

EGGE – EC’s Expert Group on Gender and Employment

Gender Equality and the European Employment Strategy:
An Evaluation of the National Action Plans for Employment 2001
Country Fiche Files

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Country fiche files

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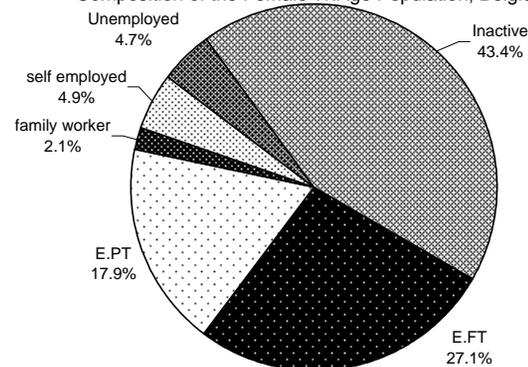
Belgium

BELGIUM

1. Employment

Employment rates	1997	1998	1999	2000	Lisbon Gap (iii)	
. Working age women (%)	46.74	10 47.52	11 50.23	11 51.89	11	-8.11
... gender gap	-20.32	9 -19.44	9 -17.30	9 -17.93	9	~~
. Full-time equivalent (FTE Eurostat) (i) (%)	40.50	10 40.90	11 43.25	11 44.79	10	-15.21
... gender gap	-26.60	9 -26.00	9 -24.93	7 -25.63	9	~~
. Full-time equivalent (FTE EGGE) (ii) (%)			42.84	9		
... gender gap			-29.21	8		~~
	1998	1999	2000	G.Gap 2000	Lisbon Gap (iii)	
Employment rate of... (%)						
. women between 20-24	41.03	40.32	46.95	-11.23	-13.05	
. women between 25-29	71.79	76.42	77.68	-9.29	17.68	
. women between 30-39	69.00	73.37	74.42	-17.81	14.42	
. women between 40-49	60.75	63.69	66.26	-22.70	6.26	
. women between 50-59	33.39	35.45	36.20	-29.63	-23.80	
. women between 60-64	4.76	6.25	7.01	-11.10	-52.99	
.. women with children <7 years ** (iv)	65.48	3 69.19	2 68.92	2 -25.55	2	~~
.. women without children (iv)	69.64	8 74.63	7 76.57	4 -12.21	6	~~
... E08 (v)	-1.13	-1.01	-1.34	~~	~~	
... low educated women (vi) (%)	:	33.92	34.85	11 -25.60	9	-25.15
... medium educated women (vi)	:	57.53	58.80	10 -19.79	10	-1.20
... high educated women (vi)	:	82.59	83.96	7 -8.02	6	23.96
Atypical work... (%)	1998	1999	2000	G.Gap 2000		
. female part-time workers (vii)	33.27	10 39.90	12 39.80	13 33.96	13	
. female involuntary part-time as share of total part-time employment (viii)	24.60	8 18.60	8 21.00	8 -7.50	6	
. female temporary employees (vii)	10.39	6 13.68	8 12.13	6 5.58	13	
2. Unemployment (%)	1997	1998	1999	2000		
Unemployment rate	12.1	10 11.8	10 10.5	10 8.8	10	
... gender gap	4.7	12 4	12 3	11 3.1	11	
LTU rate (>12 months) (ix)	58.68%	13 62.71%	15 59.05%	13 53.41%	13	
... gender gap (p.p.)	1.92	11 5.02	12 -0.95	9 0.78	12	

Composition of the Female W.Age Population, Belgium 2000



	1999	2000
Absolute Gap towards the Lisbon Target (000's) (vii)	320	270.6

3. Pay and Income (x)

	1995
Gender pay gap . .	
... female - male	-20% 5
... female full time - male full time	-17% 3
... female part time - male full time	-27% 4
Receiving <50% of median income?*	40% 6

4. Care and Family **

Paid maternity & parental leave	low
Financial benefits	low
Share of Children . .	
0-3 yrs in publicly financed services	low
3-6 yrs in publicly financed services	medium
Gap in unpaid child caring hours *	5 2

5. Gender Segregation

	1998	1999	2000
. Index of segregation by ISCO (xi)	25.87	4 25.95	5 26.73
. Index of segregation by NACE (xi)	17.97	5 17.74	4 17.92

Source: European Labour Force Survey 1997-2000 (EWERC and DG EMPL calculations) *Plantenga and Hanson (1999); ** Bettio et al. 1998

Notes:

- (i) Source:ELFS (Eurostat calculations). Full-Time Equivalent is calculated as the total hours usually worked by those employed in each member state, including in second jobs, divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. No data for Austria 2000. 2000 ranks built considering 1999 value for Austria.
- (ii) Source: own calculations; FTE Egge is calculated as the average hours usually worked by those employed in each member state divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. This measure only considers data for the first job.
- (iii) Gap refers to 2000 data and reflects the absolute difference towards the Lisbon Target of 60%.
- (iv) Women aged 20-49. Calculations based on ELFS household data.Only the reference person in the household and the spouse/cohabiting partner are included. 1998 ranks calculated with 1997 values for Ireland.
- (v) Gender Gap in the employment impact of parenthood (ratio between the male and female values of the absolute difference in employment rates without the presence of any children and with the presence of a child aged 0-6).
- (vi) women on the 15-59 age group
- (vii) working age population (15-64 age bracket)
- (viii) 2000 Ranks and Gender Gaps built with 1999 data for Germany, Greece, Ireland, Luxembourg and Netherlands
- (ix) Source: Eurostat Harmonized Series on Unemployment; "LTU" = long term unemployed = 12 months or more. Share of female population in unemployment
- (x) source: ESES
- (xi) IP index

.Ranks depicted in front of values (where applicable)

Belgium

In the NAP 2001 we find more references to gender than in the previous NAPs. The gender issue is not the main priority but is identified as an important problem; more measures targeted at the situation of women are included. However, there is no general mainstreaming approach, and no systematic analysis of the gender differentiated impact of employment policy. Initiatives to promote equality remain concentrated in the fourth pillar even though many could be introduced in the 3 other pillars. Nevertheless, the gender issue is much more important this year than previous year in all the pillars. With regard to pillar 1, we can observe since 1998 many improvements in the taking into account of gender. The data in all the guidelines are now disaggregated by gender in almost all cases. Nevertheless, it is a source of regret that there is no monitoring of and few allusions to women's situation. Within the pillar II, although there are few new measures, many more of the measures seem to be favourable to women especially in the guidelines "making the taxation system more employment friendly. Concerning the third pillar, the evaluations of the actions undertaken in 1999 and 2000 are not disaggregated by gender with the exception of the evaluation of the measures in Flanders to encourage part-time work and career breaks. Employment indicators are now distributed by gender for the three regions. Nevertheless, as in the previous NAPs, there is no evaluation of the progress of actions undertaken during the previous years. However, the results of a survey concerning statistics and indicators related to equality should be published at the end of the year. There is thus no systematic evaluation or monitoring by gender, even though many measures are existing now since a few years and could have been evaluated.

We regretted last year the absence of co-operation between on one hand, the different levels of government and on the other hand, the bodies dealing with equality and the responsible of "general employment policies". This absence of co-operation created some problems in developing an effective mainstreaming process. This year, a "conférence interministérielle sur l'égalité" was created to co-ordinate the actions between the different levels of decision. Moreover, the federal government has adopted a strategic plan for equality in which each ministry is asked to define a strategic objective to be achieved in the field of gender equality. The French community government also approved in January 2001 the adoption of a plan valid for a number of years to tackle gender discrimination. In the Brussels and Walloon regions a network was created to integrate the gender aspect for all the actions linked to employment. In Flanders, a monitoring system is in the process of being developed. Finally, stress is put on the development of new technologies as a real solution to the problem of improving the female situation on labour market. With regard to the tackling of gender gaps, the priority in the Brussels region level is towards a better representation of women in decisional councils like worker placement institutes; in Flanders, we find the introduction of bonuses to the training to assist the reintegration of women on the labour market. Nationally training programmes are being developed to assist women's entrance into "male jobs" or to encourage them to follow "new" training. Parental leave for fathers has been extended (10 days); the Walloon and the Brussels-capital region have increased the childcare facilities; and the fiscal deduction for the cost of childcare has been increased. With regard to the gender pay gap, as in 1999 and 2000 the NAP refers to the revision of the job classification system and its implementation in the national collective agreement.

Belgium

	Title of measures (discontinued in brackets)	Date of measure			Reason for relevance to gender equality			
		New for 2001	2000 measure now implement ed	Earlier measure now yielding results	Gender impact taken into account in design	Gender monitoring/ targets	Aims to close gender gap	Should assist gender mainstream ing
Employability pillar								
Measures for unemployed	Bonus for single parent long-term unemployed		√		√			
Measures for inactive/returners	- decrease of the employer's benefits if the employers employ returners or suspended unemployed due to a much more long-term unemployment -Flanders: bonus to training for women returners		√		√		√	
Tax and benefit policies	-Tax neutrality towards married/non married -Tax credit for low incomes	√			√		√	
Active ageing								
Lifelong learning			√			√		
Job matching/bottlenecks	More than 700 less skilled can, because of the shortage of workforce amongst the nurses, follow a training of 3 years in order to become nurse Unemployed who finds a job can conserve the child benefits during 6 months	√			√			
Discrimination/ social exclusion								
Entrepreneurship pillar								
Business start up	intention to increase the rate of women who create their own business			√	√			

Knowledge society	Flanders: Training in new technologies for 1500 unemployed Development of centers in Brussels	√			√		√	
Regional and local action								
Tax reforms for employment and training								
Adaptability pillar								
Working time	Many measures to reach to generalised working time reduction System of time-credit (1 year) all along the career	√	√				√	
Flexibility and security								
Lifelong learning	Extension of the learning-leave paid for part-time workers (women in a large majority). Flemish government: training-credit: bonus for part-time work and break career in order to follow training		√				√	
Equal opportunities pillar								
Gender mainstreaming	“Strategic plan for equality”	√			√		√	√
Employment and unemployment gaps	French community: adoption of a plan to tackle gender discriminations Brussels-capital and Wallonia: network created in order to integrate the gender aspect for the actions linked to employment		√		√			
Desegregation/ positive action	Training programmes in order to lead women into “male jobs			√	√		√	
Pay	No progress since 1999			√	√		√	

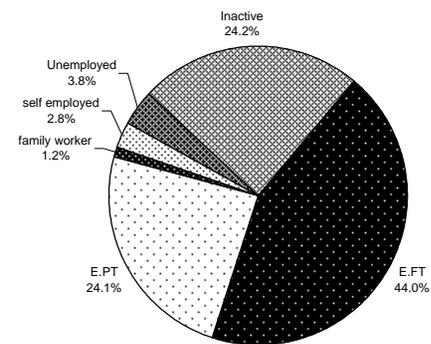
Leave arrangements	Progressive reduction for older workers in the health care	√				√		
Family friendly policies	-Extension of the parental leave for fathers		√		√		√	
Care provision	Increase of the fiscal deduction for the cost linked to the childcare		√		√		√	
	Targets to increase care provision in Flanders and Brussels		√			√		

Denmark

DENMARK

1. Employment										
Employment rates										
	1997	1998	1999	2000	Lisbon Gap (iii)					
. Working age women (%)	69.37	70.29	71.63	72.05	1	1	1	1	12.05	
... gender gap	-11.96	-9.95	-9.57	-8.65	3	3	3	3	~	
. Full-time equivalent (FTE Eurostat) (i) (%)	59.70	59.80	62.10	62.20	1	1	1	1	2.20	
... gender gap	-17.20	-16.40	-15.50	-14.70	3	3	3	3	~	
. Full-time equivalent (FTE EGGE) (ii) (%)			58.55		1					
... gender gap			-19.50		3				~	
Employment rate of... (%)										
	1998	1999	2000	G.Gap 2000		Lisbon Gap (iii)				
. women between 20-24	70.79	65.52	68.97	-9.65		8.97				
. women between 25-29	73.66	72.86	74.48	-11.71		14.48				
. women between 30-39	80.94	81.63	82.14	-9.44		22.14				
. women between 40-49	80.17	83.84	82.87	-5.14		22.87				
. women between 50-59	66.86	70.08	72.25	-9.74		12.25				
. women between 60-64	21.01	24.55	23.33	-14.55		-36.67				
... women with children <7 years ** (iv)	:	:	:	:	:	:	:	:	~	
... women without children (iv)	:	:	:	:	:	:	:	:	~	
... E08 (v)	:	:	:	:	:	~	:	:	~	
... low educated women (vi) (%)	:	61.31	60.56	2	-11.86	3	0.56			
... medium educated women (vi)	:	76.87	79.52	1	-7.78	2	19.52			
... high educated women (vi)	:	86.83	88.32	2	-4.54	3	28.32			
Atypical work... (%)										
	1998	1999	2000	G.Gap 2000						
. female part-time workers (vii)	35.74	33.71	34.95	11	10	10	25.41	8		
. female involuntary part-time as share of total part-time employment (viii)	14.90	16.20	14.40	6	7	7	3.50	12		
. female temporary employees (vii)	11.05	11.21	11.70	7	5	5	2.93	7		
2. Unemployment (%)										
	1997	1998	1999	2000						
Unemployment rate	6.8	6.6	6	6	7	5.3	7			
... gender gap	2.2	2.5	1.5	8	1.1	5				
LTU rate (>12 months) (ix)	26.47%	27.27%	20.00%	1	18.87%	2				
... gender gap (p.p.)	0.38	5.32	0.00	10	-0.18	11				

Composition of the Female W.Age Population, Denmark 2000



	1999	2000				
Absolute Gap towards the Lisbon Target (000's) (vii)	-193.2	-210.4				
3. Pay and Income (x)						
	1995					
Gender pay gap . . .						
... female - male	-16%	2				
... female full time - male full time	-17%	4				
... female part time - male full time	-29%	7				
Receiving <50% of median income?*	19%	1				
4. Care and Family **						
Paid maternity & parental leave						
Financial benefits	medium					
Share of Children . . .						
0-3 yrs in publicly financed services	high					
3-6 yrs in publicly financed services	High					
Gap in unpaid child caring hours *	3	1				
5. Gender Segregation						
	1998	1999	2000			
. Index of segregation by ISCO (xi)	28.89	12	29.22	13	27.94	13
. Index of segregation by NACE (xi)	19.27	10	19.09	8	19.82	10

Source: European Labour Force Survey 1997-2000 (EWERC and DG EMPL calculations) *Plantenga and Hanson (1999); ** Bettio et al. 1998

Notes:

- (i) Source:ELFS (Eurostat calculations). Full-Time Equivalent is calculated as the total hours usually worked by those employed in each member state, including in second jobs, divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. No data for Austria 2000. 2000 ranks built considering 1999 value for Austria.
- (ii) Source: own calculations; FTE Egge is calculated as the average hours usually worked by those employed in each member state divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. This measure only considers data for the first job.
- (iii) Gap refers to 2000 data and reflects the absolute difference towards the Lisbon Target of 60%.
- (iv) Women aged 20-49. Calculations based on ELFS household data.Only the reference person in the household and the spouse/cohabiting partner are included. 1998 ranks calculated with 1997 values for Ireland.
- (v) Gender Gap in the employment impact of parenthood (ratio between the male and female values of the absolute difference in employment rates without the presence of any children and with the presence of a child aged 0-6.
- (vi) women on the 15-59 age group
- (vii) working age population (15-64 age bracket)
- (viii) 2000 Ranks and Gender Gaps built with 1999 data for Germany, Greece, Ireland, Luxembourg and Netherlands
- (ix) Source: Eurostat Harmonized Series on Unemployment; "LTU" = long term unemployed = 12 months or more. Share of female population in unemployment
- (x) source: ESES
- (xi) IP index

. Ranks depicted in front of values (where applicable)

Denmark

The Lisbon employment targets for 2010 have already been met: the employment rate is 70% for women and 78% for men (16-66 years). The unemployment rate is low but still higher for women (4,6%) than for men (3,9%). The labour market is highly sex segregated but with this exception the gender equality deficit is low in EU terms and gender gaps have been falling. Gender combined with ethnicity reveals greater differences: employment rates for immigrants are 55,9% for men and 42,6% for women.

The main concern of the Danish NAP 2001 is the expected shortage of labour because of demographic change. There is a continuing concern to find ways of increasing the labour force. Doubts over the financing of the welfare state in general and the old age pension are a constant part of the political debate. The Danish Government has set targets for an increase in the employment rate to 77% by 2005, with most of the growth in the private sector. The participation rate of immigrants should also rise from 57% to 65% in 2010. This plan is ambitious, requiring either a change in the trend of male activity rate or women's activity rate to equal that of men's. These implications are not discussed, nor is there discussion of possible effects on fertility rates.

Though the employment targets in the NAP 2001 are still gender neutral or gender blind, and there is no gender assessment of the policy instrument or of the goals, year 2000 marks the turning point in Danish policy regarding gender awareness. It seems that the Equal Opportunity Act from 2000 with the new Equal Status Department, the Debate Forum and the Knowledge Centre for Equal Opportunities have succeeded in increasing the focus on gender inequalities. The main concerns in the 2001 NAP on gender gaps are the wage gap and gender segregation. An important lack in the NAP 2001 is any gender impact assessment of the new measures on flexibility.

The central theme is the wage gap. Although the gender wage gap is one of the lowest in Europe, in the Danish context of very low income differentials a gender wage gap of around 12-20% is relatively high. Part of the gap is linked to an over-concentration of women in the public sector, but the wage gap exists within other trades and occupations. A bill has been put forward, but not yet adopted, proposing enterprise-level wage statistics by gender and a ban on confidentiality with respect to wages. The government has also launched both a major equal pay campaign and a project on segregation of the labour market in response to the Council recommendation to reduce occupational sex segregation. However it is not clear what measures are likely to be successful in this area as earlier attempts to reduce segregation have mostly failed. It seems to be a particularly difficult task to reduce segregation where the women's employment is already high.

There is also a growing awareness of the dilemma of reconciling work and family for families with children. The employment rate for women in the age group 30-40 years where we find the mothers with small children is high and part-time proportion is the lowest. Though the coverage of day care facilities is very high, leave schemes are still absolutely necessary. The leave schemes introduced from 1994 are creating new gender gaps. Women constitute more than two thirds of the participants in the sabbatical and educational leave schemes and more than 90% parental leave scheme of since their introduction. Women may be caught in "the leave trap" and lose contact with the labour market. The government is now proposing an extension of maternity leave from six months to one year. The minister of equality has pointed to the gender gap which may increase if the leave it is not divided between the mother and the father.

