

VIII JORNADA FORMATIVA PER A PROFESSIONALS

CRISI ECONÒMICA I CONSEQÜÈNCIES PER A LES DONES

(Impacte sobre els drets, sobre els recursos i la intervenció professional)

Amb motiu del 25 de novembre

**DIA INTERNACIONAL DE L'ELIMINACIÓ DE LA VIOLÈNCIA CONTRA LA
DONA**

23 de novembre 2012



Ajuntament de L'Hospitalet
Àrea de Benestar Social

pmdona
programa
municipal

Lloc de realització:
Centre Cultural Tecla Sala
Sala d'actes
Av. Josep Tarradellas, 44
08901 L'HOSPITALET

Com arribar:
Metro línia 1 (vermella),
parada Torrassa

Organitza:

**PROGRAMA MUNICIPAL PER A LA
DONA**

Masia de CAN COLOM
Plaça CAN COLOM, 1
08902 L'HOSPITALET
93 298 18 70
93 298 18 73 fax
caid@l-h.cat
www.l-h.cat/caid

**VIII JORNADA FORMATIVA PER A
PROFESSIONALS**

**CRISI ECONÒMICA
I
CONSEQÜÈNCIES
PER A LES DONES**

**(Impacte sobre els drets, sobre els
recursos i la intervenció professional)**

**Amb motiu del 25 de novembre
DIA INTERNACIONAL DE L'ELIMINACIÓ
DE LA VIOLÈNCIA CONTRA LA DONA**

**23 de novembre 2012
de 9.30 a 13.30 h.**



Ajuntament de L'Hospitalet



PRESENTACIÓ

Els serveis públics (educació - sanitat - serveis socials- serveis jurídics...), pilars de l'Estat del benestar, són d'una transcendència cabdal pel conjunt de la població, però, de manera especial, per a les dones, ja que són elles les que més pateixen les distintes formes de discriminació i pobresa i les que es dediquen majoritàriament a les tasques de cura.

La disminució de la protecció social i de l'Estat del benestar, a més d'ampliar la fisonomia de la pobresa, augmenta també tot tipus de desigualtats, entre elles les de gènere.

La igualtat entre dones i homes ha estat i és un dels objectius bàsics de la construcció europea, però les conseqüències de la crisi econòmica estan fent trontollar l'aplicació d'aquest principi fonamental.

Aquesta jornada té per objectiu reflexionar sobre totes aquestes qüestions i fomentar un debat enriquidor entre els i les professionals, per tal de compartir visions i propostes d'actuació.

PROGRAMA

9.30 h. Recepció

9.45 h. Inauguració de la Jornada a càrrec de **M. Dolors Fernández Bosch** Tinenta d'Alcaldia de Benestar i Famílies.

10.00 h. Conferència: **"Els drets de les dones i la crisi"**.

A càrrec d'**Encarna Bodelón** Professora de Filosofia del Dret, de la Facultat de Dret de la Universitat de Barcelona, especialitzada en temes de drets de les dones. Professora de Criminologia de la UAB. Doctora en Dret UAB, especialitzada en criminologia feminista i violència contra les dones.

11.00 h. Pausa

11.30 h Taula rodona: **"La intervenció professional davant la crisi"**.

Àmbit de la Salut: **Anna Gómez** Metgessa especialista en Medicina Familiar i Comunitària. Membre del grup de treball de Violència de Gènere i Atenció Primària de la Societat Catalana de Medicina Familiar i Comunitària (CAMFIC).

Àmbit psicològic: **M^a Jesús Soriano**. Psicòloga clínica. Psicoterapeuta individual, de parella i de grup.

Àmbit social: **Montserrat Pineda**. Treballadora social. Coordinadora de incidència política de l'Associació **Creació positiva**.

Àmbit jurídic: **Maria Ángeles Montoya**. Advocada. Coordinadora del servei d'orientació jurídica, tramitació de justícia gratuïta i torn d'ofici i assistència al detingut de l'Il·lustre Col·legi d'Advocats de Barcelona.

13.00 h. Debat i torn de paraula.

Moderadora: **Aurora Antón**. Periodista.

13.30 h. Cloenda i lliurament de certificats.

Els materials d'aquestes jornades es podran trobar en la web del PMD:

<http://www.l-h.es/caid/>

Jornada gratuïta. Inscripcions al telèfon 93 298 18 70, o, caid@l-h.cat

Per aforament de l'espai, es faran les inscripcions per rigorós ordre de rebuda.

