



Mišljenja/stajališta Savjetodavnog odbora

2017. https://ec.europa.eu/info/strategy/justice-and-fundamental-rights/discrimination/gender-equality/who-we-work-gender-equality/high-level-group-gender-mainstreaming-and-advisory-committee-equal-opportunities-women-and-men_en

od 1996. do 2016. godine:

https://ec.europa.eu/info/sites/info/files/list_of_previous_opinions_of_the_advisory_committee_on_equal_opportunities_for_women_and_men.pdf

Information note

2018 Draft Work Programme (opinions)

Cf. **point 7** of the agenda of the Advisory Committee meeting: 07/12/2017

This note aims to provide some elements for discussion on the opinions to be prepared by the Advisory Committee in 2018.

Draft Work Programme 2018

For 2018, two themes for opinions are being proposed for the Advisory Committee's endorsement:

1- Opinion on the future gender equality policy after 2019: old and new challenges and priorities

The Strategic engagement for gender equality 2016-2019 was prepared and launched when the EU was recovering from one of the worst economic and financial crisis in its history. At the end of 2017 the framework conditions are very different: robust economic activity in the euro area and the EU, record high employment levels, unemployment rates declining towards pre-crisis levels. At the same time however the EU is confronted with new challenges that are likely to prevail beyond 2019, such as the migration crisis and populist, even extremist movements. Women's and girls' rights continue to be challenged in the EU and elsewhere. The labour market is undergoing a profound change with growing incidence of informal and non-standards forms of employment often impacting women more than men. Furthermore, preparations for the next multiannual financial framework and the measures to follow the current Europe 2020 strategy are likely to play a significant role on the EU agenda as of 2018.

Against this backdrop, the Opinion would provide input to a first reflection on remaining medium and long term challenges towards gender equality in the European Union beyond 2019, possible policy priorities for further EU action and objectives to be achieved, as well as insights on the complementary of EU and Member State level actions for gender equality (subsidiarity, value-added of EU action).

Adoption: second half of 2018.

2- New challenges for gender equality in light of changes in the world of work

New forms of work, more flexible working patterns, and work organisation create new challenges for gender equality. Indeed, crowd-work, the gig economy, platform work, etc... and their impact on employment and working conditions, in particular regarding place and time of work, might be both a blessing and a curse for female labour employment. Numerous studies in this field as well as the Council conclusions that are currently being prepared on the future of work show the importance of the topic. Possible challenges for gender equality may be:

- New individual and flexible work patterns may have an impact on the reconciliation of work and private life, both in positive and negative sense. These new working patterns might attract new ways of engaging with the labour market, offering more freedom for workers to adapt their working pattern to their private needs or preferences. For some workers, they might allow workers to engage or continue to engage with work from home in a degree suited to for instance care responsibilities in a very flexible or ad hoc way. This might be a temporary or permanent solution. However, these flexible ways of working may also blur the dividing line between work and private life, thus making it more difficult to ensure a healthy work-life balance;
- In addition, these new forms of work might impact on the gender pay gap and pension gaps. Indeed, some consequences in the short and long term for workers might be lower or less predictable earnings, potentially linked with gender earnings gaps, as well as the lack of building up of social protection rights over the life course, which in turn might increase the gender pensions gap and potentially, poverty at later age. Hence, the importance of reflecting on the adaptation of our social models on new forms of work especially from the point of view of gender equality

Reference may be made to the European Commission's Work-Life Balance initiative adopted on 26 April 2017 which takes into account the developments in society over the past decade in order to enable parents and other people with caring responsibilities to better balance their work and family lives and to encourage a better sharing of caring responsibilities between women and men. Reference may also be made to the European Commission's action plan on the gender pay gap adopted on 20 November 2017 with a view of taking measures to deal with the gender pay gap issues in a comprehensive approach.

The purpose of this Opinion would be to provide input to a first reflection on remaining medium and long term challenges created by new forms of work, in particular on matters such as work life balance and the gender pay/pensions gap, or on gender equality more generally. As a result, the opinion could shed light on future possible policy priorities for further EU action and objectives to be achieved that go hand in hand with changing working trends and possible positive and negative effects for women and men from a gender equality perspective.

Adoption: second half of 2018.

ISSUES FOR DISCUSSION

- AC members are invited to consider if their services are willing to actively participate in the working group being established.
- If positive, who are you designating for the working group? Would your services be interested to chair the group?