Denmark

	Title of measures	Date of measure			Reason for relevance to gender equality			
		New for 2001	2000 measure now implemented	Earlier measure now yielding results	Gender impact taken into account in design	Gender monitoring / targets	Aims to close gender gap	Should assist gender mainstreaming
Employability pillar								
Measures for unemployed	Quarterly reports from regional labour market councils on the development in unemployment, employment and bottlenecks Collective agreements on fact finding of equal treatment and discrimination - covering gender and ethnicity.	√	√		√		√	√
Measures for inactive/returners	<i>No gender specific measures</i>							
Tax and benefit policies	<i>No gender specific measures</i>							
Active ageing	<i>No gender specific measures</i>							
Lifelong learning	<i>No gender specific measures</i>							
Job matching/bottlenecks	Admission to IT education to be increased and the proportion of women in IT-education is to be increased.	√				√	√	√
Discrimination/ social exclusion	<i>No gender specific measures</i>							
Entrepreneurship pillar								
Business start up	Encouraging the establishment and development of own businesses	√					√	√
Knowledge society	<i>No gender specific measures</i>							
Regional and local action	<i>No gender specific measures</i>							
Tax reforms (employment/training)	<i>No gender specific measures</i>							
Adaptability pillar								
Working time	<i>No gender specific measures</i>							
Flexibility and security	<i>No gender specific measures</i>							

Lifelong learning	<i>No gender specific measures</i>							
Equal opportunities pillar								
Gender mainstreaming	Systematising of the provision of data and relevant knowledge of gender inequalities. 'Act on equal opportunities for women and men' has been adopted. An Equal Status Department and a Knowledge Centre for Equal Opportunities have been established, and a Debate Forum is planned.	√	√		√	√	√	√
Employment and unemployment gaps	<i>No gender specific measures</i>							
Desegregation/ positive action	A project on the gender-segregated labour market and successful attempts to break down gender-segregation A project on developing instruments to dismantle gender barriers in the labour market and firms, and to integrate equal opportunities into training.	√	√					√ √
Pay	A bill on enterprise-based wage statistics broken down on gender and a ban on confidentiality clauses in connection with wages. An equal-pay-campaign in networks of enterprises on monitoring of equal pay, job evaluation and use of the employee's qualifications. A project on guidance wage policies excluding gender-biased factors. Research on decomposing the gender wage gap (follow-up project)	√ √ √ √	√			√ √	√ √	√ √ √ √
Leave arrangements	Efforts to make maternity leave more flexible, and to extend the opportunities for men to take leave. Collective agreement on full pay for public employed fathers leave in week 25-26		√	√				√ √
Family friendly policies	<i>No gender specific measures</i>							
Care provision	The number of children aged 0-10 years on waiting list for childcare facilities decreasing to 0,8%	√	√					√

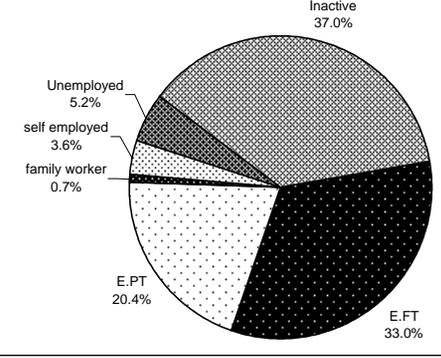
Germany

GERMANY

I. Employment						
Employment rates	1997	1998	1999	2000	Lisbon Gap (iii)	
Working age women (%)	55.20	55.57	57.05	57.79	8	-2.21
... gender gap	-16.62	-16.16	-15.38	-14.95	6	~
. Full-time equivalent (FTE Eurostat) (i) (%)	45.20	45.00	45.80	46.10	8	-13.90
... gender gap	-25.40	-25.30	-25.00	-25.00	7	~
. Full-time equivalent (FTE EGGE) (ii) (%)			43.97	8		
... gender gap			-27.62	7		~
	1998	1999	2000	G.Gap 2000	Lisbon Gap (iii)	
Employment rate of... (%)						
women between 20-24	61.78	63.37	62.95	-3.74	2.95	
women between 25-29	68.16	69.43	69.95	-11.38	9.95	
women between 30-39	68.00	70.09	71.36	-18.40	11.36	
women between 40-49	70.76	72.32	73.89	-14.71	13.89	
women between 50-59	51.02	53.55	55.17	-19.28	-4.83	
women between 60-64	11.07	11.79	12.12	-15.10	-47.88	
.. women with children <7 years ** (iv)	49.38	52.33	53.75	-37.75	7	~
.. women without children (iv)	78.89	79.66	80.80	-4.95	2	~
... E08 (v)	-5.74	-4.16	-4.70	~	~	
... low educated women (vi) (%)	:	52.92	53.64	-20.00	8	-6.36
... medium educated women (vi)	:	68.29	69.21	-12.81	6	9.21
... high educated women (vi)	:	81.18	81.95	-9.75	10	21.95
Atypical work... (%)	1998	1999	2000	G.Gap 2000		
. female part-time workers (vii)	36.09	36.90	37.70	12	33.20	12
. female involuntary part-time as share of total part-time employment (viii)	13.00	12.20	:	6	-5.80	8
. female temporary employees (vii)	12.52	13.46	13.08	8	0.57	1
2. Unemployment (%)	1997	1998	1999	2000		
Unemployment rate	10.7	10	9.1	9	8.5	9
... gender gap	1.5	1.2	0.9	5	0.8	4
LTU rate (>12 months) (ix)	52.34%	57.00%	53.85%	12	50.59%	12
... gender gap (p.p.)	-17.23	-8.91	-10.79	6	-15.65	2

3. Pay and Income (x)						
	1999	2000				
Absolute Gap towards the Lisbon Target (000's) (vii)	793.6	604.2				
Gender pay gap . . . female - male	-25%	7				
. . female full time - male full time	-23%	6				
. . female part time - male full time	-30%	8				
Receiving <50% of median income?*	39%	5				
4. Care and Family **						
Paid maternity & parental leave	medium					
Financial benefits	high					
Share of Children . . . 0-3 yrs in publicly financed services	Low					
3-6 yrs in publicly financed services	high					
Gap in unpaid child caring hours *	9	7				
5. Gender Segregation	1998	1999	2000			
. Index of segregation by ISCO (xi)	27.28	8	26.94	7	26.88	9
. Index of segregation by NACE (xi)	17.82	4	18.10	5	18.36	6

Composition of the Female W.Age Population, Germany 2000



Source: European Labour Force Survey 1997-2000 (EWERC and DG EMPL calculations) *Plantenga and Hanson (1999); ** Bettio et al. 1998

Notes:

(i) Source:ELFS (Eurostat calculations). Full-Time Equivalent is calculated as the total hours usually worked by those employed in each member state, including in second jobs, divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. No data for Austria 2000. 2000 ranks built considering 1999 value for Austria.

(ii) Source: own calculations; FTE Egge is calculated as the average hours usually worked by those employed in each member state divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. This measure only considers data for the first job.

(iii) Gap refers to 2000 data and reflects the absolute difference towards the Lisbon Target of 60%.

(iv) Women aged 20-49. Calculations based on ELFS household data.Only the reference person in the household and the spouse/cohabiting partner are included. 1998 ranks calculated with 1997 values for Ireland.

(v) Gender Gap in the employment impact of parenthood (ratio between the male and female values of the absolute difference in employment rates without the presence of any children and with the presence of a child aged 0-6.

(vi) women on the 15-59 age group

(vii) working age population (15-64 age bracket)

(viii) 2000 Ranks and Gender Gaps built with 1999 data for Germany, Greece, Ireland, Luxembourg and Netherlands

(ix) Source: Eurostat Harmonized Series on Unemployment; "LTU" = long term unemployed = 12 months or more. Share of female population in unemployment

(x) source: ESES

(xi) IP index

.. Ranks depicted in front of values (where applicable)

Germany

Overall, the NAP 2001 is a document of ongoing work which does not raise real new issues. There is only one new initiative relating to gender mainstreaming institutions - a "competence centre for equal opportunities in the work and service society of the 21st century" - and no totally new programmes. It is therefore a continuation of the policy announced in the NAP 1999 and shows some progress in the implementation of gender mainstreaming. Since the first NAP 1998, which did not respond to the gender mainstreaming approach, there is progress in nearly all points/pillar/guidelines. Pillar I has the most developed gender perspective including gender targets whereas pillar III is nearly free of gender awareness of the policy areas covered. Progress in gender impact assessment is very slow. There are almost no examples of policy evaluation integrated into the NAP, and contradictions in policy, for example in policies towards the employment of older workers which mainly concern men, are ignored.

The government's responses to the council recommendation exclude the more controversial points like taxes and wage and employment gaps. The expressed positive attitude towards the Lisbon targets is not accompanied by initiatives or reflection on the barriers to increasing female employment or by the adoption of a national target. Although the growth in female employment is nearly exclusively in part-time employment, this is not reflected upon in depth.

Some new legal provisions (part-time, parental time) may help women in combining work and family; major problems like the lack of child-care are touched upon, but the solutions seem difficult. Tax reforms to overcome the income tax splitting system have been postponed as well as legal provisions for positive action in the private sector.

Tax reforms for employment and training								
Adaptability pillar								
Working time								
Flexibility and security	Act on Part-time working and Fixed Term Employment came into force (1.1.2001)		√		√			
Lifelong learning								
Equal opportunities pillar								
Gender mainstreaming	Financial support for a “competence centre for equal opportunities in the work and service society of the 21 st century”	√			√	√	√	√
Employment and unemployment gaps								
Desegregation/ positive action								
Pay								
Leave arrangements	Act on Parental time (previously called parental leave) came into force (1.1.2001)		√		√		√	
Family friendly policies	Campaign for a new role concept of fathers/men		√		√		√	
Care provision								

Greece

Greece

Greece's distance from the Lisbon targets is the third greatest in the EU, after Spain and Italy, for both the overall and the female employment rates. Even in a favourable employment context, the Lisbon targets are too ambitious for Greece. Despite these problems, the Greek NAP does not provide a national target either for the overall or the female employment rate. However the female employment rates is constrained by demand not supply. The Council's recommendations in 2000 and 2001 to focus on labour market participation have been inappropriate: the big challenge is how to improve employment opportunities for women without sacrificing the quality of their jobs.

Gender mainstreaming in the NAPs has gradually expanded since 1998. Very few measures were found under the first three pillars until 2001 where a qualitative turn has taken place. While previously action was limited to only a few positive action measures, the 2001 NAP included an important number of general measures where, according to the NAP, the gender impact had been taken into account at the stage of policy design.

The development of institutional mechanisms to support gender mainstreaming announced in the 2000 NAP has yielded fruit. The Inter-ministerial Committee for Gender Mainstreaming set up in 2000 was decisive in mainstreaming gender equality in the structural funds programme for Greece, while the role of the General Secretariat for Equality in general policy making and monitoring has been greatly reinforced. The priority now is to implement measures announced in previous NAPs regarding the development of indicators and gender impact assessment of on-going policies and to set gender targets. However, the Greek NAP does calculate a range of the common structural performance indicators disaggregated by gender.

Since 1998 gender quotas have been applied to job creation and training programmes but these have failed to produce the desired effect. In 2001 five new employability measures with gender relevance were introduced: two were positive action measures and three general measures where gender effects had been taken into account at the design stage. Two of these relate to the need to consider gender in tax and benefit policies in the gender mainstreaming guideline. The remaining one, related to the take up of part-time work by long-term unemployed, may in practice exacerbate rather than combat gender inequality. The entrepreneurship pillar also includes a more integrated approach to female entrepreneurship together with two general measures where again gender impact had been taken into account at the design stage. However one of these policies- involving reduction of non-wage labour costs for hiring low-paid workers may have negative impacts on the quality of women's employment. There is less evidence of mainstreaming in the adaptability pillar; moreover there are contradictory interpretations of the only measure linked to gender involving increased pay for short part-time jobs. Overall, it is not clear if the gender impact proved to be a decisive factor in the policy decision to include these measures or if they would have been included in any case.

The NAP 2001 continues the process of improvement of public care services initiated in 1998 and sets medium term national targets for nurseries and day care centres for the elderly for the year 2006. If we exclude these measures, the equal opportunities pillar suffers from serious weaknesses. Many of the measures to tackle gender gaps have been abandoned or not implemented. Measures to promote equal pay and equal sharing of family responsibilities, policies for returners and policies regarding leaves and career breaks are totally ignored, while issues of desegregation are insufficiently treated.

Greece

	Title of measures (discontinued in brackets)	Date of measure			Reason for relevance to gender equality			
		New for 2001	2000 measure now implemented	Earlier measure now yielding results	Gender impact taken into account in design	Gender monitoring/targets	Aims to close gender gap	Should assist gender mainstreaming
Employability pillar								
Measures for unemployed	Financial and technical support to unemployed women for starting a small business Specialized training of job counselors and officers of the Employment Promotion Centres to assist unemployed women Monthly allowance to long-term unemployed over 35 years who take up part-time jobs of at least 4 hours daily	√ √	 √		 √		√ √ √	
Measures for inactive/returners								
Tax and benefit policies	Exemption from social security contributions of full-time employees receiving the minimum wage Increase of the ceiling, below which income is tax free		√ √		√ √			
Active ageing								
Lifelong learning								
Job matching/bottlenecks								
Discrimination/social exclusion								
Entrepreneurship pillar								
Business start up	Special incentives and training to women entrepreneurs Removal of administrative and other barriers Special programme for women entrepreneurs in manufacturing	√	√	√	√		√ √ √	

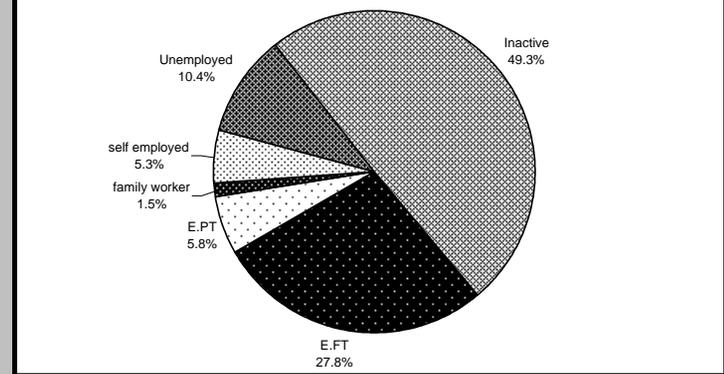
Knowledge society and services	Support of female entrepreneurship in rural areas and in rural tourism, handcraft and cottage industries	√					√	
Regional/local action								
Tax reforms for employment and training	Discount of two percentage points in employer social security contributions for low-paid workers and newly hired employees		√		√			
Adaptability pillar								
Working time								
Flexibility and security	Incentives for taking up short part-time work		√		√		√	
Lifelong learning								
Equal opportunities pillar								
Gender mainstreaming	Monitoring mechanism of women's position in the labour market based on indicators			√		√		√
Employment and unemployment gaps	Creation of two new regional 'Information and Counselling Units for Women' by KETHI			√			√	
Desegregation/positive action	Education and training programmes for women in new technologies, e-commerce, management etc. Measures to promote equality at the workplace and the employment of women in new economic sectors	√					√	
Pay		√					√	
Leave arrangements								
Family friendly policies	Pension rights for women with irregular participation in paid employment New forms of work organisation enabling reconciliation and removing gender stereotypes Programme to combat exclusion from the labour market of single-parent families Pilot implementation of afternoon hours in ten public services	√					√	
Care provision	Establishment of 242 new nurseries/kindergartens	√					√	

Spain

SPAIN

I. Employment									
Employment rates	1997	1998	1999	2000	Lisbon Gap (iii)				
.Working age women (%)	33.49	15	34.77	15	37.32	15	40.30	14	-19.70
... gender gap	-29.25	14	-30.13	14	-30.51	15	-29.28	14	~~
. Full-time equivalent (FTE Eurostat) (i) (%)	30.30	15	31.50	15	33.80	15	36.60	15	-23.40
... gender gap	-31.70	12	-32.80	12	-33.40	14	-32.40	14	~~
. Full-time equivalent (FTE EGGE) (ii) (%)					32.78	14			
... gender gap					-35.09	12			~~
	1998	1999	2000	G.Gap 2000	Lisbon Gap (iii)				
Employment rate of... (%)									
.women between 20-24	32.46	35.63	39.32	-14.32	-20.68				
.women between 25-29	50.91	55.17	60.49	-17.46	0.49				
.women between 30-39	47.96	51.77	53.83	-34.24	-6.17				
.women between 40-49	42.99	45.41	48.88	-39.59	-11.12				
.women between 50-59	28.72	29.19	30.42	-45.22	-29.58				
.women between 60-64	14.58	13.89	14.84	-24.64	-45.16				
.. women with children <7 years ** (iv)	40.23	12	42.51	11	45.34	10	-48.11	12	~~
.. women without children (iv)	50.08	12	53.54	10	56.84	9	-33.12	12	~~
... E08 (v)	-4.07	-3.52	-3.30	~~	~~				~~
... low educated women (vi) (%)	:	32.67	34.32	12	-39.28	14	-25.68		
... medium educated women (vi)	:	37.94	42.94	14	-21.34	12	-17.06		
... high educated women (vi)	:	65.25	68.00	14	-14.97	14	8.00		
Atypical work... (%)	1998	1999	2000	G.Gap 2000					
. female part-time workers (vii)	17.13	5	17.48	5	17.04	4	14.34	5	
. female involuntary part-time as share of total part-time employment (viii)	25.30	10	24.80	10	23.00	9	0.90	10	
. female temporary employees (vii)	34.50	15	34.97	15	34.64	15	3.96	9	
2. Unemployment (%)	1997	1998	1999	2000					
Unemployment rate	28.3	15	26.6	15	23	15	20.6	14	
... gender gap	12.3	15	12.8	15	11.8	15	10.8	14	
LTU rate (>12 months) (ix)	56.89%	12	54.51%	11	50.43%	11	46.12%	11	
... gender gap (p.p.)	10.02	14	10.31	14	11.15	15	10.40	14	

Composition of the Female W.Age Population, Spain 2000



Absolute Gap towards the Lisbon Target (000's) (vii)	1999	2000				
	2786.8	2448.6				
3. Pay and Income (x)	1995					
Gender pay gap .						
.. female - male	-28%	10				
.. female full time - male full time	-26%	10				
.. female part time - male full time	43%	13				
Receiving <50% of median income?*	55%	12				
4. Care and Family **						
Paid maternity & parental leave	low					
Financial benefits	low					
Share of Children .						
0-3 yrs in publicly financed services	low					
3-6 yrs in publicly financed services	high					
Gap in unpaid child caring hours *	9	6				
5. Gender Segregation	1998	1999	2000			
. Index of segregation by ISCO (xi)	28.89	11	24.60	3	25.09	4
. Index of segregation by NACE (xi)	19.05	8	19.32	9	19.35	9

Source: European Labour Force Survey 1997-2000 (EWERC and DG EMPL calculations) *Plantenga and Hanson (1999); ** Bettio et al. 1998

Notes:
 (i) Source:ELFS (Eurostat calculations). Full-Time Equivalent is calculated as the total hours usually worked by those employed in each member state, including in second jobs, divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. No data for Austria 2000. 2000 ranks built considering 1999 value for Austria.
 (ii) Source: own calculations; FTE Egge is calculated as the average hours usually worked by those employed in each member state divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. This measure only considers data for the first job.
 (iii) Gap refers to 2000 data and reflects the absolute difference towards the Lisbon Target of 60%.
 (iv) Women aged 20-49. Calculations based on ELFS household data.Only the reference person in the household and the spouse/cohabiting partner are included. 1998 ranks calculated with 1997 values for Ireland.
 (v) Gender Gap in the employment impact of parenthood (ratio between the male and female values of the absolute difference in employment rates without the presence of any children and with the presence of a child aged 0-6.
 (vi) women on the 15-59 age group
 (vii) working age population (15-64 age bracket)
 (viii) 2000 Ranks and Gender Gaps built with 1999 data for Germany, Greece, Ireland, Luxembourg and Netherlands
 (ix) Source: Eurostat Harmonized Series on Unemployment; "LTU" = long term unemployed = 12 months or more. Share of female population in unemployment
 (x) source: ESES
 (xi) IP index

. Ranks depicted in front of values (where applicable)

Spain

There are very few innovations in the Spanish 2001 NAP. Most of the measures were already in previous NAPs: some are further developed but only a small number are new. Two areas of progress are worth mentioning: permanent employment of women is to be promoted through further reductions in employers' contributions to the social security system for this type of labor contracts and an employer's social security rebate of 100% for more than one year is offered for those hiring women during the 24 months following childbirth.