VIII JORNADA FORMATIVA PER A PROFESSIONALS CRISI ECONÒMICA I CONSEQÜÈNCIES PER A LES DONES

“La intervenció professional davant
la crisi”.



Ana Gómez Saldaña
Médica de Familia.ICS

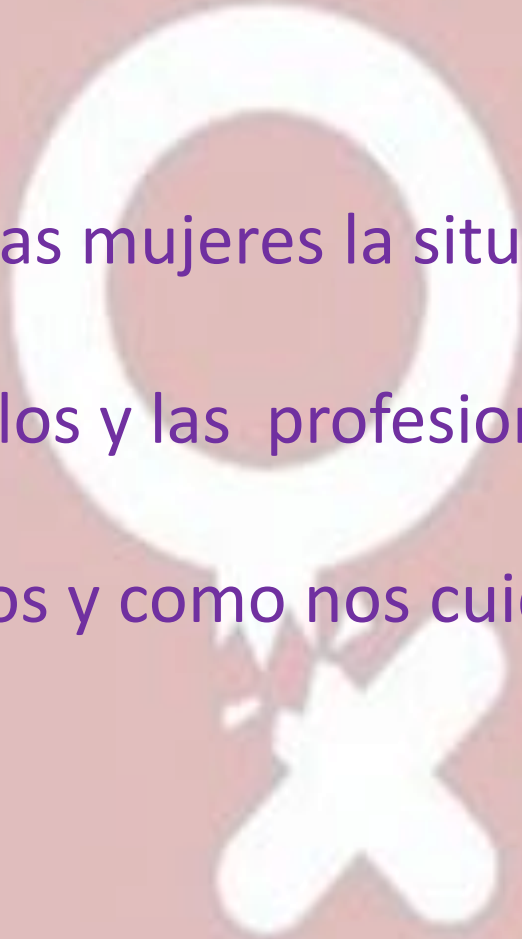
Grupo de Trabajo de Violencia de Género y Atención Primaria
CAMFIC

De donde vengo....



“Las mujeres y la crisis en la consulta de Atención Primaria”

1. Cómo afecta a las mujeres la situación actual
2. Cómo afecta a los y las profesionales de la salud
3. Cómo cuidamos y como nos cuidamos
4. Conclusiones





BOI RUIZ:

"LA SALUD DEPENDE DE UNO MISMO, NO DEL ESTADO"



Organización Mundial de la Salud

"una acumulación tóxica de factores sociales injustos y EVITABLES dañan la salud y crea desigualdades".

- la desigualdad económica,
- la precariedad laboral,
- la contaminación ambiental,
- la inseguridad alimentaria,
- no tener una vivienda digna
- la falta de participación y democracia
- las desigualdades entre hombres y mujeres (trabajo reproductivo, la violencia de género)

Cómo afecta a las mujeres la situación actual

Insomnio, ansiedad, depresión...

Intentos de suicidio

Incumplimiento de dietas

Incumplimiento de tratamientos

Descompensación de trastornos mentales

Violencia de género

Dolor osteomuscular

Retrasos diagnósticos y terapéuticos

Sobrecarga de las cuidadoras



Cómo afecta a las y los profesionales de la salud



Generalitat de Catalunya
gencat.cat



Institut Català
de la Salut

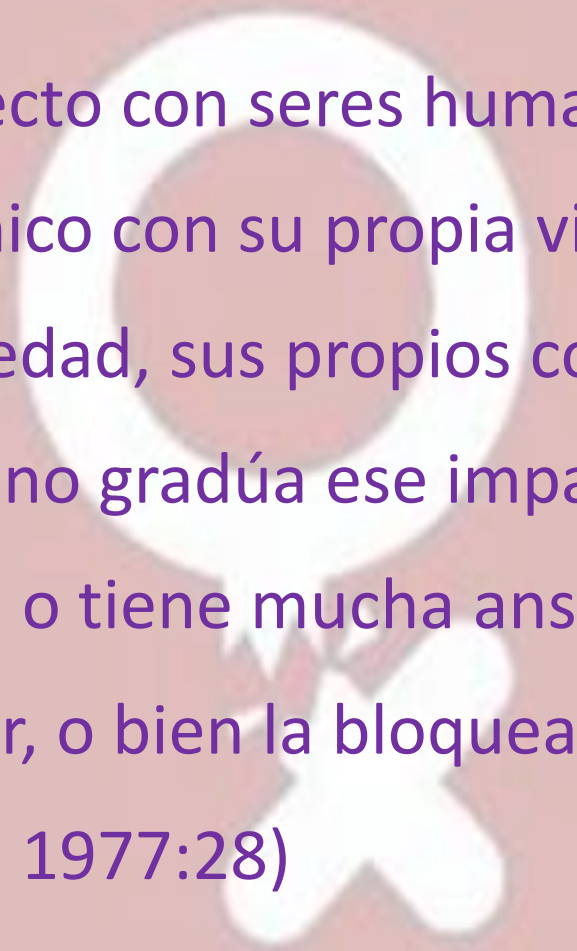


Y dijo Judas:

