

THINKATHON - Our digital future c'est ICI

GENDER EQUALITY

MEL WIPSEE



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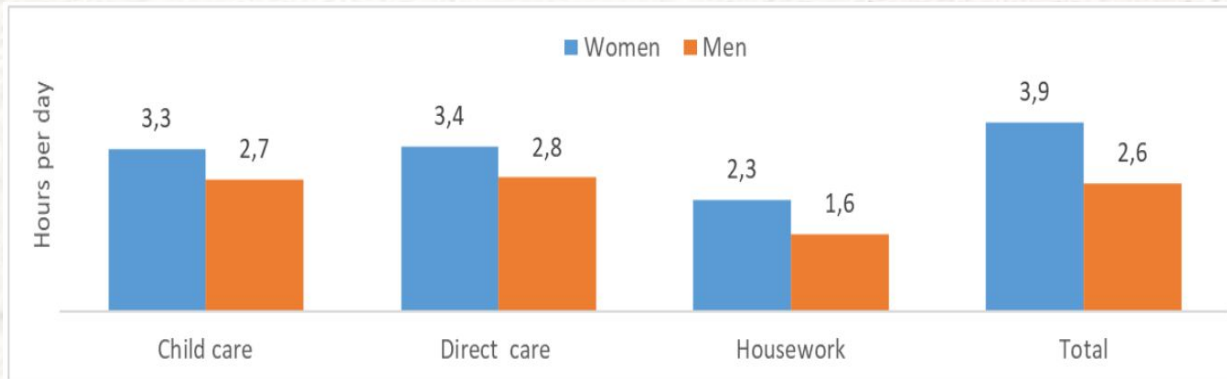
Smart working for a more inclusive work environment

We recommend policy makers to develop and implement **a strategy to bind work places to offer smart/remote working alternatives whenever it's possible**, in order for women to not be limited in their career while having a family and doing hours of the unpaid domestic and care work every day.



CONTEXT ANALYSIS

- **81% of women are daily carers** while just 48% of men are.



Source: EIGE elaboration of EWCS 2015.

- **Gender roles**, women are overrepresented in lower qualification occupations and even in those they are underrepresented in decision-making positions
- **Only 18% of ICT specialists in the EU are women**

- **Pay Gap:** women's average gross hourly earnings are 16% lower than men

Mean monthly earnings (PPS)



Source: Eurostat, SES, 2014. earn_ses06_20, earn_ses10_20, earn_ses14_20.

Share of members of boards in largest quoted companies, supervisory board or board of directors (%)



Source: EIGE, Gender Statistics Database, WMID, 2017-2018-2019. EIGE's calculation.

SWOT Analysis of Teleworking

STRENGTHS

- **50%** of the jobs can **effectively** be done **remotely**
- Flexible working allows **mothers** to have **intensive jobs**
- **Digital fluidity** = women empowerment



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WEAKNESSES

- **Inequalities** & Standardized roles
- **digital divide:** geographical and age discrimination
- **Female-dominated sectors** have less chance of flexible schedules



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OPPORTUNITIES

- **Female talents**
- Appreciation of care work, equal **distribution within household**
- **Gender mainstreaming** = common objectives
- Benefits **minority groups**



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THREATS

- **Companies do not adapt**
- Work presence can become a **social symbol**
- **Unbalanced work-life** relationship



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FUNDING

A post-COVID economic plan:

- **MFF 2021-2027:** €1.074 trillion. **Gender mainstreaming** as a horizontal priority of the MFF, **digital transition** and **education**.
- **Next Generation EU:** €750 billion recovery instrument. New gender perspective: targeted measures to ensure the **inclusion of women in post-COVID Europe**.



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STAKEHOLDERS

We will present our policy recommendation to:

- European Commission
- European Parliament and European Council
- European Economic and Social Committee
- National Governments
- Business enterprises

European Women's Lobby and European Trade Union Confederation.

BEYOND THE POLICY RECOMMENDATION

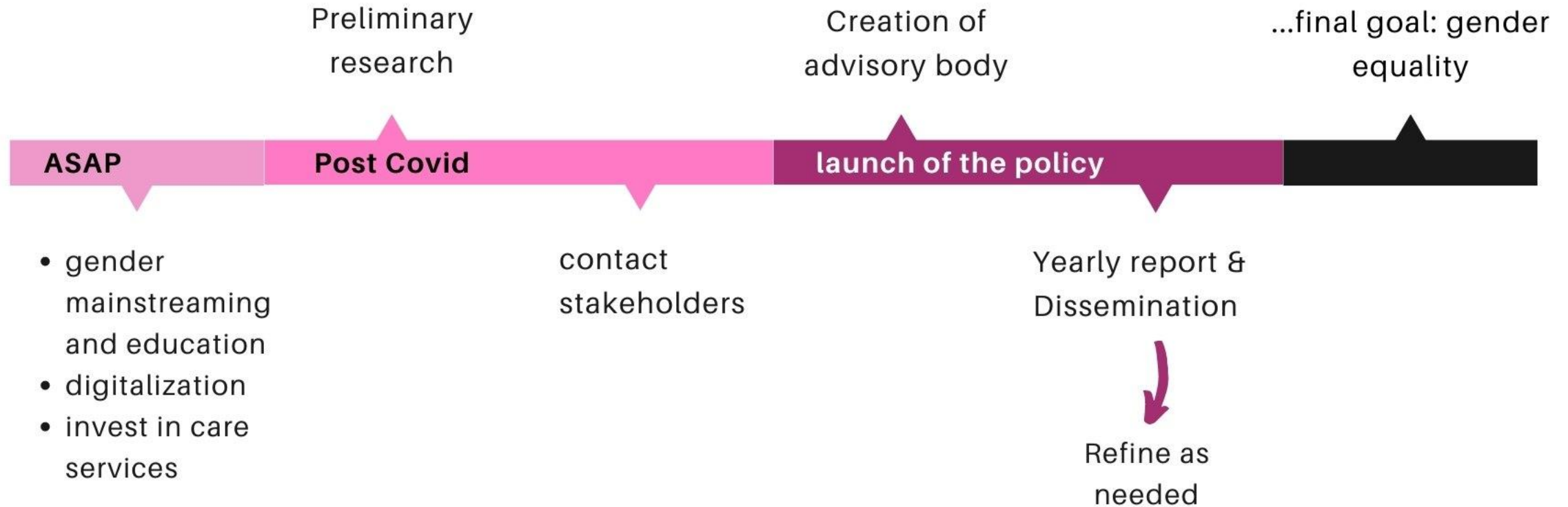
Conditions that need to be achieved for policy success:

- **Gender mainstreaming and education.**
- Invest in **digital transition and digitalization of the EU.**
- **Digital inclusion programmes** to fill the digital divide.
- **Investments in childcare and care services.**
- **Protection of workers' rights.**
- Teleworking = **a culture of fairness and collaboration.**



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POLICY ACTION PLAN



CONCLUSIONS

- **Digitalization:** education, accessible to everyone
- **Break gender stereotypes,** strong communication and education campaigns. Make carework visible, involve men, and promote women's participation in STEM and IT jobs.
- **Smart working is innovative,** helps balance career and family, possibility work from home, flexible schedules...



To achieve gender equality **we need a broader and deeper revolution that affects every part of society** (economy, structure, employment and health).