The development of gender mainstreaming in Spain is still in its infancy. Regarding the establishment of institutional mechanisms for mainstreaming, all Spanish NAPS (from 1998 to 2001 both included) are very poor. Hardly any progress can be identified in this regard. There are no specific institutional mechanisms for mainstreaming, only some requirements for some state units which perform many other tasks are encouraged to pay attention to gender mainstreaming. Gender evaluation or monitoring of policies and the setting of gender targets has also hardly developed. In general, policies included in a given NAP are not monitored from a gender perspective in the following year. Some efforts have been made in the 2001 NAP by the Instituto de la Mujer to provide information on (pilot) programs of training and entrepreneurship for women. There are also very few gender targets in the policies of the first three pillars. Gender targets tend to be set only in training policies and they are too general. More detailed breakdown is urgently needed.

In Spain it is agreed that women should be represented according to their share of unemployment regarding training measures, but not in the remaining measures for unemployed individuals. A positive development is the special attention paid to unemployed women without previous labor market experience in the Active Insertion Active Income program. Gender issues are recognized to some extent as relevant for skill shortage but not for tax and benefit policies. Nor are there any provisions for those on atypical contracts to have access to lifelong learning. However Under pillar 2, Spanish NAPs have paid some attention to gender issues under all the guidelines, with measures to help women set up in small business, women-only training programmes to aid the development of a knowledge society, childcare service initiatives mentioned under regional and local action, and policies to reduce taxes on female employment. There is more limited awareness of gender issues in the third pillar, except for measures for part-time work which are not assessed for their impact on gender gaps.

In the fourth pillar, the focus is on policies directed to women. National employment targets with respect to the Lisbon conclusions have not been set. Female unemployment is recognized as a characteristic of the Spanish labor market and recent Spanish NAPs have proposed to foster female employment through state aid, including training programmes. Spanish NAPs have contained some measures to promote the employment of women in professions or sectors in which they are under-represented but they are almost silent about equal pay, especially so recently. In contrast leave arrangements are given considerable attention reflecting the position of the government since 1996 that reconciliation should be achieved not through publicly funded care services but through the development of leave arrangements and the promotion of part-time employment. With regard to family friendly policies, the Spanish NAPs propose almost nothing and they have failed to develop an adequate care programme or set national targets.

Spain

	Title of measures	Date of measure			Reason for relevance to gender equality			
		New for 2001	2000 measure now implemented	Earlier measure now yielding results	Gender impact taken into account in design	Gender monitoring/targets	Aims to close gender gap	Should assist gender mainstreaming
Employability pillar								
Measures for unemployed	Training for unemployed women		√	√		√	√	√
Measures for inactive/returners	No gender specific measures							
Tax and benefit policies	No gender specific measures							
Active ageing	No gender specific measures							
Lifelong learning	No gender specific measures							
Job matching/bottlenecks	1. Pilot program to foster geographical mobility of workers. 2. Professionalization of the Armed Forces	√		√		√	√	√ √
Discrimination/social exclusion	No gender specific measures							
Entrepreneurship pillar								
Business start up	Program for advising female self-employed and female employers.	√	√	√		√	√	
Knowledge society	1.Training program for women in new technologies. 2.Establishment of a Virtual Center of Teleservices.	√ √				√	√ √	

Regional and local action	1. Entrepreneurial projects related to proximity services not fulfilled by the market. 2. Pilot action on social economy regarding services for dependent people.	√	√	√			√	
Tax reforms for employment and training	Promotion of permanent (part-time or full-time) female employment through a reduction in employers contribution to the social security system for permanent female contracts.	√	√	√			√	
Adaptability pillar								
Working time	Reform of part-time contracts by the Royal Decree-Law 5/2001 (p.34, guideline 13).	√					√	
Flexibility and security	No gender specific measures							
Lifelong learning	Agreements on professional training signed by social partners and the state (December 2000).		√				√	
Equal opportunities pillar								
Gender mainstreaming	1. The Institute for Women will create and Equality Observatory and will increase the amount of gender-differentiated statistics. 2. Collaboration of Labor Inspection, social partners and companies to fight gender discrimination in the labor market.	√		√	√			√
Employment and unemployment gaps	1. To foster female employment thorough subsidies to labor contracts to hire women. 2. Conversion of unemployed women into working partners in cooperatives. 3. Regions develop programs to foster female employment in self-employment and the social economy. 4. Participation in training contracts of unemployed without labor activity for more than 3 years.	√			√	√	√	
Desegregation/ positive action	No specific measures							
Pay	No specific measures							

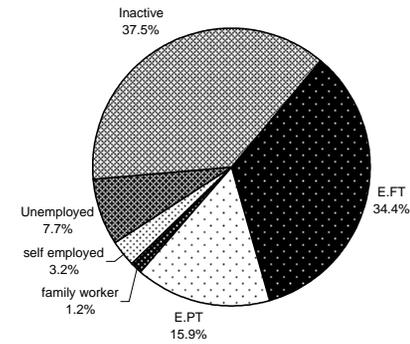
Leave arrangements	<p>1. "Zero cost": Exemption from payment of employers' social security contributions for those enterprises recruiting substitute workers during maternity or adoption leave.</p> <p>2. Reductions of employers' contribution to the social security system associated with contracts to replace women in the 24 months following child birth and workers on parental leave.</p>	√		√	√		√	
Family friendly policies	Development of the regulations of the Law on the combination of professional and family life.	√		√			√	
Care provision	<p>1. Priority will be given to some programs that will finance employment of social interest to create proximity services for dependent people.</p> <p>2. Care services for children aged 0-3 will be further developed.</p>	√		√	√		√	

France

FRANCE

1. Employment									
Employment rates	1997	1998	1999	2000	Lisbon Gap (iii)				
. Working age women (%)	52.14	9	52.86	9	53.47	9	54.80	9	-5.20
... gender gap	-14.70	5	-14.38	5	-14.06	5	-13.98	5	~~
. Full-time equivalent (FTE Eurostat) (i) (%)	46.10	7	46.60	7	47.10	7	48.70	7	-11.30
... gender gap	-21.10	5	-21.10	4	-20.70	5	-20.50	5	~~
. Full-time equivalent (FTE EGGE) (ii) (%)					44.78	6			
... gender gap					-22.58	5			~~
	1998	1999	2000	G.Gap 2000		Lisbon Gap (iii)			
Employment rate of... (%)									
. women between 20-24	40.13		41.25		44.31		-7.52		-15.69
. women between 25-29	64.98		66.28		68.80		-14.65		8.80
. women between 30-39	67.15		67.87		69.28		-19.57		9.28
. women between 40-49	71.95		71.71		71.98		-17.26		11.98
. women between 50-59	53.59		55.23		56.52		-15.15		-3.48
. women between 60-64	10.25		9.71		9.81		-0.81		-50.19
.. women with children <7 years ** (iv)	56.70	5	57.50	5	59.19	5	-32.66	5	~~
.. women without children (iv)	73.27	6	73.60	8	75.07	6	-9.23	4	~~
... E08 (v)	-2.05		-2.32		-2.10		~~		~~
... low educated women (vi) (%)	:		43.2		43.08	10	-15.73	6	-16.92
... medium educated women (vi)	:		62.1		63.82	8	-16.07	9	3.82
... high educated women (vi)	:		74.7		76.93	10	-8.38	7	16.93
Atypical work... (%)	1998	1999	2000	G.Gap 2000					
. female part-time workers (vii)	31.61	9	31.62	8	30.96	8	25.72	9	
. female involuntary part-time as share of total part-time employment (viii)	26.10	11	24.50	9	23.50	10	-18.60	1	
. female temporary employees (vii)	15.02	10	14.85	10	15.75	10	1.43	3	
2. Unemployment (%)	1997	1998	1999	2000					
Unemployment rate	14.4	12	13.9	12	13.3	12	11.5	12	
... gender gap	3.8	11	3.9	11	3.8	12	3.7	12	
LTU rate (>12 months) (ix)	40.97%	7	42.45%	8	41.35%	9	43.48%	10	
... gender gap (p.p.)	1.35	10	-0.55	10	0.30	11	1.17	13	

Composition of the Female W.Age Population, France 2000



	1999	2000				
Absolute Gap towards the Lisbon Target (000's) (vii)	1145.8	991.4				
3. Pay and Income (x)	1995					
Gender pay gap...						
.. female - male	-27%	9				
.. female full time - male full time	-23%	7				
.. female part time - male full time	-41%	12				
Receiving <50% of median income?*	38%	3				
4. Care and Family **						
Paid maternity & parental leave	low					
Financial benefits	high					
Share of Children...						
0-3 yrs in publicly financed services	medium					
3-6 yrs in publicly financed services	high					
Gap in unpaid child caring hours *	5	2				
5. Gender Segregation	1998	1999	2000			
. Index of segregation by ISCO (xi)	27.29	9	27.02	9	27.19	11
. Index of segregation by NACE (xi)	17.32	3	17.11	2	17.26	3

Source: European Labour Force Survey 1997-2000 (EWERC and DG EMPL calculations) *Plantenga and Hanson (1999); ** Bettio et al. 1998

Notes:

(i) Source:ELFS (Eurostat calculations). Full-Time Equivalent is calculated as the total hours usually worked by those employed in each member state, including in second jobs, divided by the average hours worked by those employed full-time in the same country. The latter includes both men and women. No data for Austria 2000. 2000 ranks built considering 1999 value for Austria.

(ii) Source: own calculations; FTE Egge is calculated as the average hours usually worked by those employed in each member state divided by the average hours worked by those employed full-time in the same country. The latter includes both men and women. This measure only considers data for the first job.

(iii) Gap refers to 2000 data and reflects the absolute difference towards the Lisbon Target of 60%.

(iv) Women aged 20-49. Calculations based on ELFS household data. Only the reference person in the household and the spouse/cohabiting partner are included. 1998 ranks calculated with 1997 values for Ireland.

(v) Gender Gap in the employment impact of parenthood (ratio between the male and female values of the absolute difference in employment rates without the presence of any children and with the presence of a child aged 0-6.

(vi) women on the 15-59 age group

(vii) working age population (15-64 age bracket)

(viii) 2000 Ranks and Gender Gaps built with 1999 data for Germany, Greece, Ireland, Luxembourg and Netherlands

(ix) Source: Eurostat Harmonized Series on Unemployment; "LTU" = long term unemployed = 12 months or more. Share of female population in unemployment

(x) source: ESES

(xi) IP index

..Ranks depicted in front of values (where applicable)

France

The evaluation of the place accorded to gender and mainstreaming in France since 1998 is overall positive: in the 1998 NAP mainstreaming was neither a concept nor a reality. Discrimination against women was dealt with after the event, by trying to rectify certain effects of measures and not by tackling the heart of the problem. Indirect discrimination associated with for example APE (the parental childcare allowance) and part-time work was not taken into account. From 1999 onwards one can sense real changes, still evident in the NAP 2001: mainstreaming is introduced in the text of the report with proposals for concrete measures (gender-based statistical tools, quantitative and qualitative indicators in each pillar; mobilisation in each Ministry, etc.). The NAP 2000 represented the culmination of this approach: the Joint Report on Employment identified France as an example of “good practices” regarding mainstreaming.

The NAP 2001 mainly continues and strengthens measures from 1999 and 2000, rather than initiating new measures. Two interpretations can be offered: the positive interpretation is that the process of mainstreaming will take time to have effects. A more critical interpretation is that the state has gone about as far as it can in mobilising public decision-makers and developing measures for helping people to go back to work. However, inequality on the labour market does not solely or mainly depend on the public sphere. The next much more difficult stage requires action in companies and at the workplace. Compulsory measures are required but there is no unanimous agreement on such an approach. The law on occupational equality (still to be implemented) does make negotiations on equality compulsory but it is not compulsory to reach agreement and no real sanctions are really envisaged where inequality persists.

France has been experiencing favourable employment growth: the gender gap in unemployment rates has declined but is still 3%; and women’s employment has increased but is still below the Lisbon targets. Mainstreaming has appeared as a specific issue in all the NAPs: this important development should be placed in a framework of real political change. For the first time ever in France, lists of candidates for local elections were drawn up on the basis of parity between men and women. With this impetus and following the Inter-Ministerial Committee meeting in March 2000, institutional efforts have been maintained: Ministries have been mobilised, especially education; statistical tools have been developed, employment policy targets have been quantified... Even so, the NAP 2001 is less rich on these points than the previous one. In particular the evaluation of policies is not systematic and needs to be reinforced again.

Other significant developments are, nevertheless, evident: the involvement of social partners and increased social dialogue are real. The law on occupational equality, as well as changes to the position of women in workplace elections are developments that should be monitored in the future. As far as gender gaps are concerned, there is still a need to focus on the demand side of the labour market and to address the question of unequal pay which is still completely missing from this process. The impact of tax measures are also never discussed from a gender perspective, despite risks of discrimination in new measures. Finally, there is a need for more active measures to link family and working life. This would involve completely changing the anti-egalitarian *APE* system, involving fathers in leave, improving remuneration for leave and the development of more family friendly measures in companies following on from the reduction of working hours policy.

Tax reforms for employment and training								
Adaptability pillar								
Working time	Aubry 35-hour week law		√			√		√
Flexibility and security	Draft law on "Social Modernisation"	√						√(but not said)
Lifelong learning								
Equal opportunities pillar								
Gender mainstreaming	<ul style="list-style-type: none"> - Reinforcement of the regional network of women's rights services - Generalised training for players - Reinforcement of evaluation tools 	√						√
Employment and unemployment gaps								
Desegregation/ positive action	<ul style="list-style-type: none"> - Methodological support to companies to promote equality - Person responsible for equality in each Ministry for access of women to positions of responsibility 	√						√
Pay	Study of the Higher Council on Occupational Equality to reduce the pay gap	√						√
Leave arrangements								
Family friendly policies	Experiments regarding city time	√				√		
Care provision	New childcare places for the under threes	√				√		

* In order to make a real evaluation of proposed measures, we have kept this measure, which – on the contrary – could have a negative effect in terms of equality.

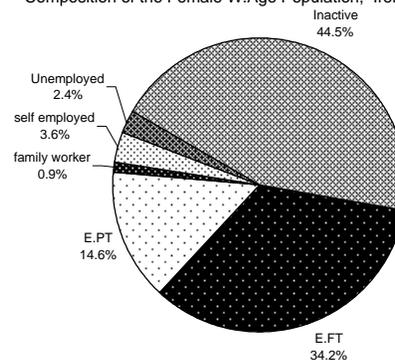
Ireland

IRELAND

1. Employment

Employment rates	1997	1998		1999		2000		Lisbon Gap (iii)	
Working age women (%)	44.68	12	48.20	10	51.37	10	53.24	10	-6.76
... gender gap	-23.33	11	-22.84	11	-22.19	11	-22.13	11	~
Full-time equivalent (FTE Eurostat) (i) (%)	39.30	11	41.00	10	43.60	9	45.20	9	-14.80
... gender gap	-27.70	10	-29.00	10	-30.00	10	-30.60	11	~
Full-time equivalent (FTE EGGE) (ii) (%)					40.01	11			
... gender gap					-33.99	10			~
		1998	1999	2000		G.Gap 1998		Lisbon Gap (iii)	
Employment rate of... (%)									
women between 20-24	62.25		65.61		64.20		-11.41		4.20
women between 25-29	74.82		77.78		79.33		-8.98		19.33
women between 30-39	60.53		63.20		65.44		-25.50		5.44
women between 40-49	49.59		53.69		57.26		-30.14		-2.74
women between 50-59	35.16		38.10		40.61		-37.39		-19.39
women between 60-64	16.90		19.18		18.92		-33.78		-41.08
... women with children <7 years ** (iv)	44.77	10	:	:	:	:	-41.52	9	~
... women without children (iv)	67.66	9	:	:	:	:	-12.55	7	~
... E08 (v)	-3.76		:	:	:	:	~		~
... low educated women (vi) (%)	26.8	:	:	:	:	:	-31.8	11	:
... medium educated women (vi)	53.8	:	:	:	:	:	-20.9	11	:
... high educated women (vi)	77.9	:	:	:	:	:	-11.7	11	:
Atypical work... (%)	1998	1999	2000		G.Gap 2000				
female part-time workers (vii)	29.93	7	30.41	7	30.36	7	23.79	7	
female involuntary part-time as share of total part-time employment (viii)	17.50	7	8.00	3	:	3	-18.00	2	
female temporary employees (vii)	9.94	4	6.04	2	5.87	2	2.20	6	
2. Unemployment (%)	1997	1998		1999		2000			
Unemployment rate	9.9	8	7.3	7	5.5	6	4.2	3	
... gender gap	0	3	-0.4	3	-0.2	2	-0.1	3	
LTU rate (>12 months) (ix)	46.46%	9	42.47%	9	38.18%	8	38.10%	9	
... gender gap (p.p.)	-16.16	3	-17.27	1	-17.96	1	-15.39	3	

Composition of the Female W.Age Population, Ireland 2000



	1999	2000				
Absolute Gap towards the Lisbon Target (000's) (vii)	100.2	84.4				
3. Pay and Income (x)	1995					
Gender pay gap. .						
... female - male		-35%				
... female full time - male full time		n/a				
... female part time - male full time		n/a				
Receiving <50% of median income?*	44%	9				
4. Care and Family **						
Paid maternity & parental leave		low				
Financial benefits		low				
Share of Children . .						
0-3 yrs in publicly financed services		low				
3-6 yrs in publicly financed services		medium				
Gap in unpaid child caring hours *	11	11				
5. Gender Segregation	1998	1999	2000			
Index of segregation by ISCO (xi)	~	~	27.00	10		
Index of segregation by NACE (xi)	19.88	11	20.37	11	20.45	12

Source: European Labour Force Survey 1997-2000 (EWERC and DG EMPL calculations) *Plantenga and Hanson (1999); ** Bettio et al. 1998

- Notes:
- (i) Source:ELFS (Eurostat calculations). Full-Time Equivalent is calculated as the total hours usually worked by those employed in each member state, including in second jobs, divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. No data for Austria 2000. 2000 ranks built considering 1999 value for Austria.
 - (ii) Source: own calculations; FTE Egge is calculated as the average hours usually worked by those employed in each member state divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. This measure only considers data for the first job.
 - (iii) Gap refers to 2000 data and reflects the absolute difference towards the Lisbon Target of 60%.
 - (iv) Women aged 20-49. Calculations based on ELFS household data.Only the reference person in the household and the spouse/cohabiting partner are included. 1998 ranks calculated with 1997 values for Ireland.
 - (v) Gender Gap in the employment impact of parenthood (ratio between the male and female values of the absolute difference in employment rates without the presence of any children and with the presence of a child aged 0-6.
 - (vi) women on the 15-59 age group
 - (vii) working age population (15-64 age bracket)
 - (viii) 2000 Ranks and Gender Gaps built with 1999 data for Germany, Greece, Ireland, Luxembourg and Netherlands
 - (ix) Source: Eurostat Harmonized Series on Unemployment; "LTU" = long term unemployed = 12 months or more. Share of female population in unemployment
 - (x) source: ESES
 - (xi) IP index

Ranks depicted in front of values (where applicable)

Ireland

The 1990s decade represents an important period of change in the economic situation of Irish women as women increased their participation in paid employment, particularly among the 25-45 age group. Irish women have been demanding greater economic independence, a demand facilitated by the dramatic expansion of employment opportunities in Ireland. There remains a significant gender equality deficit in Ireland. Women are heavily concentrated into the lower end of the jobs hierarchy, the gender pay gap remains very wide and childcare and other care services are in crisis.