"solo necesito un trozo de cuerda"

Cómo afecta a las y los profesionales de la salud

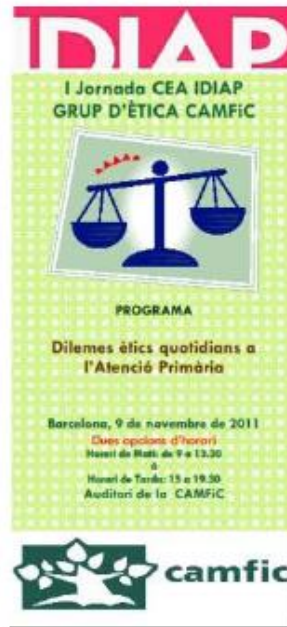
“...el contacto directo con seres humanos, como tales, enfrenta al técnico con su propia vida, con su propia salud o enfermedad, sus propios conflictos o frustraciones. Si no gradúa ese impacto su tarea se hace imposible: o tiene mucha ansiedad y entonces no puede actuar, o bien la bloquea y su tarea es estéril.” (Bleger, 1977:28)



Cómo cuidamos

EN TEMPS DE CRISI MÉS APS
EN TEMPS DE CRISI MÉS
MORAL!

Albert Planes
Metge de família
Grup d'ètica CAMFiC



Dedicación
Respeto
Proximidad
Lealtad
Prudencia
Equidad
Honradez

Más Atención Primaria, más valor y mas valores , más moral

Cómo nos cuidamos



camfic

societat catalana de
medicina familiar i
comunitària

USO



FoCAP
Tota els professionals d'AP

Fòrum Català d'Atenció Primària

per una Atenció Sanitària centrada en les persones



Como nos cuidamos

Cómo cuidadoras ancestrales no pudieron atacar ni huir .La actitud protectora desarrolló astutas estrategias de supervivencia:

- Mantenerse juntas
- Trabajar en grupo
- Hablar, Cantar, Reír para dar señales de que eran muchas.

Los hombres ante la ansiedad de las situaciones inciertas eligen estar solos .Las mujeres prefieren la compañía de otras mujeres incluso aunque no las conozcan esta compañía actúa de sedante.

Las mujeres fueron las primeras en crear redes de supervivencia .

Graciela Ferreira

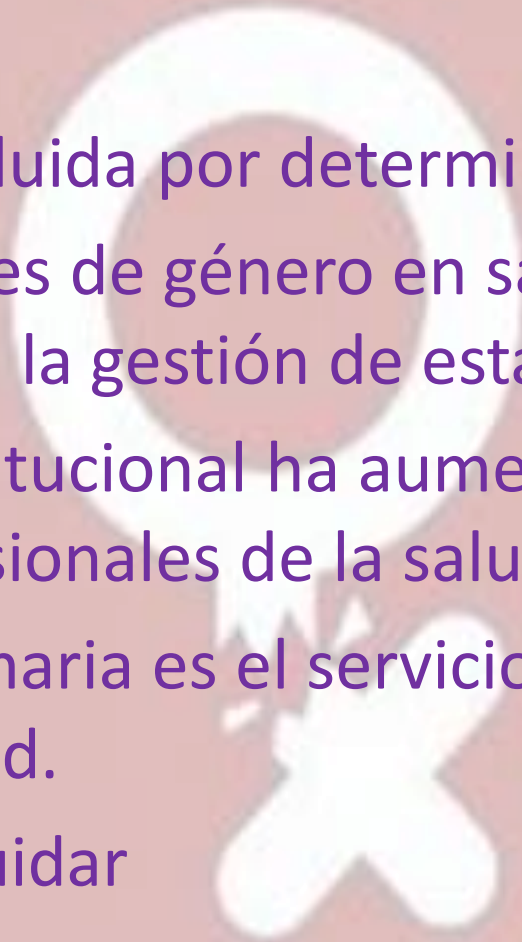
Cómo nos cuidamos



AUTOCUIDADOS

Conclusiones

- La salud está influida por determinantes sociales.
- Las desigualdades de género en salud han empeorado con la gestión de esta crisis.
- La violencia institucional ha aumentado hacia las personas profesionales de la salud.
- La Atención Primaria es el servicio más eficiente servicios de salud.
- Cuidarse para cuidar





CONTRA EL RECORTE EN LOS PRESUPUESTOS DEL ESTADO 2012 DE LAS POLITICAS DE IGUALDAD Y DEL ESTADO DEL BIENESTAR

Las organizaciones feministas abajo firmantes denunciarnos que el Proyecto de Ley de Presupuestos del Estado para 2012 representa una regresión en la promoción de la igualdad efectiva entre hombres y mujeres que los poderes públicos deben realizar en cumplimiento del artículo 9.2 de la Constitución.

