



Healthy Workplaces



REPUBLIKA SLOVENIJA
MINISTRSTVO ZA DELO, DRUŽINO,
SOCIALNE ZADEVE IN ENAKE MOŽNOSTI



European Foundation
for the Improvement
of Living and Working
Conditions

The tripartite EU Agency providing knowledge
to assist in the development of better social,
employment and work-related policies

Discrimination against men at work

Gender issues Challenges

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¹Vse pravice so pridržane. Gradiva ni dovoljeno razmnoževati in razpošiljati v kakršnikoli obliki brez predhodnega pisnega dovoljenja avtorja in Ministrstva za delo, družino, socialne zadeve in enake možnosti. Citiranje je v skladu z Zakonom o avtorskih in sorodnih pravicah dovoljeno z navedbo podatkov o viru.

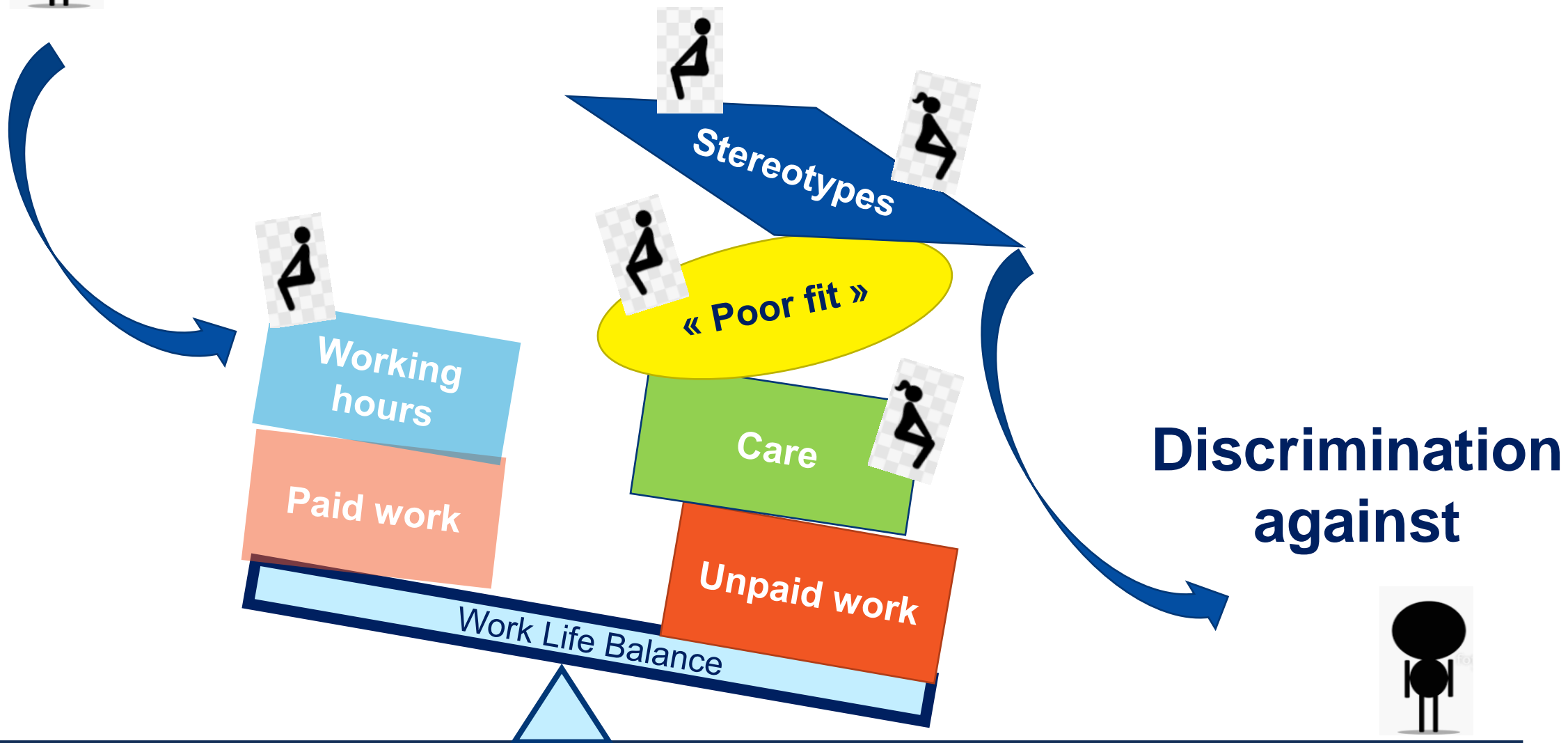


Putting



back in the « Gender picture »