The last two years has seen a strengthened legal framework to protect against gender discrimination in service provision, together with new institutional arrangements and mechanisms, including gender impact assessment guidelines, for mainstreaming gender within the Irish National Development Plan. These developments have largely been driven by a government decision to apply EU Structural Fund requirements on gender mainstreaming on a broad basis across the NDP rather than by the NAP process. Such monitoring systems as are being put in place relate to the NDP and there are, as yet, no specific indicators or monitoring processes related to the NAP. Lisbon and Stockholm targets on women's employment rate and for older women are referred to but no specific national targets are adopted. Definite targets have been identified on childcare, including a 30% increase the level of provision (numbers of places) and targets for the establishment and upgrading of facilities but no other gender targets have been specified..

2001 has seen some further developments in mainstreaming: the newly established National Centre for Partnership and Performance has equality of opportunity as one its four specified area and a Gender Equality Unit has been established to mainstream gender in education. Ironically, however, within the NAPs, gender mainstreaming is extremely weak across the first three pillars of the Plan where the overwhelming majority of its expenditure is concentrated and only under the targeted equal opportunities pillar have definite and significant initiatives taken place. Moreover there is no evidence that gender impact assessment of key measures in the NAPs is taking place and much of the data is not presented on a gender disaggregated basis

The Irish NAP has placed its emphasis on tackling and preventing long-term unemployment. There has been a definite lack of recognition within the Irish NAPs that this emphasis on the registered long-term unemployed is not gender neutral. Women are under-represented among the registered long-term unemployed in Ireland. The only major development within the 2001 NAP was a further individualisation of income taxation, thereby reducing income tax disincentives to married women's participation.

The fourth pillar aimed at strengthening equal opportunities has developed significantly since the first NAP in 1998. Key initiatives under this pillar include the allocation of important additional resources to childcare services. It also includes expenditure on equality infrastructure and a budget line established in 2000 for positive action measures with respect to women's employment. The introduction of unpaid parental leave and extended entitlement to maternity leave are also important developments under this pillar. 2001 sees a new emphasis on equality action plans, family-friendly policies and partnership at enterprise level. It is too early to judge the impact of this new approach. While the gender pay gap is on the agenda of NAP 2001, this occurs only through the establishment of a consultative committee and not in the form of specific measures.

Ireland

	Title of measures	Date of measure			Reason for relevance to gender equality			
		New for 2001	2000 measure now implemented	Earlier measure now yielding results	Gender impact taken into account in design	Gender monitoring/targets	Aims to close gender gap	Should assist gender mainstreaming
Employability pillar								
Measures for unemployed	Study of management of Live Register.	√			√ partially			√
Measures for inactive/returners	Review of Active Labour Market Schemes	√						√
Tax and benefit policies	Further moves towards individualisation of income tax.	√	√	√	√		√	
Active ageing	No gender specific measures.							
Lifelong learning	4,000 places on Back-to-Education Initiative targeting those with less than upper secondary education.	√			√ partially			
Job matching/bottlenecks	No gender specific measures.							
Discrimination/ social exclusion	Strengthened legislative framework.		√		√			
	National Framework Committee for Development of Equal Opportunities at the Level of the Enterprise	√			√			√
	Equal Initiative	√			√	√		√
Entrepreneurship pillar								
Business start up	No gender specific measures							
Knowledge society	No gender specific measures							

Regional and local action	No gender specific measures							
Tax reforms for employment and training	No gender specific measures							
Adaptability pillar								
Working time	New legislation for protection of part-time workers.	√			√			
	New Carer's Leave Bill protecting employment rights in situations of temporary care leave.	√			√			
	Social Welfare Act 2001 providing for a new Carer's benefit schemes.	√	√		√			
Flexibility and security	No gender specific measures							
Lifelong learning	No gender specific measures							
Equal opportunities pillar								
Gender mainstreaming	Second stage training programme to officials of govt. Departments & agencies.	√	√	√	√	√		√
	Databank of gender disaggregated statistics.		√		√	√	√	√
	Research on development of indicators on gender equality.	√	√		√	√	√	√
	Preparation of National Plan for Women.	√			√	√		√
	Establishment of monitoring structures for gender mainstreaming in the National Development Plan.	√	√	√	√	√		√
	Gender mainstreaming across educational programme.	√			√		√	√

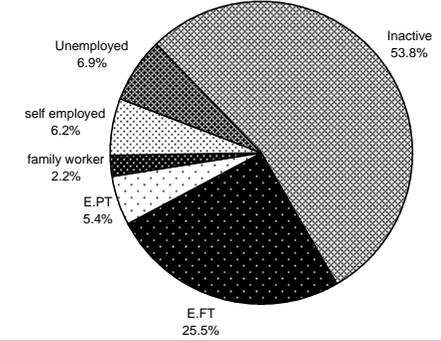
Employment and unemployment gaps	Childcare allowances on return to work training.	√			√		√	
Desegregation/ positive action	Funding programme for Equality for Women initiatives.		√		√	√	√	√
	Programme of enterprise level equality reviews.	√			√		√	
Pay	Research on Gender Pay Gap		√	√	√		√	
	Consultative Group to develop proposals to address gender pay gap	√			√		√	
Leave arrangements	Extended entitlement to maternity leave.	√			√			
	Review of Parental Leave Act.	√	√	√		√	√	√
Family friendly policies	Establishment of National Framework Committee to develop family-friendly policies at enterprise level.	√			√			
Care provision	Additional resources to childcare.	√	√	√	√			
	Setting of childcare targets.	√			√	√		√

Italy

ITALY

I. Employment									
Employment rates	1997	1998	1999	2000	Lisbon Gap (iii)				
.Working age women (%)	36.23	14	37.10	14	38.09	14	39.30	15	-20.70
... gender gap	-28.82	13	-29.57	13	-29.03	13	-28.26	13	~
. Full-time equivalent (FTE Eurostat) (i) (%)	34.30	14	35.00	14	35.70	14	36.70	14	-23.30
... gender gap	-30.40	11	-31.30	11	-31.00	11	-30.30	10	~
. Full-time equivalent (FTE EGGE) (ii) (%)					33.28	13			
... gender gap					-35.23	13			~
	1998	1999	2000	G.Gap 2000	Lisbon Gap (iii)				
Employment rate of... (%)									
.women between 20-24	30.70	31.96	33.64	-11.59	-26.36				
.women between 25-29	47.07	47.01	48.86	-19.62	-11.14				
.women between 30-39	52.69	54.32	55.63	-33.02	-4.37				
.women between 40-49	50.26	51.37	52.30	-39.37	-7.70				
.women between 50-59	28.52	29.67	30.65	-35.08	-29.35				
.women between 60-64	7.36	7.55	7.55	-21.87	-52.45				
.. women with children <7 years ** (iv)	44.74	11	46.23	10	46.68	9	-46.80	11	~
.. women without children (iv)	55.47	10	57.17	9	58.48	8	-32.18	10	~
... E08 (v)	-7.48	-7.97	-4.18	~	~				
... low educated women (vi) (%)	:	29.21	29.24	14	-36.67	13	-30.76		
... medium educated women (vi)	:	52.79	54.58	11	-20.41	11	-5.42		
... high educated women (vi)	:	74.89	76.38	11	-12.87	11	16.38		
Atypical work... (%)	1998	1999	2000	G.Gap 2000					
. female part-time workers (vii)	14.36	2	15.71	3	17.28	5	13.61	4	
. female involuntary part-time as share of total part-time employment (viii)	33.10	13	33.10	13	31.50	13	-14.80	3	
. female temporary employees (vii)	10.22	5	11.87	6	12.19	7	3.42	8	
2. Unemployment (%)	1997	1998	1999	2000					
Unemployment rate	16.3	14	16.3	13	15.6	13	14.4	13	
... gender gap	7.3	13	7.2	13	6.9	13	6.4	13	
LTU rate (>12 months) (ix)	67.48%	15	58.90%	13	62.82%	15	62.50%	14	
... gender gap (p.p.)	-3.63	7	-2.64	9	0.75	12	-1.25	10	

Composition of the Female W.Age Population, Italy 2000



	1999	2000
Absolute Gap towards the Lisbon Target (000's) (vii)	4219.8	4018.6

3. Pay and Income (x)			1995	
Gender pay gap -				
.. female - male	-23%	6		
..female full time - male full time	-23%	8		
..female part time - male full time	-24%	1		
Receiving <50% of median income?*	49%	10		

4. Care and Family **						
Paid maternity & parental leave		medium				
Financial benefits		low				
Share of Children . .						
0-3 yrs in publicly financed services		low				
3-6 yrs in publicly financed services		high				
Gap in unpaid child caring hours *	10	9				
5. Gender Segregation	1998	1999	2000			
. Index of segregation by ISCO (xi)	21.44	2	21.51	1	21.68	2
. Index of segregation by NACE (xi)	14.99	2	15.05	1	15.43	2

Source: European Labour Force Survey 1997-2000 (EWERC and DG EMPL calculations) *Plantenga and Hanson (1999); ** Bettio et al. 1998

Notes:

(i) Source:ELFS (Eurostat calculations). Full-Time Equivalent is calculated as the total hours usually worked by those employed in each member state, including in second jobs, divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. No data for Austria 2000. 2000 ranks built considering 1999 value for Austria.

(ii) Source: own calculations; FTE Egge is calculated as the average hours usually worked by those employed in each member state divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. This measure only considers data for the first job.

(iii) Gap refers to 2000 data and reflects the absolute difference towards the Lisbon Target of 60%.

(iv) Women aged 20-49. Calculations based on ELFS household data.Only the reference person in the household and the spouse/cohabiting partner are included. 1998 ranks calculated with 1997 values for Ireland.

(v) Gender Gap in the employment impact of parenthood (ratio between the male and female values of the absolute difference in employment rates without the presence of any children and with the presence of a child aged 0-6.

(vi) women on the 15-59 age group

(vii) working age population (15-64 age bracket)

(viii) 2000 Ranks and Gender Gaps built with 1999 data for Germany, Greece, Ireland, Luxembourg and Netherlands

(ix) Source: Eurostat Harmonized Series on Unemployment; "LTU" = long term unemployed = 12 months or more. Share of female population in unemployment

(x) source: ESES

(xi) IP index

. Ranks depicted in front of values (where applicable)

Italy

Progress has been made in the development of gender equality/gender mainstreaming since 1998, even though the level reached remains low. The 1998 NAP was deficient in all respects; the 1999 NAP showed some improvement but more in presentation of policies than content; the 2000 and 2001 NAPs recorded some advancements both in gender mainstreaming and in gender equality measures. However, some steps forward continue to be more *promises* (i.e. the new legislation has not been implemented yet, future actions are planned) than *concrete outcomes*.

The 2001 NAP shows continuity with previous years. Four gender equality measures were presented in the 1998 NAP: two laws enacted in the early '90s and two draft laws for the implementation of European Directives (on night work and on parental leave). By 2001 the two 1990s laws have been modified and strengthened; the two draft laws enlarged in content and ratified and new measures concerning other issues have been put forward. The measures concerning gender equality have included: strengthening the institutional role of the network of Parity Advisors; developing reconciliation; improving the position of low income mothers and families with children; improving the organisation of personal care and community services; developing an overall strategy and specific actions to close gender gaps in employment and unemployment.

In terms of outcomes, the large increase in female employment is a very important achievement. Female unemployment rates have also decreased, as have the gender gaps in employment and in unemployment. However, these outcomes are largely thanks to the improvement in general labour market conditions, not the implementation of specific actions favouring female employment – the only exception being the provisions on part time work. However, in the Mezzogiorno, female employment increased at a lower rate than in the rest of the country suggesting that labour market policies have been largely ineffective for southern women. Strong specific measures in favour of female employment in the most depressed areas of the country are needed to encourage the integration of southern women in the labour market.

There has also been some progress towards gender mainstreaming. The 2001 NAP acknowledges three critical gender issues: (i) female employment rates continue to be very low; (ii) women suffer more than men from being trapped in atypical jobs and have benefited less than men from the transformation of atypical (unstable) jobs into stable employment; (iii) several policy tools (such as work training-contracts, apprenticeship, hiring with tax credit) reflect the composition of demand for labour and do not therefore contribute to reduce existing gender gaps. It is hence stated that in future new policy tools will be needed to guarantee employment opportunities for women in proportion to their unemployment rate.

Progress in 2001 has been achieved in the following areas: monitoring of labour market policies in general as well as gender monitoring ; the establishment of equal opportunity advisors (in Employment Centres, network of parity advisors, etc.); analysis of the “gender wage gap” and a new “National Plan for EO and female employment” has been prepared by the Ministry of Equal Opportunities); strengthening of the links between strategies for the development of Mezzogiorno and gender mainstreaming; the new regulation on part-time work; the new law on personal care and community services; the decree requiring the modernisation of work organisation (aimed at reconciliation); the planning and implementation of the reform of PES taking into account gender issues.

ENTREPRENEURSHIP PILLAR								
Business start up	Law 215/1992 on female entrepreneurship 'Bersani package' (L. 140/1999, art. 13) provides financial incentives for enterprises having a prevailing female participation (at least 70%) New Regulation for carrying out L. 215/1992 (to streamline procedures) Observatory for the monitoring on female entrepreneurship; information, training and financial support are provided to female potential entrepreneurs.	√	√	√	√	√	√	√
Knowledge society								
Regional and local action	Territorial pacts and area contracts			√				√
Tax reforms for employment and training	Reform of education system Reform of the training system	in in	progress progress				√ √	
ADAPTABILITY PILLAR								
Working time	The law on Parental Leave establishes a total fund (800 billion per year), partly set aside for enterprises adopting a <i>flexible organisation of working time</i> aimed at improving the reconciliation of work and family life (L. 53/2000, Section III). The decree for the implementation and the financing of the provision favouring flexible organisation of working time is enacted (40 billions for 2000-01)	√	√		√		√	√
Flexibility and security	New regulation of <i>Part-Time work</i> introduces some new forms of flexibility for employers and some protection for part-timers (D.Lgs 61/2000 and D.Lgs. 100/2001)	√	√					√
Lifelong learning	(see Pillar 1, above)							
EQUAL OPPORTUNITIES								
Gender mainstreaming	The methodology for the ex-ante, in interim and ex-post evaluation of all projects financed by the Structural Funds is set up by the Ministry of EO (VISPO document). A <i>Flexibility Monitoring Unit</i> is set up in order to monitor the gender impact of flexible work arrangements. Law on <i>Parity Advisors</i> (2000 Finance Act and D.Lgs. 196/2000): the role of PAs is strengthened; they are given the financial resources needed to tackle discrimination cases (also by bringing lawsuits) <i>National Plan for Equal Opportunities in Employment</i> (in order to enable the transition from an experimental strategy to a large-scale approach). The Master Plan on PES establishes that preventive policies are expected to develop 'specific institutional mechanisms for gender mainstreaming'. [2001 NAP, p. 11]	√	√	√	√	√	√	√
Employment and unemployment gaps	New regulation of Part-time work (see Pillar 3). The new norms on PES establish that Employment Services have to offer to all	√			√		√	

	<i>unemployed women</i> , within the first 6 months of unemployment, the opportunity to enter either a job experience or a training/retraining programme [2001 NAP, p. 29].							
Desegregation/positive action	Law on <i>Night Work</i> (L. 25/1999 and D.Lgs. 532/1999): the ban on night shifts for women is removed. Law on <i>Positive Actions</i> (L. 125/1992).		√		√		√	
Pay	A research project on <i>Gender Pay Gap</i> has been promoted by the National Committee on EP (Ministry of Labour)	√		√		√		
Leave arrangements	L. 53/2000 on <i>Parental Leave</i> : it ensures leave periods for both parents during the first eight years of the child's life. Fathers are induced to take up parental allowances: a longer period of leave is granted, provided that is shared on equal basis by both parents.		√		√		√	
Family friendly policies	It is established that mothers and fathers of small children have the <i>right to refuse night shift</i> (in L. 25/1999, on night work, and D.Lgs. 532). General norms for the implementation of the <i>City Clock approach</i> and hours bank by municipalities, to improve the use of time and quality of life, are set by law. [L. 53/2000 (on Parental Leave), Capo VII] <i>Maternity benefits</i> for low income mothers (including inactive mothers), tax benefits for separated or divorced spouses, lower taxation on households with children or on low incomes (L. 144/1999, art. 50). Rebates on social contribution to be paid on persons appointed to either care tasks or socially useful work (2000 Finance Act).		√		√		√	
Care provisions	Law on " <i>Assistenza</i> " (see the 2001 NAP on Social Inclusion): it sets up the general norms on the new welfare system in the area of social services	√			√		√	

Luxembourg

LUXEMBOURG

I. Employment									
Employment rates	1997	1998	1999	2000	Lisbon Gap (iii)				
.Working age women (%)	45.65	11	45.71	12	48.94	12	50.35	12	-9.65
... gender gap	-28.82	12	-28.93	12	-25.37	12	-24.82	12	~~
. Full-time equivalent (FTE Eurostat) (i) (%)	41.30	9	41.20	9	43.50	10	44.60	11	-15.40
... gender gap	-33.70	13	-33.70	14	-31.20	12	-31.30	12	~~
. Full-time equivalent (FTE EGGE) (ii) (%)					40.82	10			
... gender gap					-35.03	11			~~
	1998	1999	2000	G.Gap 2000		Lisbon Gap (iii)			
Employment rate of... (%)									
.women between 20-24	58.33	50.00	50.00	-8.33	-10.00				
.women between 25-29	64.71	75.00	73.33	-14.17	13.33				
.women between 30-39	59.46	62.16	64.86	-32.43	4.86				
.women between 40-49	53.33	60.00	61.29	-35.58	1.29				
.women between 50-59	31.82	34.78	33.33	-38.67	-26.67				
.women between 60-64	10.00	10.00	10.00	-10.00	-50.00				
.. women with children <7 years ** (iv)	48.40	9	49.43	8	56.07	6	-40.82	8	~~
.. women without children (iv)	69.89	7	74.63	6	74.80	7	-21.47	9	~~
... E08 (v)	-5.47	-11.85	-30.32		~~				~~
... low educated women (vi) (%)	:	40.7	46.15	8	-28.85	11	-13.85		
... medium educated women (vi)	:	54.6	52.63	12	-26.40	13	-7.37		
... high educated women (vi)	:	73.1	73.68	13	-14.32	13	13.68		
Atypical work... (%)	1998	1999	2000	G.Gap 2000					
. female part-time workers (vii)	22.22	6	24.64	6	25.35	6	23.52	6	
. female involuntary part-time as share of total part-time employment (viii)	6.90	2	9.90	5	:	5	:	:	
. female temporary employees (vii)	3.39	1	4.76	1	4.55	1	1.48	4	
2. Unemployment (%)	1997	1998	1999	2000					
Unemployment rate	4	1	4	1	3.3	1	3	1	
... gender gap	2	8	2.1	7	1.6	9	1.4	7	
LTU rate (>12 months) (ix)	32.50%	5	27.50%	3	27.27%	5	20.00%	3	
... gender gap (p.p.)	2.50	12	-9.34	5	-13.90	3	-11.25	5	

Composition of the Female W.Age Population, Luxembourg 2000

	1999	2000				
Absolute Gap towards the Lisbon Target (000's) (vii)	19	:				
3. Pay and Income (x)	1995					
Gender pay gap .						
.. female - male	-19%	4				
. female full time - male full time	-16%	2				
. female part time - male full time	-31%	9				
Receiving <50% of median income?*	51%	11				
4. Care and Family **						
Paid maternity & parental leave	medium					
Financial benefits	high					
Share of Children . .						
0-3 yrs in publicly financed services	low					
3-6 yrs in publicly financed services	high					
Gap in unpaid child caring hours *	8	5				
5. Gender Segregation	1998	1999	2000			
. Index of segregation by ISCO (xi)	25.99	6	25.33	4	25.68	5
. Index of segregation by NACE (xi)	18.93	6	18.49	6	17.76	4

Source: European Labour Force Survey 1997-2000 (EWERC and DG EMPL calculations) *Plantenga and Hanson (1999); ** Bettio et al. 1998

Notes:

- (i) Source:ELFS (Eurostat calculations). Full-Time Equivalent is calculated as the total hours usually worked by those employed in each member state, including in second jobs, divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. No data for Austria 2000. 2000 ranks built considering 1999 value for Austria.
- (ii) Source: own calculations; FTE Egge is calculated as the average hours usually worked by those employed in each member state divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. This measure only considers data for the first job.
- (iii) Gap refers to 2000 data and reflects the absolute difference towards the Lisbon Target of 60%.
- (iv) Women aged 20-49. Calculations based on ELFS household data.Only the reference person in the household and the spouse/cohabiting partner are included. 1998 ranks calculated with 1997 values for Ireland.
- (v) Gender Gap in the employment impact of parenthood (ratio between the male and female values of the absolute difference in employment rates without the presence of any children and with the presence of a child aged 0-6.
- (vi) women on the 15-59 age group
- (vii) working age population (15-64 age bracket)
- (viii) 2000 Ranks and Gender Gaps built with 1999 data for Germany, Greece, Ireland, Luxembourg and Netherlands
- (ix) Source: Eurostat Harmonized Series on Unemployment; "LTU" = long term unemployed = 12 months or more. Share of female population in unemployment
- (x) source: ESES
- (xi) IP index

. Ranks depicted in front of values (where applicable)

Luxembourg

There are still significant gender gaps in employment and unemployment, even if the overall unemployment rate is low. Female employment has been growing faster than for men but female resident's employment only grew by 4.3 % compared to 12.7 % for female frontier workers. Barriers such as lack of childcare still keep native women from entering employment. Other problems include continuing gender differences in educational choices, a significant gender wage gap and the growth of part-time work.