El presupuesto para el Instituto de la Mujer y en general para la igualdad de oportunidades entre hombres y mujeres, baja un 19,9%, porcentaje superior al del conjunto de los ministerios (16,9%) y el de la Delegación del Gobierno contra la violencia de género un 21,3%, pese a que el propio ministerio reconoce que de enero a 17 de abril de 2012 el número de asesinadas asciende a catorce.

Progr		2011 (miles de €)	2012 (miles de €)	% recorte 2012
232 B	Instituto de la Mujer	20.652,30	18.739,19	9,3
232 B	Total Igualdad de oportunidades entre mujeres y hombres	31.160,02	24.970,27	19,9
232 C	Total Delegación del Gobierno para la Violencia de Género	30.363,12	23.905,94	21,3
	Total Igualdad + Violencia de Género	61.523,14	48.876,21	20,6

Pese a reconocer que los artículos 17 y 18 de la Ley de Igualdad obligan a todos los gobiernos a aprobar un Plan estratégico de Igualdad y rendir cuentas de su aplicación, parece que este gobierno sólo va a dedicar el año 2012 a evaluar el plan del anterior, 2008-2011 (pág. 197) y a un plan sectorial de apoyo a directivas y empresarias, principalmente a través de las Cámaras de Comercio.

Las políticas de igualdad pierden recursos materiales, pero también humanos y visibilidad social y política: incumpliendo la medida 203 de la Plataforma de Acción de Beijing 1995 ratificada por España, que requiere rango ministerial, mandatos definidos, recursos suficientes y capacidad para influir, en año y medio hemos pasado de tener un Ministerio de Igualdad a una Secretaría de Estado de Igualdad y ahora a una Directora del Instituto de la Mujer a tiempo parcial, que simultanea las políticas contra la discriminación de las mujeres, el 50,7% de la población, con las dirigidas a otros colectivos.

Pero no sólo pedimos políticas *específicas* de igualdad, sino que las políticas *generales* no discriminen, por acción o por omisión, a las mujeres. A ello debería contribuir el *Informe de Impacto de Género* (IIG) que por 4º año acompaña al Proyecto de Presupuestos, pero que en sus 479 páginas incumple el mandato del CEDAW porque:

- No se refiere ni una sola vez al contenido *propio* de los Presupuestos: la expresión cifrada, en euros, de los ingresos que el Estado prevé realizar y la limitación de gasto en cada uno de sus programas, incluyendo a los organismos autónomos como la Seguridad Social, que supone el 38,7% del gasto no financiero del Estado, para las pensiones –inferiores para las mujeres- de 8 millones de pensionistas.
- No compara las situaciones sociales y presupuestarias de partida (2011) con las concretamente previstas para 2012.
- Afirma irresponsablemente que el Presupuesto de Estado 2012, pese a los recortes en el gasto social, tendrá un impacto “positivo” en la reducción de las desigualdades de género.

- d) No selecciona los programas cuyo impacto de género se analiza en función de su incidencia en la situación social de las mujeres, y en algunos de ellos, como el 251M de prestaciones a los desempleados, omite el dato básico, de que 1,15 millones de mujeres no tiene prestación por desempleo, porcentaje superior al de los hombres, y sólo se refiere a 16.064 mujeres víctimas de violencia con renta de inserción.

PARO Y PROTECCIÓN POR PARO	Hombres	Mujeres
Personas en paro	2.840.100	2.433.600
Cobrando prestaciones por desempleo	1.602.100	1.281.400
Tasa de cobertura por desempleo %	56	53
Prestación media (euros/día)	30,61	26,29
Sin protección por desempleo	1.238.000	1.152.200

La reforma laboral -que institucionaliza la precariedad en las empresas de menos de 50 trabajadores con un "periodo de prueba" de un año, abarata y facilita el despido, incrementa la jornada laboral y reduce el poder vinculante de los convenios- va a aumentar el paro y la desigualdad.