Outline



Discrimination against



Putting back in the « Gender picture »

- **Gender issues tend to be « reduced » to «  » issues**
 - Assumption that on the labour market, men's situation is almost 'idyllic'
 - therefore women have to be « brought up to this level »
- **While the situation is more complex**
 - embedded in a society devising the roles humans, men and women, play
 - Work and life are not only the two sides of a same coin but interfere with each other (spill over effects)
- **And 'Gender gaps' could only be addressed considering individuals as a whole/ intersectionality**
 - Not only a worker, but a man/woman, son/daughter, father/mother, gran dad/ grandmother
 - Work life balance issues are therefore paramount



holistic approach

Work Life Balance



Different for men and for women

Work Life balance, difficult for all....

Key changes in demographic and working life

- **Ageing society**

- low birth rates + higher life expectancy = + 2.4pp of (65y +), 2007–2017
- But increasing demand for formal and informal care [Eurofound (2017)]

	caring for children or grandchildren		
	32%	40%	
caring for people with disabilities or infirm relatives or friends			
15%	20%		

- **Single earner HH model disappearing**

- HH /couples in EU / 1 adult working : ↓ 25.6% (2009) to 23.7% (2017)
- HH /couples in EU / 2 adults working: ↑ 46.1% (2009) to 48.3% (2017)

Main challenge
Time availability

Work Life balance, difficult for all....

Global Assessment

- work and family resources are sufficient to meet work and family demands

participation is effective in both domains

Voydanoff, 2005

Overall satisfaction

able to fulfil commitments to both work and family

experience satisfaction and success in so doing

Valcour, 2007

Values

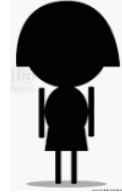
- involvement in roles

consistent with individuals' values '