Gender equality and gender mainstreaming are constitutive parts of the process of developing and negotiating the NAP. Two processes are critical. Firstly the Ministry of Women's Affairs, created in 1995 is involved in the preparation of the NAPs and in proposing some of the measures. The Ministry has produced an appendix to the 2001 NAP which describes and assesses (when data are available) all gender equality / mainstreaming measures. The Ministry has the right to undertake a gender impact assessment of any policy, measure or draft legislation. There are plans to create gender assessment committees in each ministry to assess any new policy, measure or draft law. Secondly, the NAP is drawn up as an agreement of the Tripartite National Co-ordination Committee and its evaluation is also carried out on a tripartite base. The social partners therefore have to agree with all the gender equality measures included in the NAP. The Committee on Women's Employment, a representative organ of several women organisations, has the brief to monitor implementation of gender issues in the NAP.

The assessment of gender equality / gender mainstreaming measures has generally improved since 1998. Data are more disaggregated by gender and the context within which the measures take place is well analysed (especially for the measures in the fourth pillar). The best improvements can be found in the assessment of the vocational training and childcare measures. Newer measures, like parental leave, are also now assessed in the 2001 NAP. However, the assessment is often limited to the evaluation of participants: more qualitative studies, like the effect of the measures on career paths, are missing.

The measures that promote gender equality and gender mainstreaming are also developing. Concerning the first pillar, in previous years the measures were mainly aimed at providing incentives to firms to recruit women or to allow them to access private firms traineeships. The new 2001 measures are more aimed at removing the barriers that keep women from entering the labour market, by taking more into account the family context. The previous NAPs included measures aimed at providing special training for women, but the 2001 measures are aimed at avoiding the gender segregation in training that steers women toward traditionally female training courses. Nevertheless there are very few developments in the second and third pillars in part because negotiations between social partners on these topics have not been completed.

Since 1998 the fourth pillar had been developed to promote women's participation in the labour market. Measures include increasing childcare provision by 1000 additional places (although progress in meeting the target has been slow), steering young women toward non specifically female educational fields, diversifying training courses for women and positive actions by firms, in collaboration with the Ministry of Women's Affairs. Gender mainstreaming and gender equality is being introduced into firms through different approaches including training courses aimed at providing opportunities to women to access occupations with more responsibilities, actions to increase workers awareness of gender equality at work, etc.

Business start up								
Knowledge society								
Regional and local action	Pilot projects with local structures	√	√		√		√	
Tax reforms for employment and training								
Adaptability pillar								
Working time								
Flexibility and security								
Lifelong learning								
Equal opportunities pillar								
Gender mainstreaming	<ul style="list-style-type: none"> - Information and training on gender mainstreaming for training program promoters. - Report produced by the Ministry of Women's Affairs about the NAP measures related to gender equality/gender mainstreaming. - Research on development of indicators on gender equality. - Gender mainstreaming across educational programs. - Equal opportunity delegates in private and public sectors. - Training on gender mainstreaming for equal opportunity delegates. 	√			√		√	√
		√			√		√	√
		√			√		√	√
		√			√	√	√	√
				√	√		√	√
				√	√		√	√
Employment and unemployment gaps								
Desegregation/ positive action	<ul style="list-style-type: none"> - Positive actions in the private sector. - Programs of experience exchanges about positive actions. - Actions to increase employers and employees awareness of gender equality at work. 	√	√	√	√	√	√	
		√			√		√	
Pay	Program of experiences and good practices exchanges on the gender pay gaps in a transnational framework.	√			√		√	

Leave arrangements	<ul style="list-style-type: none"> - Parental leave - Action lead in firms to increase employers awareness of the parental leave taken by the fathers. - Positive action lead by the Employers Chamber to hire women in leave. 	√		√	√	√	√	
Family friendly policies								
Care provision	<ul style="list-style-type: none"> - State take in charge a 50% of the child care infrastructure costs and deficit sold of the communes. - Creation of childcare places, renting of childcare places by the State, etc. 	√		√	√	√	√	

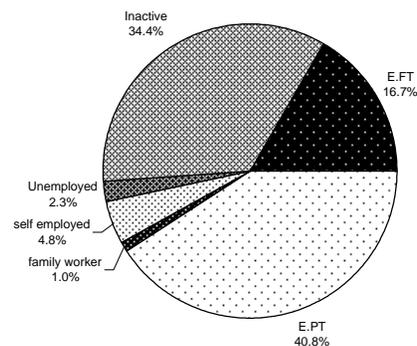
The Netherlands

NETHERLANDS

I. Employment

Employment rates	1997	1998	1999	2000	Lisbon Gap (iii)	
Working age women (%)	56.87	6 58.87	6 61.26	5 63.39	5	3.39
... gender gap	-21.02	10 -20.71	10 -19.09	10 -18.71	10	~
. Full-time equivalent (FTE Eurostat) (i) (%)	36.60	13 38.30	13 40.00	12 40.10	12	-19.90
... gender gap	-35.10	15 -34.80	15 -33.80	15 -34.50	15	~
. Full-time equivalent (FTE EGGE) (ii) (%)			37.66	12		
... gender gap			-36.08	14		~
	1998	1999	2000	G.Gap 2000	Lisbon Gap (iii)	
Employment rate of... (%)						
. women between 20-24	72.44	74.21	75.97	-3.99	15.97	
. women between 25-29	79.07	80.46	79.93	-12.98	19.93	
. women between 30-39	69.13	71.96	74.13	-20.26	14.13	
. women between 40-49	65.32	68.77	70.21	-21.94	10.21	
. women between 50-59	42.66	43.95	48.24	-30.96	-11.76	
. women between 60-64	8.57	10.36	10.96	-15.30	-49.04	
.. women with children <7 years ** (iv)	59.15	4 61.48	4 64.02	4 -30.53	4	~
.. women without children (iv)	78.70	4 81.29	2 81.99	1 -9.20	3	~
... E08 (v)	-3.09	-3.85	-5.36	~	~	
... low educated women (vi) (%)	:	48.28	51.30	5 -27.22	10	-8.70
... medium educated women (vi)	:	73.03	74.86	3 -15.52	7	14.86
... high educated women (vi)	:	85.52	85.16	3 -8.65	9	25.16
Atypical work... (%)	1998	1999	2000	G.Gap 2000		
. female part-time workers (vii)	67.84	15 68.53	15 70.52	15 51.66	15	
. female involuntary part-time as share of total part-time employment (viii)	4.30	1 3.50	1 :	1 -3.20	9	
. female temporary employees (vii)	16.11	12 15.35	11 17.06	12 5.75	14	
2. Unemployment (%)	1997	1998	1999	2000		
Unemployment rate	7	5 5.3	2 4.7	3 3.9	2	
... gender gap	3.1	10 2.2	8 2.4	10 2	10	
LTU rate (>12 months) (ix)	45.71%	8 45.28%	10 36.17%	6 25.64%	6	
... gender gap (p.p.)	-3.00	8 -3.10	8 -11.66	5 -5.94	8	

Composition of the Female W.Age Population, Netherlands 2000



	1999	2000		
Absolute Gap towards the Lisbon Target (000's) (vii)	-91.8	-166.8		
3. Pay and Income (x)	1995			
Gender pay gap .				
.. female - male	-31%	13		
.. female full time - male full time	-29%	14		
.. female part time - male full time	-25%	11		
Receiving <50% of median income?*	42%	8		
4. Care and Family **				
Paid maternity & parental leave	Low			
Financial benefits	Medium			
Share of Children . .				
0-3 yrs in publicly financed services	Low			
3-6 yrs in publicly financed services	High			
Gap in unpaid child caring hours *	13	13		
5. Gender Segregation	1998	1999	2000	
. Index of segregation by ISCO (xi)	25.24	3 24.25	2 24.69	3
. Index of segregation by NACE (xi)	19.12	9 17.53	3 18.79	8

Source: European Labour Force Survey 1997-2000 (EWERC and DG EMPL calculations) *Plantenga and Hanson (1999); ** Bettio et al. 1998

Notes:

- (i) Source:ELFS (Eurostat calculations). Full-Time Equivalent is calculated as the total hours usually worked by those employed in each member state, including in second jobs, divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. No data for Austria 2000. 2000 ranks built considering 1999 value for Austria.
- (ii) Source: own calculations; FTE Egge is calculated as the average hours usually worked by those employed in each member state divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. This measure only considers data for the first job.
- (iii) Gap refers to 2000 data and reflects the absolute difference towards the Lisbon Target of 60%.
- (iv) Women aged 20-49. Calculations based on ELFS household data.Only the reference person in the household and the spouse/cohabiting partner are included. 1998 ranks calculated with 1997 values for Ireland.
- (v) Gender Gap in the employment impact of parenthood (ratio between the male and female values of the absolute difference in employment rates without the presence of any children and with the presence of a child aged 0-6.
- (vi) women on the 15-59 age group
- (vii) working age population (15-64 age bracket)
- (viii) 2000 Ranks and Gender Gaps built with 1999 data for Germany, Greece, Ireland, Luxembourg and Netherlands
- (ix) Source: Eurostat Harmonized Series on Unemployment; "LTU" = long term unemployed = 12 months or more. Share of female population in unemployment
- (x) source: ESES
- (xi) IP index

. Ranks depicted in front of values (where applicable)

The Netherlands

Women's employment has continued to increase strongly, partly under the influence of favourable economic conditions. At the same time the division of paid and unpaid work has hardly changed, except for a group of highly educated women. Among lower educated women and those from ethnic minorities the changes are considerably less. Another point of concern is that Dutch society is rather quickly transforming not in a dual, but into a one-and-a-half-earner society; as such, the growing labour market participation has not yet resulted into a large redistribution of male and female income.

With respect to the development of the NAPs over the period 1998-2001, hardly any progress has been made with regard to the development of gender equality / gender mainstreaming. A high-level steering commission on mainstreaming (installed in spring 2001 and due to report mid 2001) may have some impact but overall little progress has been made. The fourth pillar still remains somewhat isolated with proposed policies not really integrated with the 'more general' agenda of the first three pillars. The fourth pillar is also heavily biased towards women's problems in entering the labour market, the reconciliation of work and family etc. There is no recognition of the fact that this employment policy needs to be integrated into a broader agenda, involving a more articulate development of employment, family and welfare policy. The only mild exception to this general statement seems to be the 1999 NAP which at least tried to link the traditionally separated fields of employment policy and equal opportunities.

The Dutch NAP 2001 provides a rather broad perspective on the current socio-economic issues and policy measures even if it still concentrates on the first employability pillar. However there is some underlining of the importance of targets and quantitative objectives, thereby complying with the emphasis on targets in the 2001 guidelines. Gender mainstreaming is not a focal point in the Dutch NAP 2001. The more explicit summons in the 2001 guidelines to reinforce consultative systems with gender equality bodies and to apply procedures for gender impact assessment remain unanswered. Issues which could have easily integrated within the first 3 pillars, like child care, working hours adjustment act and leave facilities are only mentioned under pillar 4, whereas policy issues with a clear gender dimension (like lifelong learning, increasing the participation of elderly persons etc) are only referred to in general terms.

While it is generally recognized that women face particular problems in gaining access to employment and in reconciling paid and unpaid work, this is seen as a rather particular problem and is not addressed within the broader agenda of the rise of dual earner families, diversification of lifestyles and the ensuing effect on the organization of work and working times. The low profile of gender issues also means that there is little evidence of a systematic evaluating and monitoring of the gender equality impact of specific policy programs.

One of the major problems is that the Dutch NAP has no clear focus on the nature of the gender equality deficit. Differences in working times, occupational level, or economic independence are hardly mentioned let alone monitored and evaluated. The only explicit target is to increase the participation rate of women. This reflects the importance of a rising female employment rate for a high overall employment rate, not a genuine interest in equal opportunities per se. There is a less elaborated strategy towards men and their involvement in unpaid work, despite that fact that a target has been set to increase the share of men in unpaid work to 40% by 2010.

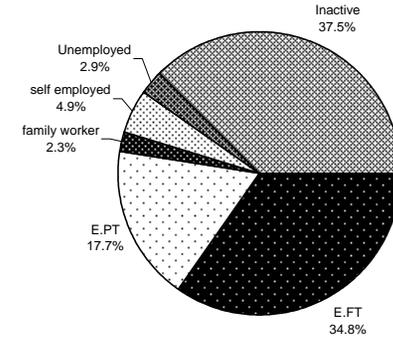
Working time								
Flexibility and security								
Lifelong learning								
Equal opportunities pillar								
Gender mainstreaming								
Employment and unemployment gaps	Lifetime approach	√			√		√	
Desegregation/ positive action	'Glass ceiling'	√			√		√	
Pay								
Leave arrangements	Combining different arrangements; introduction of fiscal deduction for employers offering partly wage-payment during parental leave	√			√		√	
Family friendly policies								
Care provision	Child care			√	√	√	√	

Austria

AUSTRIA

I. Employment									
Employment rates	1997	1998		1999		2000		Lisbon Gap (iii)	
Working age women (%)	58.49	5	58.97	5	59.68	6	59.64	7	-0.36
... gender gap	-17.42	8	-16.90	7	-17.05	8	-16.55	8	~
Full-time equivalent (FTE Eurostat) (i) (%)	51.30	5	51.00	5	51.00	5	:	5	:
... gender gap	-24.60	6	-25.40	7	-25.90	9	:	8	~
Full-time equivalent (FTE EGGE) (ii) (%)					50.18	5			
... gender gap					-25.52	6			~
	1998	1999		2000		G.Gap 2000		Lisbon Gap (iii)	
Employment rate of... (%)									
...women between 20-24	70.54		67.81		65.04		-4.68		5.04
...women between 25-29	76.42		78.07		75.17		-9.47		15.17
...women between 30-39	73.81		73.91		76.88		-15.92		16.88
...women between 40-49	71.32		73.47		73.91		-16.98		13.91
...women between 50-59	40.04		41.41		42.43		-29.20		-17.57
...women between 60-64	7.78		8.84		7.84		-9.00		-52.16
... women with children <7 years ** (iv)	66.77	2	67.31	3	68.28	3	-26.54	3	~
... women without children (iv)	79.17	2	80.85	3	79.88	3	-9.66	5	~
... E08 (v)	-3.17		-2.77		-2.19		~		~
				(o.c)					
... low educated women (vi) (%)	:		46.8	46.89	47.24	7	-13.27	4	-12.76
... medium educated women (vi)	:		70.1	69.72	69.41	6	-15.65	8	9.41
... high educated women (vi)	:		85.7	84.05	84.35	5	-8.45	8	24.35
Atypical work... (%)	1998	1999		2000		G.Gap 2000			
... female part-time workers (vii)	29.99	8	32.31	9	32.88	9	28.91	11	
... female involuntary part-time as share of total part-time employment (viii)	13.80	5	9.40	4	9.20	4	-10.80	5	
... female temporary employees (vii)	7.70	2	7.85	4	8.41	4	0.80	2	
2. Unemployment (%)	1997	1998		1999		2000			
Unemployment rate	5.4	2	5.4	3	4.7	2	4.4	4	
... gender gap	1.7	7	1.6	6	1.3	6	1.2	6	
LTU rate (>12 months) (ix)	27.78%	3	33.33%	5	36.17%	6	29.55%	7	
... gender gap (p.p.)	-10.06	4	-6.14	7	-2.07	8	-14.20	4	

Composition of the Female W.Age Population, Austria 2000



Absolute Gap towards the Lisbon Target (000's) (vii)	1999	2000				
	14.8	25.2				
3. Pay and Income (x)	1995					
Gender pay gap . .						
... female - male	-28%	11				
... female full time - male full time	-26%	12				
... female part time - male full time	-33%	10				
Receiving <50% of median income?*	39%	4				
4. Care and Family **						
Paid maternity & parental leave	high					
Financial benefits	high					
Share of Children . .						
0-3 yrs in publicly financed services	low					
3-6 yrs in publicly financed services	high					
Gap in unpaid child caring hours *	11	12				
5. Gender Segregation	1998	1999	2000			
... Index of segregation by ISCO (xi)	27.49	10	27.63	10	27.26	12
... Index of segregation by NACE (xi)	19.90	12	20.13	10	20.15	11

Source: European Labour Force Survey 1997-2000 (EWERC and DG EMPL calculations) *Plantenga and Hanson (1999); ** Bettio et al. 1998

Notes:

(i) Source:ELFS (Eurostat calculations). Full-Time Equivalent is calculated as the total hours usually worked by those employed in each member state, including in second jobs, divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. No data for Austria 2000. 2000 ranks built considering 1999 value for Austria.

(ii) Source: own calculations; FTE Egge is calculated as the average hours usually worked by those employed in each member state divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. This measure only considers data for the first job.

(iii) Gap refers to 2000 data and reflects the absolute difference towards the Lisbon Target of 60%.