El programa de "Salud pública, Sanidad exterior y Calidad", del Ministerio de Sanidad, Asuntos sociales e Igualdad, no aborda la calidad de atención a la interrupción voluntaria de embarazo, limitando su actuación a la actualización y seguimiento del banco de datos del Registro de interrupciones.

El desarrollo del Estado del bienestar empodera a las mujeres, y, a la inversa, su recorte actual incrementa nuestra discriminación, porque carga sobre nosotras el cuidado de la infancia y de las personas en situación de enfermedad o dependencia, porque reduce el empleo en estos servicios y porque ignora nuestras demandas como ciudadanas.

Denunciamos que la eliminación del Plan Educa3, para la Educación Infantil de 0 a 3 años, partiendo de que la tasa de cobertura educativa en esta etapa en nuestro país ya es baja, imposibilita la conciliación de la vida laboral y familiar de padres y madres, contribuyendo a la violencia estructural sobre la maternidad que el Ministro de Justicia dice combatir.

El Proyecto de Presupuestos del Estado para 2012 baja un 42% su contribución al Plan Concertado de Servicios Sociales, reduciendo de 600.000 a 423.000 las personas con ayuda a domicilio. A ello se suma la suspensión en 2012 y 2013, por el Decreto Ley 20/2011 de 30 de diciembre (D.F.14), de la atención a las personas con Dependencia Moderada, y la eliminación en los Presupuestos de 283 millones de euros que transfería a las comunidades autónomas para residencias geriátricas y organización administrativa del nivel acordado de la Ley de Dependencia, en perjuicio de las personas dependientes y sus cuidadoras familiares.

A los dos días de presentar los PGE para 2012 el Gobierno ha anunciado un recorte adicional de 10.000 millones, 3.000 en educación y 7.000 en sanidad, con el repago de los medicamentos, incluyendo a las y los pensionistas, y la reducción de la cartera de servicios, que incidirán muy negativamente en la ya mermada situación social de la población y en especial en las mujeres, contribuyendo a la desaparición del estado del bienestar.

Por todo ello, manifestamos nuestro rechazo al Proyecto de Presupuestos 2012, porque contribuirán a la reproducción de la desigualdad y la violencia hacia las mujeres.

Abril de 2012

FIRMAS DE ASOCIACIONES

Anexo
PRESUPUESTOS DEL ESTADO 2012, GASTOS POR PROGRAMAS
DEL ANÁLISIS DE IMPACTO DE GÉNERO

PROGRAMAS	miles de €
SECCIÓN 12: MINISTERIO DE ASUNTOS EXTERIORES y COOPERACIÓN	
141M: Dirección y Servicios Generales de Asuntos Exteriores	79.897,98
143A: Cooperación para el Desarrollo	678.936,04
144A: Cooperación, promoción y difusión cultural en el exterior	104.183,61
SECCIÓN 13: MINISTERIO DE JUSTICIA	
111N: Dirección y Servicios Generales de Justicia	55.306,43
111Q: Formación del Personal de la Administración de Justicia	11.451,20
111R: Formación de la Carrera Fiscal	6.214,70
112A: Tribunales de Justicia y Ministerio Fiscal	1.442.181,66
113M: Registros vinculados con la Fe Pública	26.126,59
135M: Protección de datos de carácter personal	13.929,55
921S: Asesoramiento y defensa intereses del Estado	32.333,49
SECCIÓN 14: MINISTERIO DE DEFENSA	
121M: Administración y Servicios Generales de la Defensa	1.217.492,95
121N: Formación del personal de las Fuerzas Armadas	418.960,06
464A: Investigación y estudios de las Fuerzas Armadas	174.065,70
SECCIÓN 15: MINISTERIO DE HACIENDA Y ADMINISTRACIONES PÚBLICAS	
222M: Prestaciones Económicas del Mutualismo Administrativo	13.290,34
231G: Atención a la infancia y a las familias	100,00
462N: Investigación y estudios estadísticos y económicos	6.505,70
467G: Investigación y Desarrollo de la Sociedad de la Información	13.961,21
921N: Dirección y Organización de la Administración Pública	46.898,06
921O: Formación del Personal de las Administraciones Públicas	76.181,84
921P: Administración Periférica del Estado	301.579,80
921V: Evaluación de Políticas y Programas Públicos	4.446,36
923M: Dirección y Servicios Generales de Hacienda y Administraciones Públicas	667.572,07
923N: Formación del personal de Economía y Hacienda	9.797,25
931N: Política Presupuestaria	59.336,06
931O: Política Tributaria	6.534,83
942A: Cooperación Económica Local del Estado	32.720,00
SECCIÓN 16: MINISTERIO DE INTERIOR	
131M: Dirección y Servicios Generales de Seguridad y Protección Civil	88.256,68
131N: Formación de Fuerzas y Cuerpos de Seguridad del Estado	80.808,38
131P: Derecho de Asilo y Apátridas	3.322,132
132A: Seguridad Ciudadana	5.468.620,75
133A: Centros e Instituciones Penitenciarias	1.154.371,86
133B: Trabajo, Formación y Asistencia a reclusos	27.431,23
SECCIÓN 17: MINISTERIO DE FOMENTO	
261N: Promoción Administrativa y Ayudas para la Rehabilitación y Acceso a Viviendas	781.999,08
451N: Dirección y Servicios Generales de Fomento	1.189.050,43