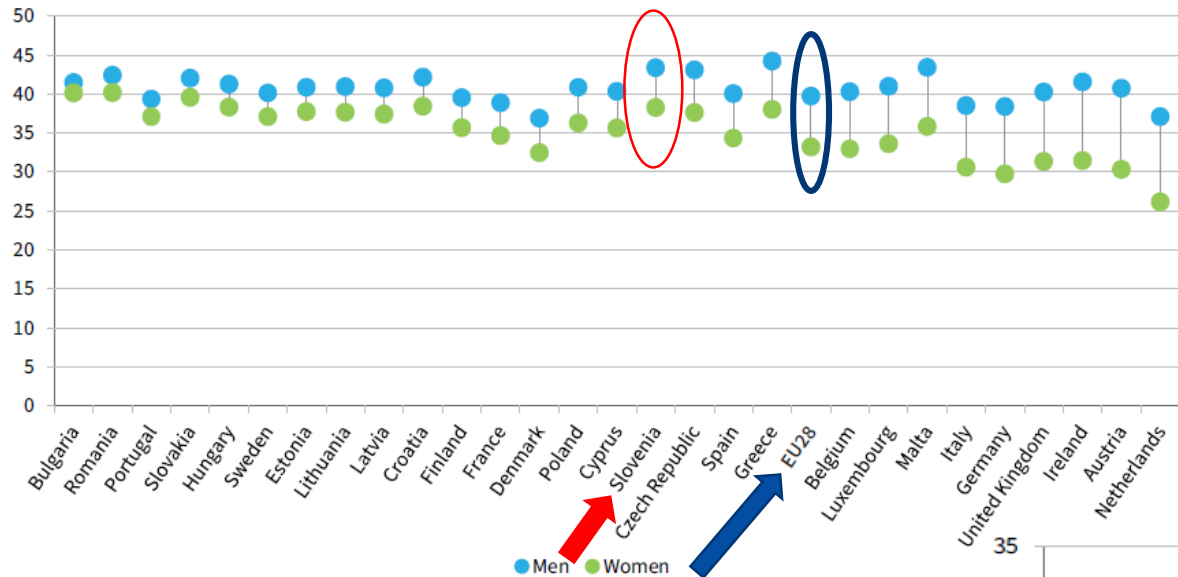
Greenhaus and Allen, 2011



continue to work more paid hours,

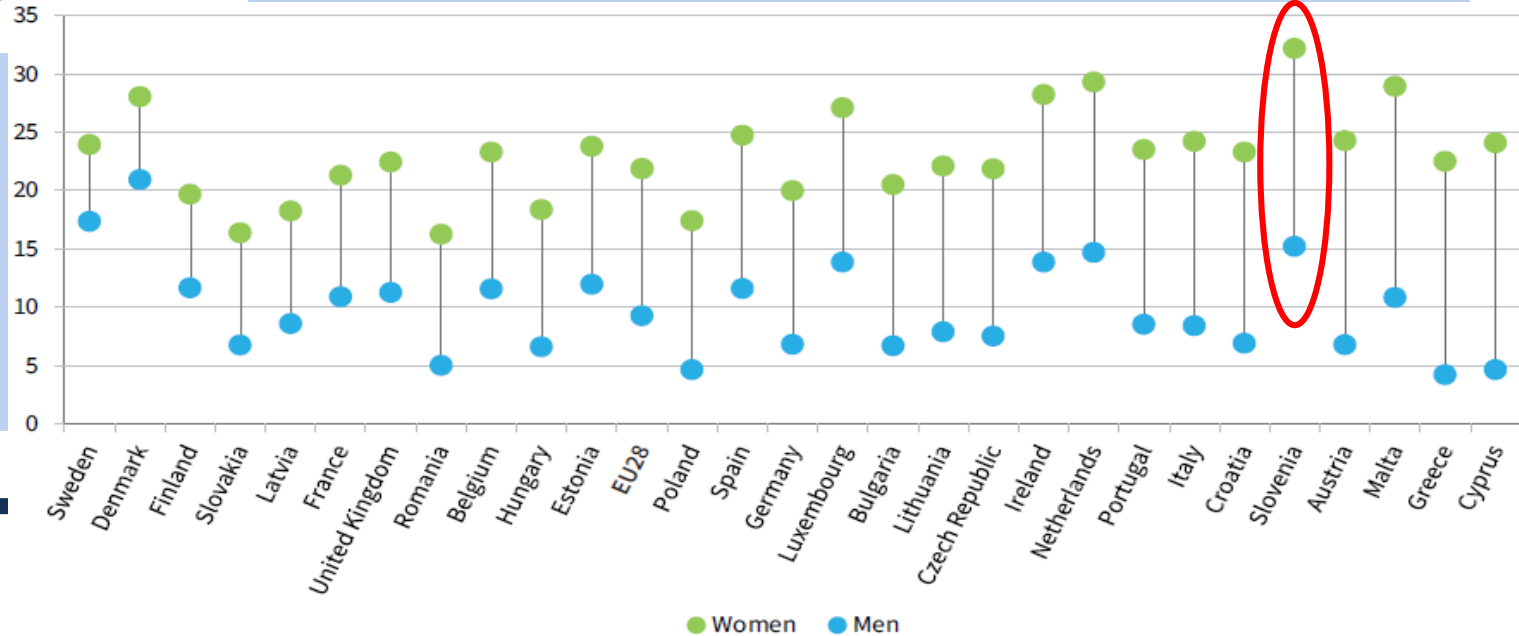


more unpaid hours



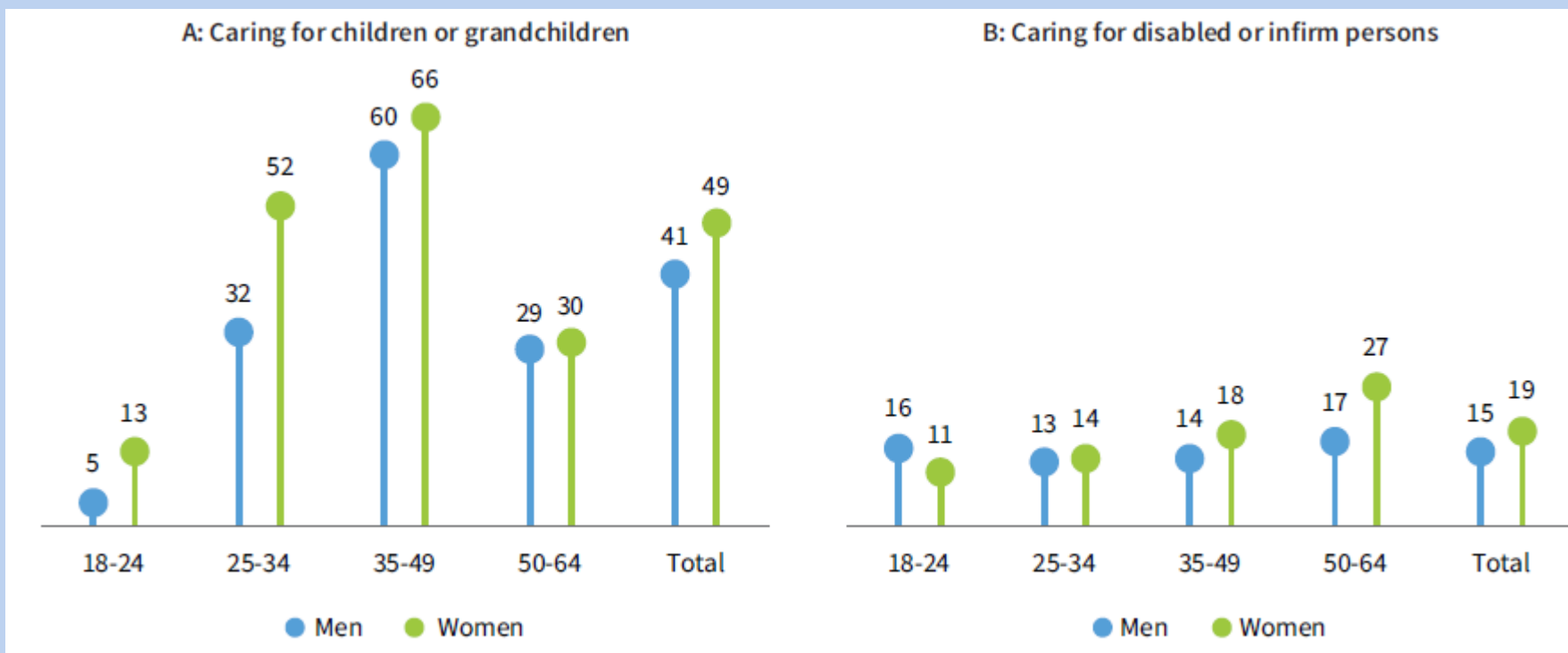
