereas the impact of non-care, household-related services is equally significant and should therefore be more consistently integrated in EU legislation on work-life balance related matters. Secondly EFSI invites to collect concrete examples of practices regarding affordable access to PHS in a work-life balance perspective. Against this background, EFSI calls for a multilateral financial support involving national, regional and local authorities. In addition, employers' contributions in terms of subsidies and/or direct provision of personal and household services for their employees should be promoted and adequately considered in the collection of good practices as well as in the budgetary allocation. Finally, EFSI invites to increase the supply of quality and inclusive childcare from the early years, regardless of the families' financial situation. To achieve this goal, EFSI believes that it is essential to review the Barcelona objectives through a Council recommendation setting short-term and long-term targets.*

**10. Which of the following actions should the Commission prioritise in combating gender-based violence? Please choose no more than five options indicating the order of importance (1 = most important).**

between 1 and 5 answered rows

Prevention work, including by tackling gender stereotypes and promote non-violent conflict resolution	1	2	3	4	5
Data collection and research on root causes, prevalence, consequences or costs					
Training and capacity building of professionals, such as support service providers, healthcare and criminal justice professionals (please specify target group)					
Strengthening the rights of victims of gender-based violence, including on specific support, protection measures and compensation					
Developing measures to tackle online hate speech, abuse and violence against women and girls					
Promoting workplace measures tackling violence and harassment against women					
Ensuring that gender-based violence is addressed within relevant EU policies and strategies (education, humanitarian aid, digital agenda, etc.)					
Funding projects tackling violence by civil society organisations and national authorities					

Supporting EU-wide civil society networks					
Information and awareness-raising campaigns					
Exchanges of good practice among Member States					
Implementing the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention)					
Introducing new EU legislation to combat gender-based violence (please specify topic)					

None

## **EU policy-making**

**11. Do you think a gender perspective should be better integrated in some specific EU policy areas? If so, please choose no more than five options indicating the order of importance (1 = most important).**

between 1 and 5 answered rows

	1	2	3	4	5
Agricultural and rural policy					
Asylum and migration policy					
Business and enterprise policy					
Climate change					
Cohesion and regional policy					
Culture and sports policy					
Development cooperation and humanitarian aid policy					
Digital policy					
Economic and financial policy					
Education and training policy					
Employment and social policy					
Energy policy					
Environmental policy					
Health policy					
Justice and fundamental rights policy					
Neighbourhood and external relations policy					
Maritime and fisheries policy					
Research policy					
Security policy					
Trade policy					
Transport policy					
Youth policy					

None

**12. Which of the following measures have had the most impact on improving the integration of a gender perspective within businesses, organisations and public administrations? Please choose no more than three options indicating the order of importance (1 = most important).**

between 1 and 3 answered rows

	1	2	3
Mandatory training on gender equality for staff			
Mandatory training on gender equality for high-level decision-makers			
Integrating the gender perspective better into studies, impact assessments, evaluations and legislative proposals			
Setting targets for each policy area and monitoring results			

Integrating a gender perspective in the budgetary process, including in the structure and monitoring of revenues and expenditures (so-called “gender budgeting”)			
Promoting role models amongst male and female managers (showing, for example, that a better work/life balance is possible)			1

None

**13. Which actors do you believe are the most important partners? Please choose no more than five options indicating the order of importance (1 = most important).**

between 1 and 5 answered rows

	1	2	3	4	5
Trade unions and employers’ organisations		2			
National governments	1				
National equality bodies					
Local and regional authorities					5
EU institutions and agencies			3		
Human rights organisations					
Women’s rights organisations					
Organisations working with men					
Education and training institutions					
Social services					
Youth organisations					
Private sector (businesses and corporations)				4	
Think-tanks and lobbyists					
Private foundations and individuals (please specify)					
Other stakeholder organisations, including pan-European ones					
International organisations (UN, OECD, ILO, Council of Europe, European Investment Bank, World Bank, etc.)					

**Any other comments**

**14. Open question (1500 characters): If you have any additional comments and/or suggestions to improve gender equality in the EU, feel free to use the answer box below or upload a document.**

*Unpaid care work is the main reason why women are excluded from the labour force. Globally, women perform more than three-quarters of the total time spent in unpaid care work (76.2%), the most time-consuming unpaid activities being cooking and food preparation, cleaning, shopping and childcare. The imbalanced division of work within the household between men and women is one of the most characterizing features of gender inequality. It negatively influences women’s levels and types of engagement in the labour market and also impacts their health and well-being. Therefore, EFSI highlights the need to ensure that every EU citizen have access to affordable and qualitative PHS with the aim to reduce the gender gap in the distribution of care and household duties and promote women’s participation to the labour market, in accordance with their will.*

*Besides, the entrenched stereotype that women should take on primary responsibility for unpaid care work at home has a spill over effect on the value attributed to women’s contribution to the labour market. For instance, work in the PHS sector is seen as a natural extension of women’s unpaid care work and is thus significantly undervalued in our society. Thus, the next European Gender equality strategy should work towards ensuring the PHS sector’s attractiveness for both women and men. This requires regulating and implementing decent working conditions.*