467G: Investigación y Desarrollo de la Sociedad de la Información	1.350,00
495A: Desarrollo y Aplicación de la Información Geográfica Nacional	34.397,30

SECCIÓN 18: MINISTERIO DE EDUCACIÓN, CULTURA Y DEPORTE

144A: Cooperación, promoción y difusión cultural en el exterior	28.285,64
321M: Dirección y servicios generales de la educación	75.581,02
321N: Formación permanente del profesorado de educación	4.216,52
322A: Educación Infantil y Primaria	167.130,42
322B: Educación Secundaria, Formación Profesional y Escuelas Oficiales de Idiomas	175.793,97
322C: Enseñanzas Universitarias	149.663,75
322D: Educación Especial	13.431,45
322E: Enseñanzas Artísticas	7.376,11
322F: Educación en el Exterior	108.584,54
322G: Educación Compensatoria	169.790,97
322H: Educación Permanente y a Distancia no Universitaria	5.751,47
322J: Nuevas Tecnologías aplicadas a la Educación	50.437,71
322K: Deporte en Edad Escolar y en la Universidad	13.308,55
323M: Becas y ayuda a estudiantes	1.265.048,52
324M: Servicios complementarios de la enseñanza	5.637,04
324N: Apoyo a otras actividades escolares	6.532,04
331M: Dirección y Servicios Generales de Cultura	39.947,44
332A: Archivos	40.543,17
333A: Museos	177.514,94
333B: Exposiciones	3.852,62
334A: Promoción y cooperación cultural	24.563,37
334B: Promoción del libro y publicaciones culturales	1.109,39
334C: Fomento de las Industrias Culturales	29.481,76
335A: Música y Danza	89.773,50
335B: Teatro	45.110,15
335C: Cinematografía	71.058,71
336A: Fomento y apoyo de las actividades deportivas	177.458,77
463A: Investigación Científica	110.378,41
466A: Investigación y Evaluación Educativa	5.588,84

SECCIÓN 19: EMPLEO Y SEGURIDAD SOCIAL

143A: Cooperación para el desarrollo	2.501,28
231B: Acciones en favor de los emigrantes	89.701,55
231H: Acciones en favor de los inmigrantes	66.849,63
241A: Fomento de la inserción y estabilidad laboral	5.759.558,48
241N: Desarrollo de la economía social y de la responsabilidad social de las empresas	5.184,80
251M: Prestaciones a los desempleados	28.805.052,82
291A: Inspección y control de Seguridad y Protección Social	127.029,90
291M: Dirección y Servicios Generales de Seguridad Social y Protección Social	142.090,74
494M: Administración de las relaciones laborales y condiciones de trabajo	42.460,59
912P: Asesoramiento del Gobierno en materia social, económica y laboral	8.843,23

SECCIÓN 20: MINISTERIO DE INDUSTRIA, ENERGÍA Y TURISMO

421M: Dirección y Servicios Generales de Industria y Energía	70.923,09
422B: Desarrollo Industrial	423.554,24
423M: Desarrollo alternativo de las comarcas mineras del carbón	41.000,00
432A: Coordinación y promoción del turismo	438.197,43
433M: Apoyo a la Pequeña y Mediana Empresa	140.667,35
467I: Innovación tecnológica de las telecomunicaciones	671.754,55

467C: Investigación y desarrollo tecnológico industrial	274.519,01
467G: Investigación y desarrollo de la Sociedad de la Información	116.643,86