Average (paid) weekly working hours by country and sex, 2015

Average weekly hours in unpaid work by country and sex, 2015



Caring is still a women's world

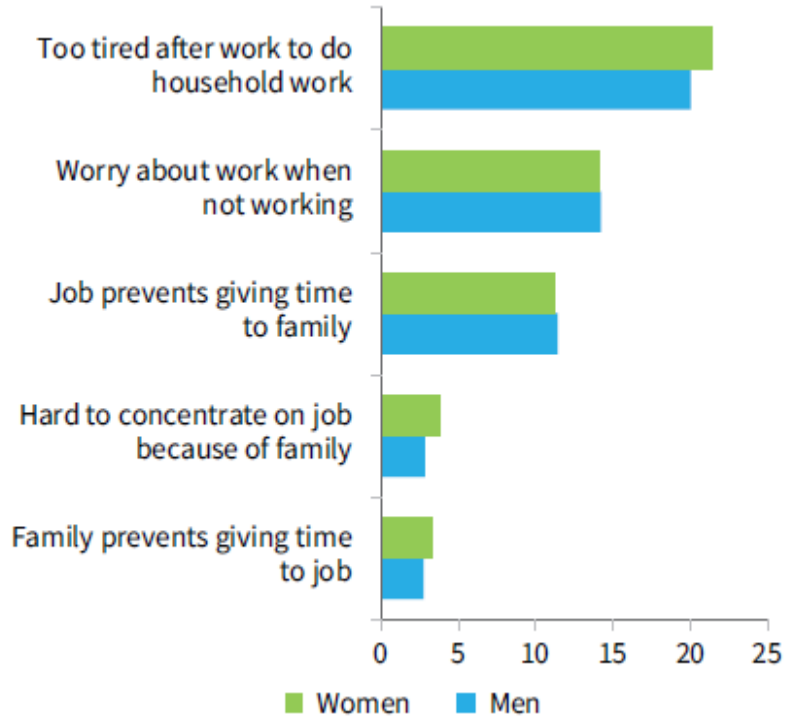
Involvement in care by sex and age (workers), 2016 (%)