(iv) Women aged 20-49. Calculations based on ELFS household data.Only the reference person in the household and the spouse/cohabiting partner are included. 1998 ranks calculated with 1997 values for Ireland.

(v) Gender Gap in the employment impact of parenthood (ratio between the male and female values of the absolute difference in employment rates without the presence of any children and with the presence of a child aged 0-6.

(vi) women on the 15-59 age group

(vii) working age population (15-64 age bracket)

(viii) 2000 Ranks and Gender Gaps built with 1999 data for Germany, Greece, Ireland, Luxembourg and Netherlands

(ix) Source: Eurostat Harmonized Series on Unemployment; "LTU" = long term unemployed = 12 months or more. Share of female population in unemployment

(x) source: ESES

(xi) IP index

... Ranks depicted in front of values (where applicable)

Austria

Austrian women have benefited over recent years from both rising employment and declining unemployment. However, the same period has seen an increase of gender inequalities on the labour market with regard to both contract segregation and the pay gap. Nevertheless the NAP 2001 neither contains measures to raise job quality nor to reduce the gender pay gap. The increase of female employment is no longer an overall objective.

Assessment of the NAPs is made more complex by the significant changes in the structure and organisation of the reports and by the failure to refer back to earlier reports and their measures. The NAP2001 represents a somewhat indiscriminate assembly of those national policies and measures which relate to the issues of the employment guidelines but which, taken as a whole, does not respond adequately to the employment guidelines or indeed the Council's Recommendation. This inadequacy applies both to the issues it deals with and to the small number of measures and guidelines it contains. The horizontal objectives appear only in the introductory chapters of NAP 2001 and are hardly evident in the individual guidelines. Two points are particularly remarkable in this context: firstly, with regard to the Lisbon targets, the NAP 2001 only states that Austria already more or less reached these targets in 1999. Secondly, contrary to Austrian tradition, the social partners are increasingly confined to their role as partners in collective agreement negotiations.

The gender mainstreaming approach and the setting of gender-specific targets, which were most extensively developed in NAP 1999, have been – with few exceptions – abandoned in NAP 2001. Even within the gender-mainstreaming guideline itself, the current NAP only proposes women-specific measures. Gender-specific statistics, targets and indicators are only found in connection with active labour market policy and qualifying measures implemented either by Austria's Public Employment Service (*AMS*) or with the ESF framework. It is also in this context that the paradoxical development of "institutional mechanisms for gender mainstreaming" has to be seen. Here the break up of the Ministry of Women's Affairs and the weakening of the inter-departmental working group on gender mainstreaming are offset by the establishment of a "Gender-Mainstreaming coordinating unit within the ESF framework (Objective 3)". The change in government of February 2000 also brought about a cessation to the system of comprehensive evaluation of the 1998/9 NAPs– with gender mainstreaming and equal opportunities as one of the ten evaluation points; only in April 2001 was there a new invitation to tender for a similar evaluation project.

In the equal opportunities pillar we find a great number of the measures and policies to facilitate reconciliation of work and family life have either been discontinued or are no longer mentioned. Thus there are no plans to extend childcare facilities despite a considerable shortage of childcare places and against the employment guideline recommendations. Instead a "childcare benefit" is to be introduced which encourages women to take extended career breaks, thereby aggravating gender gaps. Measures to reduce gender segregation as well as employment and unemployment gaps have also seen significant cuts in NAP 2001; the report only lists occasional women-specific programmes and projects, without giving any details.

Austria

	Title of measures (discontinued in brackets)	Date of measure			Reason for relevance to gender equality			
		New for 2001	2000 measure now implemented	Earlier measure now yielding results	Gender impact taken into account in design	Gender monitoring/ targets	Aims to close gender gap	Should assist gender mainstreaming
Employability pillar								
Measures for the unemployed	New Start for the long-term unemployed – at least in the form of a specific <i>AMS</i> supervision plan			√		√		
	“Safety net” for young people			√	√			
	Increase of the number of unemployed persons participating in active labour market policy measures (with gender-specific targets)			√		√		
Measures for inactive/returners								
Tax and benefit policies								
Active ageing	Declaration: “The <i>AMS</i> aims to gradually reduce existing gender-specific disadvantages for older female workers as opposed to older male workers”	√					√	
Lifelong learning	Doubling the number of ICT apprentices	√			√		√	
	ICT education programmes for women within the EQUAL programme	√					√	
	Education programmes for girls and women and technology			√			√	
	Women’s IT Summer School 2002	√					√	
Job matching/ bottlenecks	TEKnowa – training institute for women (<i>AMS</i>)			√			√	
	<i>Brain Card</i> campaign – hands-on training in the IT sector (<i>AMS</i>)			√	√	√		

	Elektra – vocational training for girls in the electricity, metal-working and environmental fields (<i>AMS</i>)	√					√	
	Two innovative projects for women in the areas of EDP, clerical work, sales and IT in Vorarlberg (<i>AMS</i>)	√					√	
	High-quality IT training for unemployed girls and girls seeking apprenticeships in Vienna (<i>AMS</i>)	√					√	
	<i>Federation of Austrian Industry</i> initiative for girls and women in technology, in cooperation with <i>AMS</i> and the Federal Ministry for Education, Science and Culture	√					√	
Discrimination/ social exclusion	(Appreciation of the issue of discrimination against disabled women)				√			
	(Special emphasis on the integration of disabled women when setting new measures)				√			
Entrepreneurship pillar								
Business start up	UNIUN 2001 – business start-up qualification for university graduates and students: 50% quota for women	√			√	√	√	
	(Promotion of business start-ups by women)						√	
Knowledge society								
Regional and local action	Integration of gender-mainstreaming experts in TEP bodies			√				√
Tax reforms for employment and training								
Adaptability pillar								
Working time	Abolishment of ban on women's night work			√			√	
Flexibility and security								
Lifelong learning	(Facilitation of access to adult education programmes for disadvantaged persons and in underprovided areas)				√		√	
	(Skills training measures for women within adult education programmes - especially technology training)						√	

Equal opportunities pillar								
Gender mainstreaming	Adoption of a gender-mainstreaming approach by the <i>AMS</i> in planning and implementing labour market policy measures			√	√	√		
	<i>AMS</i> -Data-Warehouse			√		√		√
	Extension of gender mainstreaming approach by the <i>AMS</i> to all relevant norms, directives for drawing up guidelines and working programmes, catalogue of services offered, etc.	√				√		√
	<i>AMS</i> target directive: 50% quota for women on expenditure on active labour-market policy measures			√		√	√	
	Establishment of a gender-mainstreaming co-ordination office within ESF (objective 3)			√				√
	Appointment of GM officers in all Federal Ministries			√				√
	Mentoring Programme at the University of Vienna for the promotion of female researchers/academics	√					√	
	Staff development programme at the University of Graz	√					√	
	(Creation of suitable instruments and methods for gender-related data-collection systems and procedures for the federal computing centre, social insurance carriers and the public work accident insurance)					√		√
Employment and unemployment gaps	Promotion of qualification of workers by the ESF: 50% quota for women			√		√	√	

	<i>Federation of Austrian Industry</i> campaign to increase female employment	√					√	
	Specific services, information and counselling for women returners also during maternity leave			√	√		√	
	(Offer special education and training programmes for women on educational leave - especially when this follows on maternity leave)						√	
	(Part-time work and part-time parental leave benefits: improve the legal framework)						√	
	(Measures for lone parents)						√	

Desegregation/ positive action	Austrian women and technology project (Österreichisches Frauentechologieprojekt)	√					√	
	Further develop and ensure continued employment of women following completed apprenticeships, especially in non-traditional segments	√					√	
	AMS labour-market policy programme for women	√					√	
	Projects aiming to boost the share of women in technical schools and institutions	√					√	
	(Guidelines issued by the Federal Minister for Women's Affairs for considering a company's promotion measures for women when commissioning public works and projects)						√	
	(Foster in-house gender equality programmes)						√	

	(Expand counselling centres for young women and projects advocating non-traditional, proactive occupations)						√	
	(Subsidise employers who take specific measures suited to promote equal treatment)						√	
	(Step up targeted apprenticeship subsidy programmes to reduce gender-specific segregation)					√	√	
Pay	Research project “Non-discriminatory work evaluation and work organisation”		√		√		√	
	Establishment of two regional offices of the ombud for equal employment opportunities		√				√	
	(Launch information campaign on the issue of pay gaps between women and men)						√	
	(Offer counselling to employers to promote in-house skills training of women and gender equality within companies)						√	
Leave arrangements	Replacement of parental leave benefit by a childcare benefit	√			√			

Family friendly policies	Continuation of “Family Life & Work Audit” project			√			√	
	Continuation of awards for best-practice models under a national competition for the 'family-friendliest firm'			√			√	

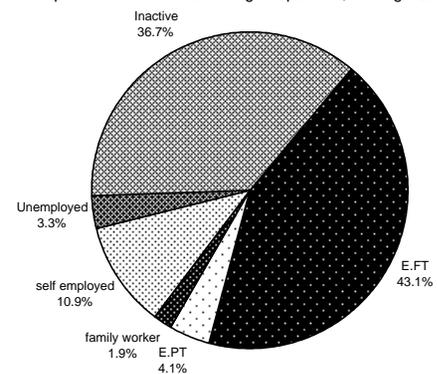
	(Encourage a corporate philosophy and culture in which childcare and paternity leave form an integral part)						√	
	(Managing E-Quality: train executives for gender equality oriented management - especially with regard to reconciling work and family life)						√	
Care provision	(Expansion of childcare facilities, especially for small children)						√	
	(Tailored childcare options to the special needs of jobless and/or job-seeking women)				√		√	

Portugal

PORTUGAL

1. Employment									
Employment rates	1997	1998	1999	2000	Lisbon Gap (iii)				
Working age women (%)	55.52	7	58.31	7	59.57	7	60.36	6	0.36
... gender gap	-16.43	6	-17.42	8	-16.08	7	-15.84	7	~
Full-time equivalent (FTE Eurostat) (i) (%)	53.10	4	54.50	4	56.10	4	57.10	4	-2.90
... gender gap	-19.70	4	-21.30	5	-19.70	4	-19.50	4	~
Full-time equivalent (FTE EGGE) (ii) (%)					53.50	4			~
... gender gap					-22.44	4			~
	1998	1999	2000	G.Gap 2000	Lisbon Gap (iii)				
Employment rate of... (%)									
women between 20-24	57.35	54.63	52.40	-14.26	-7.60				
women between 25-29	74.61	74.94	78.11	-11.03	18.11				
women between 30-39	75.14	76.02	78.08	-13.59	18.08				
women between 40-49	70.91	72.40	73.24	-18.34	13.24				
women between 50-59	51.03	53.74	53.87	-24.66	-6.13				
women between 60-64	32.53	35.52	37.41	-16.46	-22.59				
... women with children <7 years ** (iv)	72.64	1	72.46	1	75.03	1	-20.79	1	~
... women without children (iv)	75.06	5	75.31	5	76.17	5	-15.30	8	~
... E08 (v)	-0.74	-1.15		-0.26	~	~	~	~	~
... low educated women (vi) (%)	:	60.9	(o.c.) 60.88	61.29	1	-17.53	7	1.29	
... medium educated women (vi)	:	59.2	59.10	58.92	9	-10.98	4	-1.08	
... high educated women (vi)	:	89.4	89.21	90.18	1	-3.57	2	30.18	
Atypical work... (%)	1998	1999	2000	G.Gap 2000					
female part-time workers (vii)	14.85	3	14.24	2	13.73	2	10.24	3	
female involuntary part-time as share of total part-time employment (viii)	25.20	9	25.30	11	26.70	12	10.10	14	
female temporary employees (vii)	18.56	13	20.40	13	22.69	14	4.27	11	
2. Unemployment (%)	1997	1998	1999	2000					
Unemployment rate	7.7	6	6.4	5	5.2	4	5.2	6	
... gender gap	1.6	6	2.3	9	1.3	7	1.8	9	
LTU rate (>12 months) (ix)	53.25%	11	40.63%	7	42.31%	10	36.54%	8	
... gender gap (p.p.)	4.07	13	1.60	11	1.28	13	-4.64	9	

Composition of the Female W.Age Population, Portugal 2000



	1999	2000				
Absolute Gap towards the Lisbon Target (000's) (vii)	19.4	-12.4				
3. Pay and Income (x)	1995					
Gender pay gap . . .						
... female - male	-28%	12				
... female full time - male full time	-29%	13				
... female part time - male full time	-29%	6				
Receiving <50% of median income?*	42%	7				
4. Care and Family **						
Paid maternity & parental leave	low					
Financial benefits	low					
Share of Children . . .						
0-3 yrs in publicly financed services	low					
3-6 yrs in publicly financed services	medium					
Gap in unpaid child caring hours *	5	2				
5. Gender Segregation	1998	1999	2000			
Index of segregation by ISCO (xi)	25.88	5	26.37	6	26.40	6
Index of segregation by NACE (xi)	20.18	13	21.58	13	21.61	13

Source: European Labour Force Survey 1997-2000 (EWERC and DG EMPL calculations) *Plantenga and Hanson (1999); ** Bettio et al. 1998

Notes:

(i) Source:ELFS (Eurostat calculations). Full-Time Equivalent is calculated as the total hours usually worked by those employed in each member state, including in second jobs, divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. No data for Austria 2000. 2000 ranks built considering 1999 value for Austria.

(ii) Source: own calculations; FTE Egge is calculated as the average hours usually worked by those employed in each member state divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. This measure only considers data for the first job.

(iii) Gap refers to 2000 data and reflects the absolute difference towards the Lisbon Target of 60%.

(iv) Women aged 20-49. Calculations based on ELFS household data.Only the reference person in the household and the spouse/cohabiting partner are included. 1998 ranks calculated with 1997 values for Ireland.

(v) Gender Gap in the employment impact of parenthood (ratio between the male and female values of the absolute difference in employment rates without the presence of any children and with the presence of a child aged 0-6.

(vi) women on the 15-59 age group

(vii) working age population (15-64 age bracket)

(viii) 2000 Ranks and Gender Gaps built with 1999 data for Germany, Greece, Ireland, Luxembourg and Netherlands

(ix) Source: Eurostat Harmonized Series on Unemployment; "LTU" = long term unemployed = 12 months or more. Share of female population in unemployment

(x) source: ESES

(xi) IP index

.Ranks depicted in front of values (where applicable)

Portugal

The main progresses in the 2001 NAP as compared to the 2000 NAP can be summarised as follows:

- In the 2001 NAP there is a more visible attempt to make explicit the gender dimension of a number of relevant measures included in the three first guidelines. There is an obvious effort to make explicit the gendered dimension of certain characteristics of the Portuguese labour market and of the expected gender differentiated effects of certain of the measures that are being promoted. So, the horizontal dimension of gender in the labour market is much more visible in this year's NAP;
- There is also a clear concern to recognise explicitly that equality is the main purpose of actions under this gender perspective. The NAP clearly states (and this reasoning appears under several topics) that "discrimination against women in the labour market is a corollary of the discrimination against men in family life" and that, being so "it is important to combat these two types of discrimination resulting from the stereotypes of social roles no longer adjusted to the degree of development and democratic demands of our society";
- There is a much higher concern with the settlement of quantitative targets and of the period of time to achieve them as is evident in the listing of targets in the 2001 Plan.

In accordance with this decision to see the issue of reconciliation of work and family life as the most central for the promotion of equal opportunities in employment policy, the main efforts are concentrated on four issues

The first is the development of care policies and the recognition of the need to improve the availability of adequate structures in this field

The second is the full recognition of the importance of social rights and of the duties of non-dependant members of families towards dependant members. This is particularly true with respect to the full recognition of the rights and the duties of both mothers and fathers to care for children. The argument lying behind this is that legislation and social practices have been already succeeded in generating a rather massive participation of women in the labour market. Still, as significant gender gaps remain, these must essentially have to do with the different roles that men and women play in the private sphere. Changes in this sphere are rarely achieved through direct legislation but rather through indirect action. The more direct mechanisms involving legislation include the necessary improvements in men's involvement in care. The provision of incentives or even perhaps to make compulsory the exercise of the right and duty to care is necessary as it is the involvement only of women's in care that is one of the causes for employers' discrimination against women.

Third, the provision of training in the area of equal opportunities is also a field with obvious indirect effects on attitudes. Another of the central elements in the Portuguese policy is to make explicit links between measures implemented under pillars 1 and 4;

A fourth central element is to promote the spread of information amongst the economic actors. Particularly interesting are the initiatives to send information on a regular basis to enterprises, public services and the unions relating to "good practices of reconciliation of work and family life" and on "legal dispositions regarding maternity and paternity leaves".