SECCIÓN 23: MINISTERIO DE AGRICULTURA, ALIMENTACIÓN Y MEDIOAMBIENTE

414B: Desarrollo del Medio Rural	1.520.976,36
414C: Programa de Desarrollo Rural Sostenible	28.329,39
415B: Mejora de Estructuras y Mercados Pesqueros	59.010,76
416A: Previsión de riesgos en las producciones agrarias y pesqueras	252.659,35
451O: Dirección y Servicios Generales agricultura, alimentación y Mº Ambiente	177.524,99

SECCIÓN 25: MINISTERIO DE LA PRESIDENCIA

912O: Relaciones con las Cortes Generales, Secretariado del Gobierno y Apoyo a la alta dirección	43.056,94
462M: Investigación y estudios sociológicos y constitucionales	12.433,93

SECCIÓN 26: MINISTERIO DE SANIDAD, SERVICIOS SOCIALES E IGUALDAD

231A: Plan Nacional sobre Drogas	18.486,08
231F: Otros Servicios Sociales del Estado	181.817,98
231G: Atención a la Infancia y a las Familias	5.255,32
232A: Promoción y Servicios a la Juventud	28.601,40
232B: Igualdad de Oportunidades entre Mujeres y Hombres	24.970,27
232C: Actuaciones para la prevención integral de la violencia de género	23.905,94
311M: Direc. y Servicios Generales de Sanidad, Serv. Sociales e Igualdad	83.469,40
313A: Prestaciones y Farmacia	145.242,22
313B: Salud pública, Sanidad Exterior y Calidad	38.422,55
465A: Investigación Sanitaria	5.417,93
492O: Protección y Promoción de los derechos de consumidores y usuarios	19.368,56

SECCIÓN 27: MINISTERIO DE ECONOMÍA Y COMPETITIVIDAD

143A: Cooperación para el desarrollo	2.258,14
463A: Investigación científica	664.978,52
463B: Fomento y coordinación de la investigación científica y técnica	1.392.459,01
465A: Investigación sanitaria	293.446,46
467A: Astronomía y astrofísica	17.037,19
467C: Investigación y desarrollo tecnológico-industrial	1.789.179,11
467D: Investigación y experimentación agraria	77.508,04
467E: Investigación oceanográfica y pesquera	58.421,34
467F: Investigación geológico-minera y medioambiental	25.971,30
467H: Investigación energética, medioambiental y tecnológica	83.899,43
493M: Dirección, control y gestión de seguros	293.067,58
923C: Elaboración y difusión estadística	215.915,89
923P: Relaciones con los Organismos financieros multilaterales	352.563,40
931M: Previsión y Política Económica	3.932.515,55

Impact of the global economic crisis on women, girls and gender equality

This document was developed thanks to the contribution of the German Federal Ministry for Economic Cooperation and Development (BMZ), as part of a Grant Agreement between UNAIDS and the German BACKUP Initiative, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ).

UNAIDS/JC2368E (English original, July 2012)
ISBN 978-92-9173-989-9

Copyright © 2012
Joint United Nations Programme on HIV/AIDS (UNAIDS).

All rights reserved. Publications produced by UNAIDS can be obtained from the UNAIDS Information Production Unit.

Reproduction of graphs, charts, maps and partial text is granted for educational, not-for-profit and commercial purposes as long as proper credit is granted to UNAIDS: UNAIDS + year. For photos, credit must appear as: UNAIDS/name of photographer + year. Reproduction permission or translation-related requests—whether for sale or for non-commercial distribution—should be addressed to the Information Production Unit by e-mail at: publicationpermissions@unaids.org.

The designations employed and the presentation of the material in this publication do not imply the expression of any opinion whatsoever on the part of UNAIDS concerning the legal status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries.

UNAIDS does not warrant that the information published in this publication is complete and correct and shall not be liable for any damages incurred as a result of its use.

UNAIDS 20 avenue Appia | CH-1211 Geneva 27 Switzerland | Tel. (+41) 22 791 36 66
Fax (+41) 22 791 48 35

CONTENTS

Introduction	2
Current state: Gender equality and the Millennium Development Goals	3
The global perspective	4
National consequences and policy measures	6
Impact on the lives of women and girls (individual/community)	8
Opportunities to advance gender equality	9
Discussion	9
Recommendations	12
References	14

INTRODUCTION

The global economic crisis that began in 2008 has been the most significant economic slowdown since the Great Depression (1), with consequences that have ricocheted throughout the world. Financial crises and the policy responses put in place impact men and women differently, and yet the effects of austerity measures on women and girls are rarely considered. Globally, women are more vulnerable to these economic shocks (2). During times of economic crisis, global gender inequalities mean that women and girls, particularly in low-income countries, are more likely to be taken out of school, are the first to reduce the quantity or quality of the food they eat or to forgo essential medicines, and are more likely to sell sex in order to survive (3). This negatively impacts on women's health and the gains that have been made in girls' education, undoing the progress that has been made towards achieving the Millennium Development Goals (MDGs).