Note: Q42 'In general, how often are you involved in any of the following activities outside of paid work?'
'Involved in care' refers to those providing care at least once a week

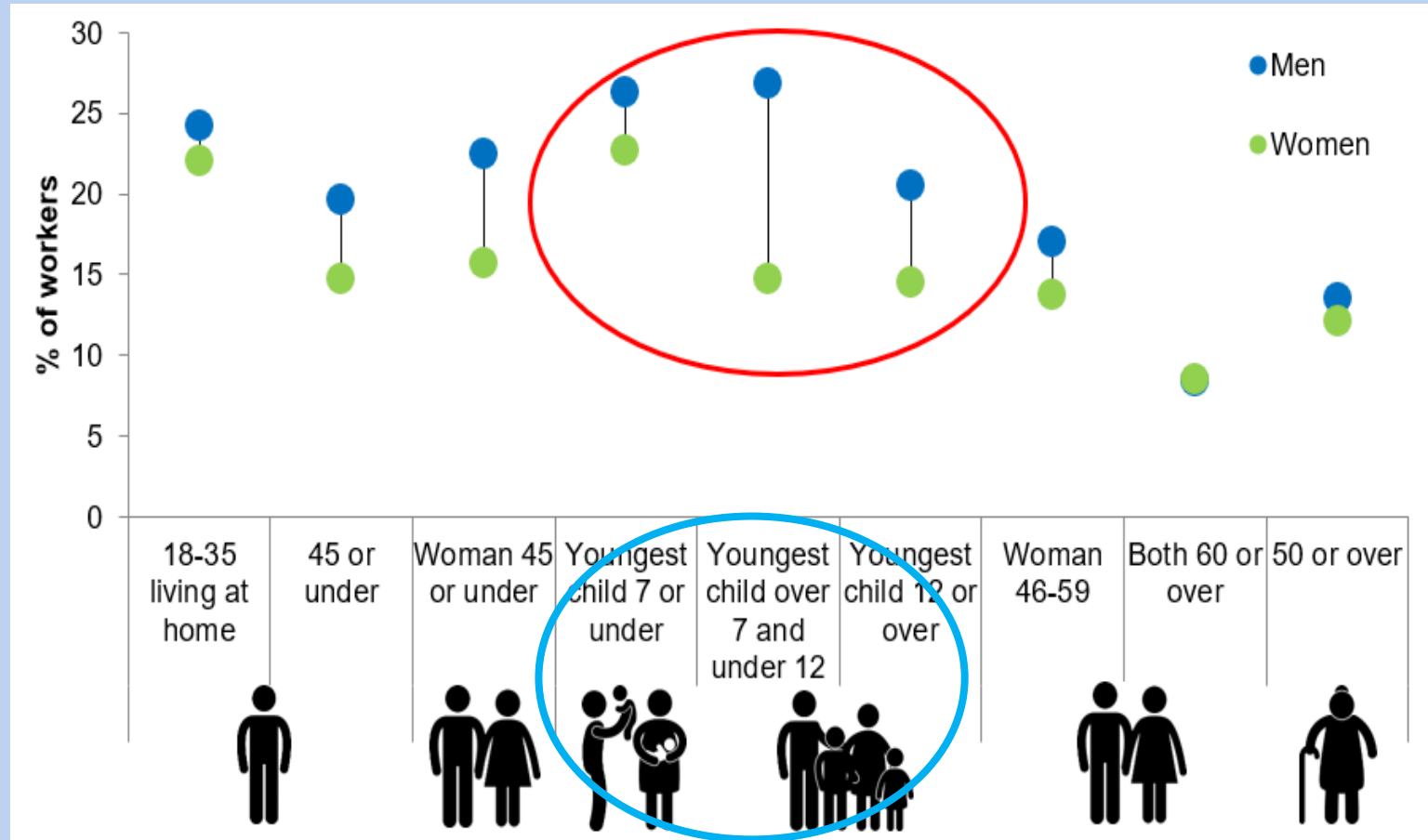
Work–life conflict

by sex, 2015 (%)