Portugal

	Title of measures (discontinued in brackets)	Date of measure			Reason for relevance to gender equality			
		New for 2001	2000 measure now implement ed	Earlier measure now yielding results	Gender impact taken into account in design	Gender monitoring/ targets	Aims to close gender gap	Should assist gender mainstream ing
Employability pillar								
Measures for unemployed	Reducing by 25% by 2003 the gap between the unemployment rate of men and women and by at least the same percentage for youth (g.17)	√				√	√	√
Measures for inactive/returners	Raising to 40%the share of students in technological, professional and specialisation courses (...) by making them aware of the areas helping to reduce the labour market segmentation (g. 4)	√ (quantified target)		√	√	√		
Measures for youngsters	Quantified target of ensuring 16,500 traineeships for youths in the light of the gender equality objective (g. 1)	√ (reference to gender)	√		√	√		√
Tax and benefit policies								
Active ageing	Maintaining above 50% the employment rate of the 55-64 year olds	√ (quantified target)						√

Lifelong learning	<ul style="list-style-type: none"> Increasing employed population's training so that trainees may attain, in 5 year's time, 10% of the total employed manpower, with a gender balance (g. 4); Covering at least 26,000 apprentices in training actions (...) encouraging the participation of the under-represented sex (g.4); Including contents in the area of information and communication technologies in 50% of continual vocational training areas (...) promoting a balanced participation of men and women (g.5) 	√ (quantified target)		√	√	√	√	√
Job matching/ bottlenecks		√ (quantified target)		√	√	√	√	√
Discrimination/ social exclusion		√ (quantified target)	√		√	√	√	√
Entrepreneurship pillar								
Business start up	Supporting the creation of 12,000 through active measures of start-up type taking into consideration the balance regarding the issues of gender (g. 9)	√			√	√	√	√
Knowledge society								
Regional and local action								
Social Employment Market	Covering 30,000 persons/year in areas in the scope of social employment Market	√ (quantified target)		√				√

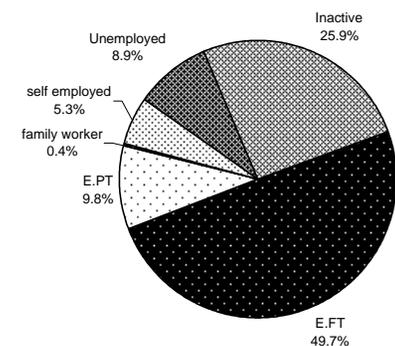
Tax reforms for employment and training	<ul style="list-style-type: none"> • Gradual reduction of Tax on Collective Income until it reaches 25% in 2005. • Special treatment I fiscal matters for employers' expenses incurred in issuing funds for social vouchers aiming at supporting day nursery or kindergarten attendance by employees' children aged less than 7 (g.12) 	√ (quantified target)						√
		√			√		√	√
Adaptability pillar								
Working time								
Flexibility and security	Review of legal dispositions on fixed term contracts aiming at improving work quality	√						√
Lifelong learning								
Equal opportunities pillar								
Gender mainstreaming	System of data collection, monitoring and verification of the equal opportunities policy in the perspective of its transversal developments in the NAP (g.16);		√		√	√	√	√
Employment and unemployment gaps	Reducing, by 2003, the differences between employment rates for women and for men and by at least the same percentage for youth (g.17)	√ (quantified target)			√	√	√	√
Desegregation/ positive action	New instruments and actions on training aiming at awareness raising (g.17)		√	√	√	√	√	√
Pay	Training social negotiators in areas related to equal opportunities			√	√	√	√	√
Leave arrangements	Recognition of the indispensability of the right to paternity leave and to the father's legal protection on the exercise of this leave, equal to that of working mother (g.18)	√			√	√	√	√

Family friendly policies	<ul style="list-style-type: none"> • Creches 2000, a financial aid measure for the expansion of the network day nurseries (g. 18); • Financial support to baby sitting and look after dependants of persons attending training actions (g.18) 	√	√	√	√	√	√	
Care provision	<ul style="list-style-type: none"> • Ensuring, by 2006, pre-school education attendance to all 5 year olds and to 75% of 3-4 year olds, by building and equipping another 1,800 classrooms during that period (g. 4 and 18); • Guaranteeing actually receiving 100,000 children aged up to 3 in day nurseries (g.18) 	√ (quantified target)	√	√	√	√	√	√
		√ (quantified target)	√		√	√	√	√

Finland

FINLAND

I. Employment						
Employment rates	1997	1998	1999	2000	Lisbon Gap (iii)	
. Working age women (%)	59.18	4 60.47	4 64.64	3 65.19	3	5.19
... gender gap	-5.31	2 -5.75	2 -5.54	2 -5.90	2	~
. Full-time equivalent (FTE Eurostat) (i) (%)	55.50	3 56.40	2 60.20	2 60.50	2	0.50
... gender gap	-8.00	1 -8.40	1 -8.20	1 -8.80	1	~
. Full-time equivalent (FTE EGGE) (ii) (%)			56.26	3		~
... gender gap			-12.66	2		~
	1998	1999	2000	G.Gap 2000	Lisbon Gap (iii)	
Employment rate of... (%)						
. women between 20-24	42.31	58.06	58.64	-8.45	-1.36	
. women between 25-29	66.45	65.52	66.44	-15.84	6.44	
. women between 30-39	71.74	76.61	75.48	-12.96	15.48	
. women between 40-49	82.59	81.91	82.77	-1.35	22.77	
. women between 50-59	64.46	70.03	71.82	0.64	11.82	
. women between 60-64	14.73	20.29	20.29	-5.49	-39.71	
.. women with children <7 years ** (iv)	:	:	:	:	:	~
.. women without children (iv)	:	:	:	:	:	~
... E08 (v)	:	:	:	:	:	~
... low educated women (vi) (%)	:	51.11	50.70	6 -7.25	2	-9.30
... medium educated women (vi)	:	69.97	70.97	5 -7.98	3	10.97
... high educated women (vi)	:	84.21	83.71	8 -7.11	4	23.71
Atypical work... (%)	1998	1999	2000	G.Gap 2000		
. female part-time workers (vii)	16.73	4 16.83	4 16.76	3 9.36	2	
. female involuntary part-time as share of total part-time employment (viii)	35.30	14 40.70	14 37.40	14 7.90	13	
. female temporary employees (vii)	21.94	14 21.18	14 20.90	13 6.48	15	
2. Unemployment (%)	1997	1998	1999	2000		
Unemployment rate	13	11 12	11 10.7	11 10.6	11	
... gender gap	0.7	4 1.1	4 0.9	4 1.5	8	
LTU rate (>12 months) (ix)	29.23%	4 29.17%	4 25.23%	4 25.47%	5	
... gender gap (p.p.)	-4.92	5 -9.37	4 -6.40	7 -6.40	7	

Composition of the Female W.Age Population, Finland 2000


	1999	2000		
Absolute Gap towards the Lisbon Target (000's) (vii)	-38.4	-67.4		
3. Pay and Income (x)	1995			
Gender pay gap . .				
.. female - male	-19%	3		
. female full time - male full time	-18%	5		
. female part time - male full time	-26%	3		
Receiving <50% of median income?*				
4. Care and Family **				
Paid maternity & parental leave	low			
Financial benefits	high			
Share of Children . .				
0-3 yrs in publicly financed services	medium			
3-6 yrs in publicly financed services	high			
Gap in unpaid child caring hours *				
5. Gender Segregation	1998	1999	2000	
. Index of segregation by ISCO (xi)	31.06	14 28.86	12 30.02	15
. Index of segregation by NACE (xi)	21.86	15 21.41	12 22.58	15

Source: European Labour Force Survey 1997-2000 (EWERC and DG EMPL calculations) *Plantenga and Hanson (1999); ** Bettio et al. 1998

Notes:

- (i) Source:ELFS (Eurostat calculations). Full-Time Equivalent is calculated as the total hours usually worked by those employed in each member state, including in second jobs, divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. No data for Austria 2000. 2000 ranks built considering 1999 value for Austria.
- (ii) Source: own calculations; FTE Egge is calculated as the average hours usually worked by those employed in each member state divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. This measure only considers data for the first job.
- (iii) Gap refers to 2000 data and reflects the absolute difference towards the Lisbon Target of 60%.
- (iv) Women aged 20-49. Calculations based on ELFS household data.Only the reference person in the household and the spouse/cohabiting partner are included. 1998 ranks calculated with 1997 values for Ireland.
- (v) Gender Gap in the employment impact of parenthood (ratio between the male and female values of the absolute difference in employment rates without the presence of any children and with the presence of a child aged 0-6.
- (vi) women on the 15-59 age group
- (vii) working age population (15-64 age bracket)
- (viii) 2000 Ranks and Gender Gaps built with 1999 data for Germany, Greece, Ireland, Luxembourg and Netherlands
- (ix) Source: Eurostat Harmonized Series on Unemployment; "LTU" = long term unemployed = 12 months or more. Share of female population in unemployment
- (x) source: ESES
- (xi) IP index

. Ranks depicted in front of values (where applicable)

Finland

Women's position in Finland is quite good compared to other European countries. The employment gap is small although unemployment among women is quite high by European standards and the share of temporary employment is almost the worst in the EU. The female employment rate is clearly above the Lisbon target for women. On a full-time equivalent basis Finland is also very close to meeting the 60% target.

Gender equality in working life is quite sustainable in Finland. It has a solid footing because of equality in education, good day care facilities and the long traditions of female employment and equal commitment to work, measured by working hours. Women have also improved their position in working life and are acting more and more in middle management positions. On the other hand, there are still big problems in equality matters. In the 1990s women's position in the labour market deteriorated with the female unemployment rate higher than men's since 1996. Employment opportunities have not increased in the public sector, especially in the municipal health care. Women have been forced to accept worse terms of employment, like fixed-term contracts. Increasing job insecurity has caused falls in the birth rate.

One of the biggest equality deficits in Finland is the gender pay gap. This persists even though women work long hours and their educational level and work experience is equal to or better than men's. Effort to close the gap have not succeeded and new trends in pay systems, like performance-based rewards or local agreements, have acted against these endeavours. Gender segregation in occupations and industries is among the highest in Finland, too, a clear consequence of the well-developed welfare services. Strong horizontal occupational segregation is, in principle, something that should be avoided but gender segregation should not be considered the reason for the gender pay gap as this could be overcome by job evaluation and equal pay processes.

Improvements to statistics have been made since 1998. An equality barometer was introduced. In 1999, a conscious effort was made to develop new indicators for gender equality. In 2000, a research project was launched, that should provide a systematic framework for monitoring gender pay differentials at regular intervals. The 2001 NAP includes more concrete measures than the 2000 NAP. This is mostly welcome but some discussions of the problems in principle have been lost. There is now more text about equal opportunities and pillar IV is more comprehensive. Mainstreaming is also a little more evident in the other three pillars, mostly because the 2000 NAP was quite deficient in this respect.

Two concerns are prominent in the employability Pillar: to raise incentives to take low-paid work through cutting taxes and lowering unemployment security; to overcome employment bottlenecks and labour shortage. However, these worries have been presented in an extremely gender neutral way. The Council recommendations emphasise tax reduction but these tax reductions also involve some contradictions as women's employment is very dependent on the public financing of welfare services. The measures related to lifelong learning, the information society and active ageing are gender-blind, superficial, too detailed and without any concern for the local situation.

The NAPs have been largely concentrating on reducing segregation following Council recommendations. However this question of desegregation may be becoming too dominant. Measures are also needed to improve public sector employment, reduce the gender wage gap and focus on the quality of jobs in job creation policies.

Finland

	Title of measures (discontinued in brackets)	Date of measure			Reason for relevance to gender equality			
		New for 2001	2000 measure now implement ed	Earlier measure now yielding results	Gender impact taken into account in design	Gender monitoring/ targets	Aims to close gender gap	Should assist gender mainstream ing
Employability pillar								
Measures for unemployed	- Prevention of long-term unemployment: to offer unemployed young people a new start before 6 months of unemployment, and people over 25 before 12 months - public employment policy: increase the activity of job-seekers, improve skills			✓ ✓				
Measures for inactive/returners	None							
Tax and benefit policies	Taxation of earned income will be reduced in 2001 by over FIM 6.7 billion (0.8% of GDP)		✓					
Active ageing	- National Programme for Ageing Workers: improving the skills and knowledge, ageing people in employment and as job-seekers			✓				
Lifelong learning	- Several measures: lifelong learning and information society, action programmes - Economic Development Centres: forecasts of skill demands - Immigrants		✓ ✓ ✓					✓ ✓ ✓

Job matching/ bottlenecks	- Jobs in the IT sector - Study of labour shortage resulting from the retirement of the baby-boom generation	✓	✓					✓
Discrimination/ social exclusion	- Active labour policy for disabled and immigrants		✓					✓
Entrepreneurship pillar								
Business start up	- Loan programmes with lower interest rate for women entrepreneurs and small loans		✓		✓			
Knowledge society								
Regional and local action								
Tax reforms for employment and training	- Social security contribution for entrepreneurs on labour-intensive sectors was reduced by 0.40 percentage points - Credit for domestic work has been written into permanent legislation		✓					✓
			✓					✓
Adaptability pillar								
Working time	None							

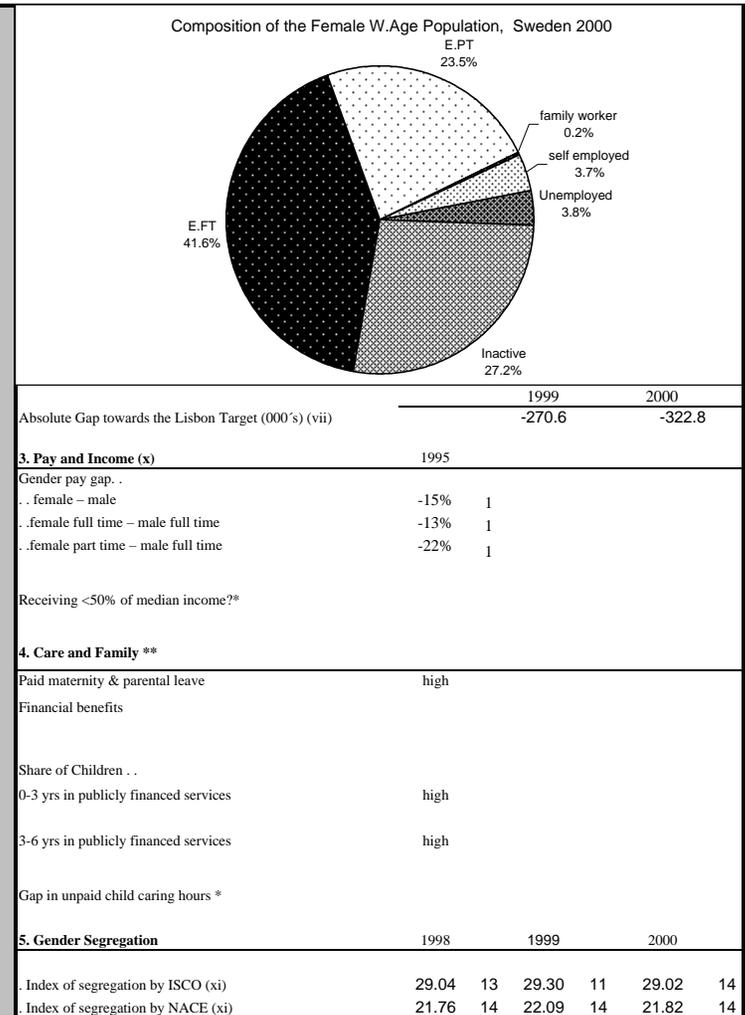
Flexibility and security	The Finnish National Workplace Development Programme will be continued: promotion of forms of work organisation which support learning, improvements in work communities with a view of ageing workers and equality - The new Employment Contracts Act		✓	✓				✓
Lifelong learning			✓					✓
Equal opportunities pillar								
Gender mainstreaming	-The gender impact assessment of the Employment Contracts Act - The Gender Barometer, the 2 nd survey will be published in 2001	✓	✓		✓		✓	
Employment and unemployment gaps	None							
Desegregation/ positive action	- The project called <i>Equality on the labour market</i> has been started: - to encourage boys and girls to choose subjects and courses which are not typical of their gender, - to influence the workplace culture supporting the minority gender, - to develop indicators for monitoring labour policy measures whether they alleviate segregation, -to develop the content and methods of teaching in technical and technological sectors.	✓					✓	

Pay	- A monitoring framework has been created for the systematic monitoring and analysis of gender pay gaps. The project will be completed in spring 2001.			✓			✓	
Leave arrangements	- Data on people's use of care leave will be collected in connection with Statistics Finland's Labour Force Survey. - A study will cover possible ways of redistributing the costs incurred by employers from parental leave.	✓			✓	✓		
Family friendly policies	- Father will be encouraged to use parental leave more than hitherto. The options for taking paternity leave will be made more flexible. A tripartite study of the potential for securing a separate one-month parental leave for fathers, and of whether maternity and parental leave could be taken as part-time leave.			✓		✓		
Care provision	None							

Sweden

SWEDEN

1. Employment							
Employment rates	1997	1998	1999	2000	Lisbon Gap (iii)		
Working age women (%)	66.87	2 66.37	2 68.95	2 69.65	2	9.65	
... gender gap	-2.92	1 -4.48	1 -3.19	1 -2.88	1	~	
. Full-time equivalent (FTE Eurostat) (i) (%)	56.70	2 56.40	3 58.50	3 60.20	3	0.20	
... gender gap	-10.60	2 -12.10	2 -10.80	2 -9.80	2	~	
. Full-time equivalent (FTE EGGE) (ii) (%)			57.33	2			
... gender gap			-11.89	1		~	
	1998	1999	2000	G.Gap 2000	Lisbon Gap (iii)		
Employment rate of... (%)							
.women between 20-24	47.17	50.39	53.15	-4.77	-6.85		
.women between 25-29	65.41	69.76	72.11	-5.60	12.11		
.women between 30-39	76.61	79.58	80.72	-4.46	20.72		
.women between 40-49	82.34	84.28	83.74	-2.38	23.74		
.women between 50-59	78.71	80.10	80.30	-2.05	20.30		
.women between 60-64	43.60	44.65	43.18	-5.67	-16.82		
.. women with children <7 years ** (iv)	:	:	:	:	:	~	
.. women without children (iv)	:	:	:	:	:	~	
... E08 (v)	:	:	:	~		~	
... low educated women (vi) (%)	:	52.05	53.87	3 -7.09	1	-6.13	
... medium educated women (vi)	:	76.88	77.96	2 -3.27	1	17.96	
... high educated women (vi)	:	84.40	84.00	6 -0.23	1	24.00	
Atypical work... (%)	1998	1999	2000	G.Gap 2000			
. female part-time workers (vii)	40.52	13 40.10	13 35.70	11 26.62	10		
. female involuntary part-time as share of total part-time employment (viii)	29.60	12 28.60	12 23.50	11 1.50	11		
. female temporary employees (vii)	15.09	11 16.55	12 16.49	11 4.39	12		
2. Unemployment (%)	1997	1998	1999	2000			
Unemployment rate	9.5	7 8.1	8 7.1	8 5.8	8		
... gender gap	-0.7	2 -0.5	2 -0.1	3 -0.2	2		
LTU rate (>12 months) (ix)	32.63%	6 33.33%	6 22.54%	3 24.14%	4		
... gender gap (p.p.)	-4.62	6 -12.02	3 -14.96	2 -7.53	6		



Source: European Labour Force Survey 1997-2000 (EWERC and DG EMPL calculations) *Plantenga and Hanson (1999); ** Bettio et al. 1998

Notes:

- (i) Source:ELFS (Eurostat calculations). Full-Time Equivalent is calculated as the total hours usually worked by those employed in each member state, including in second jobs, divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. No data for Austria 2000. 2000 ranks built considering 1999 value for Austria.
- (ii) Source: own calculations; FTE Egge is calculated as the average hours usually worked by those employed in each member state divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. This measure only considers data for the first job.
- (iii) Gap refers to 2000 data and reflects the absolute difference towards the Lisbon Target of 60%.
- (iv) Women aged 20-49. Calculations based on ELFS household data.Only the reference person in the household and the spouse/cohabiting partner are included. 1998 ranks calculated with 1997 values for Ireland.
- (v) Gender Gap in the employment impact of parenthood (ratio between the male and female values of the absolute difference in employment rates without the presence of any children and with the presence of a child aged 0-6.
- (vi) women on the 15-59 age group
- (vii) working age population (15-64 age bracket)
- (viii) 2000 Ranks and Gender Gaps built with 1999 data for Germany, Greece, Ireland, Luxembourg and Netherlands
- (ix) Source: Eurostat Harmonized Series on Unemployment; "LTU" = long term unemployed = 12 months or more. Share of female population in unemployment
- (x) source: ESES
- (xi) IP index

.Ranks depicted in front of values (where applicable)

Sweden

Employment and unemployment trends for women and men have been positive during the last year. Employment growth has been concentrated in private and financial services and education and research. The gender employment gap is small and for some age groups the gap has closed. Employment rates are also above the Lisbon targets.

Temporary work has been slowly increasing in importance for both women and men (16.6% for women and 11.2% for men of all employed 1999). This is an age related contractual form of employment with a peak share for both women and men in the age group 25-34. The proportion of part-time working women is slowly decreasing, but still high in a European perspective. One interesting change is an increase in self-employed women, a development which merits further analysis. From a regional perspective there are significant employment variations but these are equally large for women and men.

The unemployment target set by the government of 4 percent was met by the end of year 2000. There is still variation around this level. Male unemployment is higher than female. Age and regional differences are decreasing. Female unemployment level in the Stockholm area was down to 1,87 as a mean for year 2000.

By 2001 there does seem to have been a development in the NAPs when it comes to gender analysis. The focus on gender mainstreaming is in pillar 4. In the second pillar women's entrepreneurship has been addressed, and the proportion of female entrepreneurs is increasing. The third pillar on adaptability is the area where the gender issues have been most persistently absent. Working time and labour regulations are still addressed very traditionally; women and men are added into the analysis.

