

Case Id: 257d6b6c-68bc-48b3-bf9e-18180eec75f1

Equality between women and men in the EU

Fields marked with * are mandatory.

About you

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

- Yes
- No

Which organisation?

German Association for Public and Private Welfare

*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

Please specify

NGO (umbrella organisation for public and private service providers)

What is your function/position within the organisation?

Policy Officer for International Affairs

Which country do you work in?

- Austria
- Belgium
- Bulgaria
- Croatia
- Cyprus
- Czech Republic
- Denmark
- Estonia
- Finland
- France
- Germany
- Greece
- Hungary
- Ireland
- Italy
- Latvia
- Lithuania
- Luxembourg
- Malta
- Netherlands
- Norway
- Poland
- Portugal
- Romania
- Slovakia
- Slovenia
- Spain
- Sweden
- United Kingdom
- Other (please specify)

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

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

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

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

*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

Women in the labour market

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

Caring activities

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

Please describe briefly

The German Association for Public and Private Welfare has repeatedly recommended that the social recognition of care activities should be increased. Care activities still are predominantly provided by women - at both the informal and formal level.

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-intensive solutions in elderly and dependent care
- Improving working and pay conditions in the care sector
- None
- Don't know
- Other

Violence

*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

EU policy-making

*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

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

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

Please describe briefly

A forum for exchange between different partners - practitioners as well as political decision maker from all levels - can be very supportive. E.g. within the German Association for Public and Private Welfare service providers come together with local authorities and decision makers from different political levels. This exchange is the first step for implementing gender equality from the bottom. Furthermore welfare organisations/service providers can play an essential role setting fundamental impulses.

Any other comments

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 character(s) maximum

German gender policy is closely linked to family policy, especially focusing on reconciling work and family life. The German Association welcomes this focus and measures like "Elterngeld" or "Elterngeld Plus", as well as the developing offers of early childhood education and care. These measures play an essential role especially for single mothers: In Germany, single mothers and female pensioners still face higher poverty risks than male ones. Furthermore the German Association emphasises that with the increased women's employment rate on the one hand and the fact that women still bear the main responsibility for care and housework on the other, women often work part-time.

e with reduced working hours - even although they would prefer working more hours. Additionally the increased employment participation can lead to pressure due to the fact that still women carry the main part of housework and care in a partnership. As one consequence especially mothers do not take regularly time for regeneration in their everyday family-life. Offering recreation for families is important, e.g. via vacation trips at reduced prices for low or middle incomes families.

In sum, the German Association argues for a balanced family model that emphasises the equality between family and working life for all gender: It is not only about raising women's employment rate which can support economic independence. It is also about enabling men and fathers to be more integrated into care and family work.

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