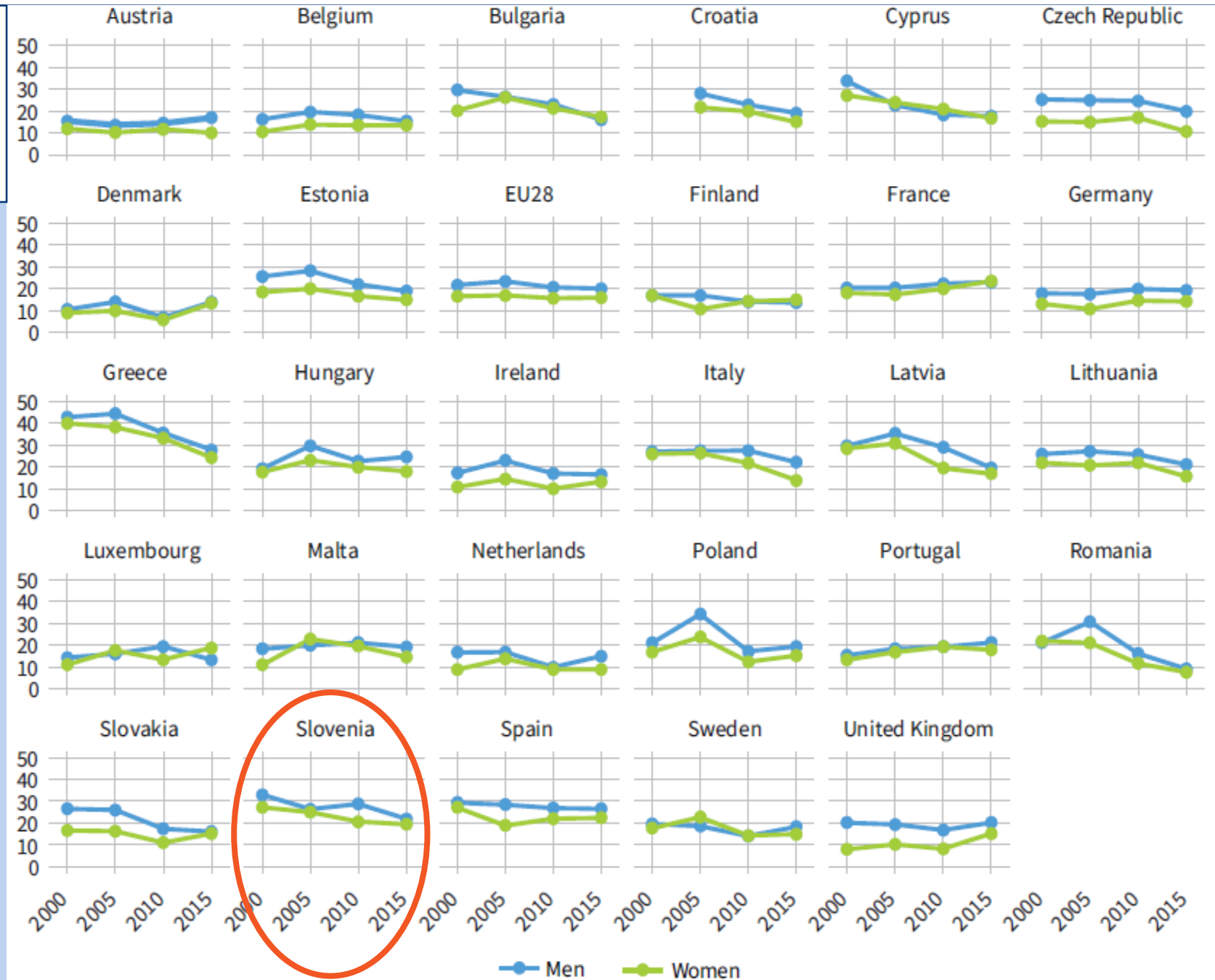
Preference for fewer weekly working hours

by life stage and sex (employees and self-employed), 2015 (%)