The NAP for year 2001 can be seen as a development in relation to earlier plans as it integrates a gender perspective in pillar 1. With respect to the responses to the first two Council recommendations for 2001 on reduction of tax burden and increased incentives to take up jobs, actions are well under way. The second part of the tax reform for low and medium income earners has been decided and a special committee appointed for reviewing financial support to families. In the third area the Labour Market Board has been asked to present a strategy for reducing gender segregation in its field of action. With respect to the horizontal objectives, the Lisbon targets present no problem for Sweden. Life-long learning policies are in place as a part of adult education and labour market policy measures. The social partners are involved in the process of producing the NAP. But as these documents to a large extent articulate the policies of the party/parties in government the nature of the involvement of the social partners is difficult to estimate.

The development of a gender mainstreaming policy was well under way in 1998 and development work had already started by the central federation for municipalities. Gender disaggregated statistics was also produced by Statistics Sweden at that time. In 1999 both government and the Labour Market Board (AMS) started mainstreaming projects. The following year gender mainstreaming and assessment was used in regional and local authorities. In 2001 Statistics Sweden started to produce a gender index for all municipalities based on different indicators. The mainstreaming approach has been developed at central, regional and local levels. The equal opportunities index will give the regional growth agreements and the local activities a basis for discussion and action. Still the policies discussed under pillar 2 and 3 are mostly gender neutral and it seems very difficult to raise gender awareness under these pillars.

Sweden

	Title of measures (discontinued in brackets)	Date of measure			Reason for relevance to gender equality			
		New for 2001	2000 measure now implement ed	Earlier measure now yielding results	Gender impact taken into account in design	Gender monitoring/ targets	Aims to close gender gap	Should assist gender mainstr eaming
Employability pillar								
Measures for unemployed	Activity guarantee Individual action plans Youth guarantee Recruitment initiative		√ √	√ √				√ √ √ √
Measures for inactive/returners								
Tax and benefit policies	Tax reform New target of halving the number dependent on benefits Changes in the rules of unemployment insurance	√ √ √	√					√ √ √
Active ageing	Study allowances for student aged 51-55, for post-secondary studies A bill has been presented to make it possible to stay in work until 67 years of age.							√ √
Lifelong learning	A new study support for adults New methods for internet-based courses and distance learning in adult education	√ √						√ √
Job matching/ bottlenecks	Labour market training, Development of the employment offices capacities.			√ √			√? √?	√ √

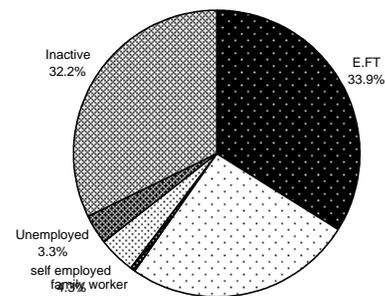
Discrimination/ social exclusion	National plan against racism, xenophobia, homophobia and discrimination Special initiative to supplement education in health care and other professions where there are labour shortage among persons with foreign university examinations and for unemployed immigrants.	√						√
Entrepreneurship pillar								
Business start up	Plans to promote entrepreneurship among women and immigrants Report on experiences of using the financial loan system	√ √					√ √	√
Knowledge society	Amendments to the Employment Protection Act						√	√
Regional and local action	Implementation of regional growth agreements		√					√
Tax reforms for employment and training	Continued tax reform	√	√	√				
Adaptability pillar								
Working time	Different agreements between the social partners							
Flexibility and security	1999 agreements of reduction of the number of partially unemployed, Report from a working group on ill-health summer 2001 Appointment of a committee on working hours and vacation regulations	√ √		√		√	√ √	√
Lifelong learning	See employability pillar							
Equal opportunities pillar								

Gender mainstreaming	Committee on methods development will report during 2001	√		√	√	√	√	
	National Audit Office (RRV) report on government policies	√		√				
	Jämit final report in June 2001	√		√				
	Statistic Sweden presents equal opportunity index for all municipalities and regional counties in Sweden	√		√	√	√	√	
Employment and unemployment gaps	See employability pillar							
Desegregation/ positive action	Amendments in Equal Opportunities Act	√			√	√	√	
Pay	Amendments in Equal Opportunities Act	√			√	√	√	
Leave arrangements	Parliament decision to extend the parental leave with 30 days from January 2002, a new “fathers month”	√			√	√	√	
Family friendly policies	Child allowance increase with 100 SEK from January 1, 2001	√					√	
	Increase in the flexible arrangements of the parental leave from January 2002, as well as an increase of the guarantee level from 60 to 120 SEK per day.	√			√	√		
		√			√	√		
Care provision	A decision by Parliament to expand the pre-school activities and offer all 4-5 years old to take part free of charge on a voluntary basis, but compulsory for the municipalities to arrange from 2003.	√					√	

U.K.

1. Employment								
Employment rates	1997	1998	1999	2000	Lisbon Gap (iii)			
Working age women (%)	63.00	3 63.24	3 63.86	4 64.49	4	4.49		
... gender gap	-13.28	4 -13.80	4 -13.35	4 -13.40	4	~		
Full-time equivalent (FTE Eurostat) (i) (%)	48.00	6 48.30	6 49.20	6 49.70	6	-10.30		
... gender gap	-25.10	7 -25.50	8 -24.70	6 -24.70	6	~		
Full-time equivalent (FTE EGGE) (ii) (%)			44.71	7				
... gender gap			-31.27	9		~		
	1998	1999	2000	G.Gap 2000	Lisbon Gap (iii)			
Employment rate of... (%)								
women between 20-24	65.31	64.85	64.57	-10.09	4.57			
women between 25-29	70.16	71.38	71.98	-15.80	11.98			
women between 30-39	69.86	71.01	71.85	-17.77	11.85			
women between 40-49	75.88	76.21	76.46	-11.22	16.46			
women between 50-59	62.19	62.79	63.96	-12.93	3.96			
women between 60-64	23.24	24.44	25.39	-21.95	-34.61			
... women with children <7 years ** (iv)	54.31	6 56.47	6	: -33.35	6	~		
... women without children (iv)	83.56	1 83.08	1	: -2.67	1	~		
... E08 (v)	-7.54	-6.53	:	:	~			
... low educated women (vi) (%)	:	45.44	45.50	9 -14.77	5	-14.50		
... medium educated women (vi)	:	71.54	72.16	4 -11.33	5	12.16		
... high educated women (vi)	:	84.87	84.64	4 -7.52	5	24.64		
Atypical work... (%)	1998	1999	2000	G.Gap 2000				
female part-time workers (vii)	44.20	14 43.72	14 43.87	14 36.02	14			
female involuntary part-time as share of total part-time employment (viii)	8.70	3 7.60	2 7.20	2 -12.50	4			
female temporary employees (vii)	8.19	3 7.40	3 7.61	3 1.90	5			
2. Unemployment (%)								
Unemployment rate	1997	1998	1999	2000				
Unemployment rate	6	3 5.5	4 5.3	5 4.9	5			
... gender gap	-1.9	1 -1.5	1 -1.4	1 -1.1	1			
LTU rate (>12 months) (ix)	26.67%	2 23.64%	1 20.75%	2 18.37%	1			
... gender gap (p.p.)	-18.90	1 -13.51	2 -13.57	4 -16.63	1			

Composition of the Female W.Age Population, UK 2000



	1999	2000	
Absolute Gap towards the Lisbon Target (000's) (vii)	-787.6	-3633.8	
3. Pay and Income (x)			
Gender pay gap . .	1995		
... female - male	-34%	14	
... female full time - male full time	-26%	11	
... female part time - male full time	-48%	14	
Receiving <50% of median income?*	34%	2	
4. Care and Family **			
Paid maternity & parental leave	low		
Financial benefits	medium		
Share of Children . .			
0-3 yrs in publicly financed services	low		
3-6 yrs in publicly financed services	medium		
Gap in unpaid child caring hours *	9	8	
5. Gender Segregation			
	1998	1999	2000
Index of segregation by ISCO (xi)	27.24	7 26.99	8 26.66
Index of segregation by NACE (xi)	19.01	7 18.75	7 18.79

Source: European Labour Force Survey 1997-2000 (EWERC and DG EMPL calculations) *Plantenga and Hanson (1999); ** Bettio et al. 1998

Notes:

- (i) Source:ELFS (Eurostat calculations). Full-Time Equivalent is calculated as the total hours usually worked by those employed in each member state, including in second jobs, divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. No data for Austria 2000. 2000 ranks built considering 1999 value for Austria.
- (ii) Source: own calculations; FTE Egge is calculated as the average hours usually worked by those employed in each member state divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. This measure only considers data for the first job.
- (iii) Gap refers to 2000 data and reflects the absolute difference towards the Lisbon Target of 60%.
- (iv) Women aged 20-49. Calculations based on ELFS household data.Only the reference person in the household and the spouse/cohabiting partner are included. 1998 ranks calculated with 1997 values for Ireland.
- (v) Gender Gap in the employment impact of parenthood (ratio between the male and female values of the absolute difference in employment rates without the presence of any children and with the presence of a child aged 0-6.
- (vi) women on the 15-59 age group
- (vii) working age population (15-64 age bracket)
- (viii) 2000 Ranks and Gender Gaps built with 1999 data for Germany, Greece, Ireland, Luxembourg and Netherlands
- (ix) Source: Eurostat Harmonized Series on Unemployment; "LTU" = long term unemployed = 12 months or more. Share of female population in unemployment
- (x) source: ESES
- (xi) IP index

. Ranks depicted in front of values (where applicable)

United Kingdom

The UK NAP recognises the Lisbon targets but regards its record on female employment to require no further action as the employment rate, calculated as a headcount figure, is already well above the Lisbon target. There is no recognition of the problem of women's concentration in short part-time jobs, even though if one considers the full-time equivalent employment rate, instead of being fourth in the EU ranking of female employment rates, the UK falls to sixth or seventh position. There is little evidence of any positive development of gender awareness and gender mainstreaming within the UK NAPs over the period 1998- 2001 and indeed some counter evidence of a tendency to pay less attention to this issue as the NAP process has developed. Some important initiatives were taken early on in the setting up of the Women's Unit and the development and issuing of Policy Appraisal for Equal Treatment (PAET) guidelines but the latter has not led yet to any real effects and there are no proposals to monitor the impact. Much of the progress within the UK with respect to the gender mainstreaming has in fact occurred in the devolved part of the UK- in Wales, Scotland and Northern Ireland- but these are not systematically reported on. In general the NAPs in all the years have been effectively free from any gender monitoring and evaluation in any detailed sense and there have been no specific targets set by gender. Far from the NAPs from 1998 to 2001 providing evidence of progress towards gender mainstreaming within the main employment measures, one finds instead a remarkable continuity of programmes and of the approach to gender.

In the 2001NAP there is more elaboration of policies relating to desegregation strategies, work-life balance policies, equal pay policies and childcare provision. However, with the exception of the raising of the national minimum wage, the extension of leave and the funding of childcare provision, many of the policies are based on voluntary action. For example with respect to equal pay there is no mention of the government's rejection of the EOC's proposal for statutory pay audits. There is some evidence of increased requirements to mainstream in major programmes such as skills and learning councils but as yet there is no evidence of tangible effects. The most positive element of the overall package of measures reported in the NAP from the gender perspective is the increase in the National Minimum Wage by 10% in October 2001.

Against these positive developments there is no evidence of change in the overall strategy in which gender mainstreaming is not a focus. The main objectives of the overall policy approach is to move families off benefits, get young people into work and to combat child poverty and social exclusion. Gender issues are only considered where they are relevant to these objectives. The document remains effectively 'gender free' except in the fourth pillar and there is no evidence within the document of gender impact assessment of policies. The responses to the new or revised guidelines introduced in 2001- active ageing, skill bottlenecks and fighting social exclusion also fail to include gender issues. For example no mention is made of skill shortage in female dominated areas such as nursing or teaching. In the adaptability pillar, each NAP has emphasised the diversity of working hours which, together with evidence on the voluntary nature of part-time work is taken as evidence of both adaptability and of the compatibility of the UK system with the reconciliation of work and family life. There is no discussion of the problem of long hours. The 2001NAP gives more prominence to the issue of work-life balance but the emphasis is still on voluntary measures.

UK

	Title of measures (discontinued in brackets)	Date of measure			Reason for relevance to gender equality			
		New for 2001 or proposed future measure	2000 measure now implement ed	Earlier measure now yielding results	Gender impact taken into account in design	Gender monitoring/ targets	Aims to close gender gap	Should assist gender mainstream ing
Employability pillar								
Measures for unemployed	Establishment of new Working Age Agency	√				√		√
Measures for inactive/returners	Establishment of new Working Age Agency Basic skills screening for lone parents on New Deal	√ √				√	√	√
Tax and benefit policies	Raising of the National Minimum Wage	√		√	√		√	
Active ageing								
Lifelong learning	*New standards for Investors in People *Full establishment of the Learning and Skills council, including 47 local councils Projects to enhance access to ICT for disadvantaged groups, areas of deprivation Expansion of Individual Learning Accounts Adult and Community learning Fund	√ √ √ √	√		√ √	√ √	√ √ √ √	√ √
Job matching/bottleneck s	*Regional Employment Action Plans framework *Learning and Skills Council Bargaining for Skills National Training Organisations-sector workforce development plans	√ √ √	√		√ √ √	√	√ √ √	√ √ √
Discrimination/ social exclusion	Equality Direct		√					√
Entrepreneurship pillar								
Business start up	Phoenix Fund							

Knowledge society	*Study on women in science, engineering and technology to evaluate how to encourage returners/ promote careers *Taskforce on women and ICT careers	√ √			√ √	√	√ √	
Regional and local action	Social dialogue at regional level (South East) Opportunities fair for women	√ √			√		√ √	√
Tax reforms for employment and training								
Adaptability pillar								
Working time	Partnership Fund Extended paid maternity leave Increase in flat rate statutory maternity pay Two weeks paid paternity leave	√ √ √ √			√ √		√ √ √	√
Flexibility and security	Implementation of Fixed Term Work Directive Regulating employment agency industry	√ √					√ √	
Lifelong learning	*New standards for Investors in People *Union Learning Fund- targeted on part-timers	√ √			√ √	√ √	√ √	√
Equal opportunities pillar								
Gender mainstreaming	Working Age Agency- new data collection Learning and Skills Council- equal opportunities strategies	√ √			√	√ √	√	√ √
Employment and unemployment gaps	Target of 70% employment rate- lone parents- 2010 Extension of New Deal for Lone parents	√ √		√	√		√ √	

Care provision	Provision of Childcare information/outreach programmes	√					√	
	Lone parents access to childcare even if working less than 16 hours	√					√	
	National childcare Strategy	√			√		√	
	Training of childcare workers- expansion plus extension to men	√	√				√	
	NHS childcare strategy	√					√	
	Childcare for those in further education	√					√	
	Children's' Fund for families with children aged 5-13	√			√		√	

*Measure does not appear under this pillar in the NAP

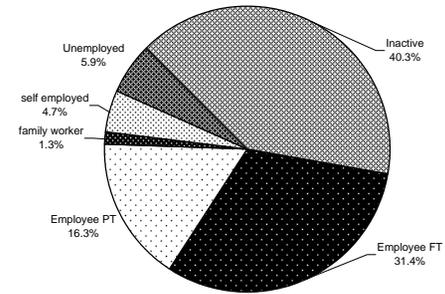
EU

EU

I. Employment

Employment rates	1997	1998	1999	2000	Lisbon Gap (iii)
Working age women (%)	50.42	51.24	52.62	53.83	-6.17
... gender gap	-19.50	-19.56	-18.97	-18.56	---
Full-time equivalent (FTE Eurostat) (i) (%)	42.60	43.10	44.30	45.30	-14.70
... gender gap	-26.10	-26.40	-26.00	-25.70	---
Full-time equivalent (FTE EGGE) (ii) (%)					---
... gender gap					---
	1998	1999	2000	G.Gap 2000	Lisbon Gap (iii)
Employment rate of... (%)					
women between 20-24	48.14	49.59	51.10	-9.49	-8.90
women between 25-29	63.31	64.72	66.18	-15.01	6.18
women between 30-39	64.23	66.12	67.41	-22.21	7.41
women between 40-49	65.23	66.36	67.51	-21.74	7.51
women between 50-59	46.64	48.28	49.71	-23.91	-10.29
women between 60-64	13.87	14.38	14.75	-16.12	-45.25
... women with children <7 years ** (iv)	52.26	54.17	55.05	-37.80	---
... women without children (iv)	72.51	73.49	72.61	-15.10	---
... E08 (v)	-3.88	-3.64	-3.37	---	---
... low educated women (vi) (%)	:	40.71	41.26	-26.36	-18.74
... medium educated women (vi)	:	63.41	65.00	-15.15	5.00
... high educated women (vi)	:	78.67	79.75	-9.73	19.75
Atypical work... (%)	1998	1999	2000	G.Gap 2000	
... female part-time workers (vii)	32.81	33.24	33.39	27.63	
... female involuntary part-time as share of total part-time employment (viii)	16.00	15.00		-9.40	
... female temporary employees (vii)	13.70	14.16	14.51	1.97	
2. Unemployment (%)	1997	1998	1999	2000	
Unemployment rate	12.3	11.7	10.9	9.9	
... gender gap	3	3.1	3	2.8	
LTU rate (>12 months) (ix)	50.41%	49.57%	47.71%	45.45%	
... gender gap (p.p.)	2.02	1.90	2.14	1.79	

Composition of the EU Female W.Age Population, 2000



	1999	2000	
Absolute Gap towards the Lisbon Target (000's) (vii)	8888.8	7605	
3. Pay and Income (x)	1995		
Gender pay gap . . .			
... female - male	72.7		
... female full time - male full time	74.91289		
... female part time - male full time	64.54		
Receiving <50% of median income?*			
4. Care and Family **			
Paid maternity & parental leave			
Financial benefits			
Share of Children . . .			
0-3 yrs in publicly financed services			
3-6 yrs in publicly financed services			
Gap in unpaid child caring hours *			
5. Gender Segregation	1998	1999	2000
... Index of segregation by ISCO (xi)	25.30	25.01	25.19
... Index of segregation by NACE (xi)	17.82	17.78	17.84

Source: European Labour Force Survey 1997-2000 (EWERC and DG EMPL calculations) *Plantenga and Hanson (1999); ** Bettio et al. 1998

Notes:

(i) Source:ELFS (Eurostat calculations). Full-Time Equivalent is calculated as the total hours usually worked by those employed in each member state, including in second jobs, divided by the average hours worked by those employed full-time in the same country.The latter includes both men and women. No data for Austria 2000. 2000 ranks built considering 1999 value for Austria.

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(iii) Gap refers to 2000 data and reflects the absolute difference towards the Lisbon Target of 60%.

(iv) Women aged 20-49. Calculations based on ELFS household data.Only the reference person in the household and the spouse/cohabiting partner are included. 1998 ranks calculated with 1997 values for Ireland. EU values calculated without Ireland.

(v) Gender Gap in the employment impact of parenthood (ratio between the male and female values of the absolute difference in employment rates without the presence of any children and with the presence of a child aged 0-6.

(vi) women on the 15-59 age group

(vii) working age population (15-64 age bracket)

(viii) 2000 Ranks and Gender Gaps built with 1999 data for Germany, Greece, Ireland, Luxembourg and Netherlands

(ix) Source: Eurostat Harmonized Series on Unemployment; "LTU" = long term unemployed = 12 months or more. Share of female population in unemployment

(x) source: ESES

(xi) IP index

. Ranks depicted in front of values (where applicable)