

WORKING GROUP ON GENDER EQUALITY MEETING: CONCLUSIONS

REGIONAL ASSEMBLY OF MURCIA- Cartagena
4-6 October 2018

The CALRE Working Group on Gender Equality, met at the Regional Assembly of Murcia from 4 to 6 October, with the participation of the presidencies of the **Regional Assembly of Murcia**, Rosa Peñalver, coordinator of the group 2018; **Parliament of Andalusia**, Juan Pablo Durán; **Parliament of the Canary Islands**, Carolina Darias; **Parliament of Cantabria**, Dolores Gorostiaga; **Assembly of Extremadura**, Blanca Martín; and **Parliament of the Balearic Islands**, Baltasar Picornell; the group has collected the main data provided by experts in gender perspective in their interventions in order to boost policies that foster real equality between women and men.

Despite legislative efforts to efficiently answer to social demands, real equality between women and men continues to be a pending challenge that requires continuous initiatives, especially in certain areas such as women participation in the labour market, wages, pensions, economic independence, sexist violence and presence in positions of responsibility.

Once analyzed empirical studies, data and indicators provided by the researchers, the main conclusions that can be drawn and will be forwarded to all European institutions so that they can work with, are listed below.

Unpaid work invisibility and its impact on the economy and health. The current system of protection against illness and dependence in the case of Spain (no representation from other EU parliaments) is mainly based on unpaid work done by women, but this situation is unsustainable in a medium term, or at least it is incompatible with the constitutional promise of equality and with the entry of women in the labour market.

75 percent of people who informally take care of the elderly, dependents and minors, are women, who spend all or almost all the days of the week 8 hours per day or even more on this work. Unpaid work leads to women impoverishment in their active life, since they cannot work or have to reduce their working hours, and the risk of exclusion in old age. This reality also affects the caregiver's health, both physical and mental.

In an increasingly long-lived society, that will require, in a couple of decades, care needs to be prioritized in order to guarantee population well-being, new economic perspectives must be developed not based on unpaid work of women, and new services accessible to most households.

Consequently:

More political actions and laws are required to achieve equity between women and men.

Greater development of necessary public utilities, without gender bias.

Better strategies to achieve an equitable care distribution between women and men, and between family and state.

- **Wage gap between women and men.** The gender wage gap is a multidimensional phenomenon, which is one of the most remarkable expressions of inequalities between women and men in European societies. Indicators point to the fact that the gender wage gap, far from disappearing, is getting consolidated and reinforced as a key factor of gender inequality in the labour market.

Among the factors that would justify this situation, we can find the greater female presence in part-time work, occupational segregation and the value given to more feminized occupations or the discontinuity of female work career due to care work. Salary supplements or transparency in the different management processes would be the most common aggravating factors.



This wage inequality highlights the need to boost active policies that shorten distances.

In conclusion, some of the proposed measures affect the supervision and stoppage of gender discrimination in the company; demands for a greater transparency on salaries, with labour inspections and anonymous complaints about wrong behavior.

Furthermore, it is proposed to establish a register of companies to make good practices visible; blind curriculum implementation in early hiring stages, which would also help identify to what extent there is a discrimination based on sex.

- **Maternity:** work-life balance. Gender gaps increase with age. For people with higher education, 15 percent of the wage gap between women and men increases to 23 percent at 30 years. From that age, the gap remains stable.

At this point, it should be taken into consideration if the wage gap increase at 30 coincides with maternity.

In this sense, the conclusions imply that we should opt for a real work-life balance with: **measures that foster equal child care co-management from each parent. These ones would be, for example, equal maternity and paternity leave, non-transferable and successive; the promotion of public, universal and free nurseries from 0 to 3 years; and the rationalization of working hours, with short working days similar to the European schedule model.**

- **Educate in equality.** Training in values from childhood is vital for citizens of the future to embrace and appreciate equity, the sharing of tasks and care, respect and tolerance, as justice issues that should be enforced in order to move towards an advanced and sustainable social model.

In this regard, it is also interesting to work towards a greater social awareness of new masculinities, reinforcing emerging gender roles