'Poor work-life fit'*

by sex, 2000–2015 (%)



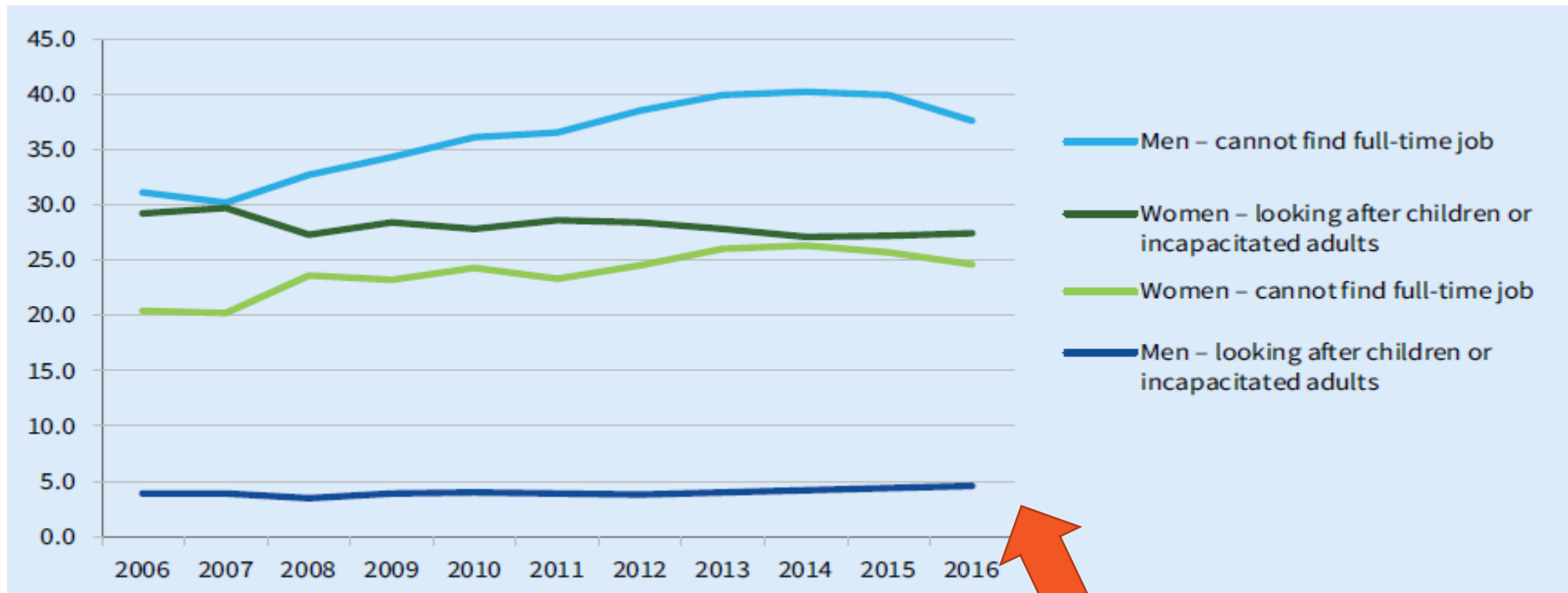
*'Poor fit': 'not very well' or 'not at all well'

Source : EWCS (2000,2005,2010,2015)

Societal Barriers / Discriminations

Caring still not a man's job

Part-time work as response to care responsibilities and lack of full-time opportunities by sex, EU 2006–2016 (%)



Source: EWCS 2015



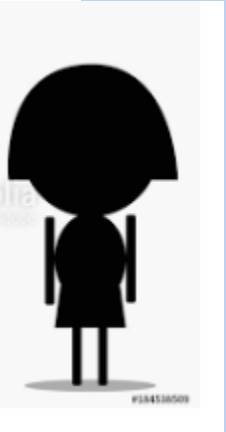
Cultural background

Stereotypes

Research strand	Participation rates of father		
	High	Medium	Low
Statistics and evaluation studies on participation by fathers	Belgium: RVA/ONEM (2012); Vrouwenraad (2016) Denmark: Andersen (2016) Finland: Saarikallio-Torp and Haataja (2016) Norway: Hamre (2017)	Austria: Riesenfelder and Danzer (2017) Riesenfelder (2017) Germany: Institut für Demoskopie Allensbach (2018); BMBFSJ (2017); DIW (2012) Italy – INPS (2017) Portugal: Wall and Leitão (2017); Cunha et al (2017)	Slovakia: Eurofound (2017c) Estonia: Biin et al (2013) Spain: Meil et al (2017)
Equal sharing	Denmark: Minister of Gender Equality (2018) France: Périvier (2017) Portugal: Perista et al (2016); Cunha et al (2017) Sweden: Ministry of Employment (2014)	Austria: BMASK (2018) Luxembourg: Zhelyazkova (2013)	
Traditional beliefs about gender roles/opinions and attitudes towards fathers' participation	Norway: Schou (2017) Portugal: Cunha et al (2017)		Croatia: Jugovic (2016); Maskalan (2016) Czech Republic: Kuchařová and Pečhlová (2016) Spain: Barbeta-Viñas, and Cano (2017) Hungary: Bencsik and Juhász (2012) Slovenia: Hrženjak (2016)
Involvement in childcare		Lithuania: Šarlauskas and Telešienė (2014)	Czech Republic: Palonciová et al (2014) Spain: Borràs et al (2018)
Why fathers choose not to take parental leave	Belgium: VIVA-SVV (2016) Portugal: Cunha et al (2017) Norway: Kitterød et al (2017) Finland: Saarikallio-Torp and Haataja (2016)	Luxembourg: Zhelyazkova (2013)	

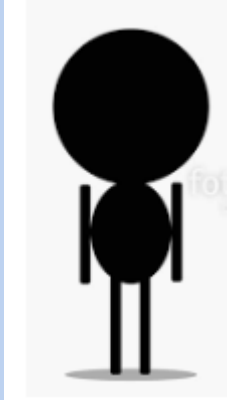
The Gender equality challenge.....even in the Netherlands

Part-time and Partly
Equal: Gender and Work
in the Netherlands



- High employment rate BUT
- Smaller pay cheques at the end of the month
- Most of the part time work

- High male Part time BUT
- Few Dutch men work part-time during the child-rearing years



Both partners work full time

28%
NL couples

42.4%
NL couples

"One-and-a-half" worker model

one partner (usually the man) works full-time and the other partner (typically a woman) works relatively few hours in part-time

Barriers to better sharing care duties

- Legislation is not enough
 - Economic pressure (tax rates penalties) (NL)
 - Compulsory earmarked/ non transferable paternity days (SE)
- Cultural background
 - Most often white collar fathers (SE)
 - Changing boys and men's attitude towards care activities
- Ensuring non discrimination in society/at work

Sex Discriminations experienced by at the workplace

- **Marginal**

- Marginally reported ... compared to women
- Still 1.1%  compared to 3.2% 

- **High variety**

- Variations among countries: [+ : HU (3%) , NL (2,9%) and RO (2,7%)] / [- : PT, SI,LT]
- Depending on sectors: *Not the same for women and men/ Female dominated sectors:Healthcare; education*

- **Different features**

- Issues in recruitment
- Education sector and cases of child abuses and reputation of men working in the sector
- Healthcare sector and male employees discriminations
- Sexual harassment

Discriminations towards



: Working time and parenting

Directive on « work life balance »

Workers who exercise their right to take leave or to request flexible working arrangements SHOULD

(40) be protected against discrimination or any less favourable treatment on that ground

(41) enjoy protection from dismissal (...) on the grounds that they have applied for, or have taken, such leave

Discrimination of  attempting to adjust their working time to combine their work and family responsibilities

UK (2010) : Man requested flexible working time to spend time with his daughter (family issues). His manager – supportive in similar cases for female employees – denied his request and warned him that it would affect his progression within the company

BG (2011): Man taking sick leave for three days to look after his sick daughter (no other member of his family) Requested to sign a decree

Father participation increases when:

- Adequate household income
- Compensation ratios are high
- Mother has relatively high income
- Father has secure job position
- Parents well-educated
- Administrative hurdles for benefits low
- Companies supportive/role models among superiors and peers
- Social environment supportive



Hvala vam