This paper outlines the impacts of the global economic crisis on women, girls and gender equality in order to advocate for sustained investment in this area. To capture the full impact of the crisis on women and girls, the paper provides a summary of evidence from high-, middle- and low-income countries across the globe, with a focus on countries with a high burden of human immunodeficiency virus (HIV).¹ It draws on various sources of information, including a review of the literature, relevant documents from the public and private sectors, an analysis of relevant databases, and interviews with notable scholars and professionals in the fields of economics

and gender equality. In order to better understand the long-term effects of the crisis on gender equality, this paper is divided into the impacts of the crisis at three levels: global (trade patterns, commodity prices), national (public-sector investment, stimulus packages, employment), and individual/community (social and economic empowerment, food consumption, health-seeking behaviour).

There are limited human development data on the current crisis (4). This means that the majority of evidence on the impacts of the crisis on women, girls and gender equality comes from past crises such as the Asian financial crisis of 1997–1998. Studies from past crises have been included in this paper along with a number of more recent case studies from India, Nigeria, South Africa and Thailand. On their own, none of these studies provides a complete picture of the impacts of the global economic crisis on women, girls and gender equality. The impacts have differed considerably between countries: Countries with a high burden of HIV such as China and India have been able to withstand many of the effects of the economic crisis, while countries across Africa have been widely impacted due to the combined effects of the financial crisis with spikes in food and fuel prices. Major differences also exist between women and girls within countries. Nonetheless, by looking at these studies as a whole, we are able to draw a number of lessons about why there is a need to invest in women, girls and gender equality during times of economic crisis and how this can be done effectively.

1 All Joint United Nations Programme on HIV/AIDS (UNAIDS) priority countries were considered in this review, including Brazil, Cambodia, Cameroon, China, Democratic Republic of the Congo, Ethiopia, India, Kenya, Malawi, Mozambique, Myanmar, Nigeria, Russian Federation, South Africa, Thailand, Uganda, Ukraine, United Republic of Tanzania, Zambia and Zimbabwe.

This issues brief is intended for international, regional and national decision-makers, policy-makers and advocacy groups interested and engaged in addressing the global economic crisis. The purpose of the paper is to call for the respect of women's rights and gender equality in times of economic crisis, and to make the case for sustained investment in meeting the needs of women and girls.

Current state: Gender equality and the Millennium Development Goals

Inequalities between men and women throughout the world mean that women are among the most vulnerable people to economic shocks. Women globally have lower wages than men, with a 22% pay gap, and are often the first to lose their jobs (5). Women also face discrimination in education, with 96 girls for every 100 boys enrolled in primary school in developing regions in 2011 (6). Lower levels of education mean that women are more likely than men to be involved in lower-paying jobs or low-skilled labour and are therefore more susceptible to financial crises. Since women are often responsible for the unpaid care of children and sick family members, their choices of what paid work they are able to take on and their bargaining power within these paid positions are often compromised. The International Labour Organization reports that across sub-Saharan Africa, the female working poverty rate exceeds that of men in 22 of 27 countries based on the available data (7). Investing in women therefore reaches some of the poorest and most disadvantaged people in society.

The reality is that investing in women often means supporting families and children and therefore society at all levels. All individuals require a basic amount of human labour to meet their basic needs of food, water, clothing, shelter and care when they are sick or elderly. As feminist economists have long pointed out, the division of labour almost universally places women at the centre of these tasks (8). The logic follows that investing in women also invests in meeting the basic needs for all individuals. The rationale for investing in women with micro-finance programmes and cash-transfer policies draws on this basic principle, even though there is recognition that the expectation that women and girls are responsible for the majority of care work needs to be addressed as a long-term objective. According to the World Bank, "policy responses which build women's roles as economic agents and their preference for investing resources in child well-being can go a long way towards mitigating negative effects [of economic crises]" (9).

The consequence of not recognizing the importance of investing in women, girls and gender inequality is that the long-term impacts of the crisis may be deepened further when the effects of unemployed women, uneducated girls and the growing burden of care are realized, leading to deeper levels of poverty and greater inequality for all individuals. There has been widespread concern that this will slow progress on the MDGs (9). Evidence from previous economic shocks shows that women who lose their financial independence due to job loss or reduced earnings are more likely to be pushed into sexual exploitation or trafficking (10). This contributes to the spread of HIV, in particular in low- and

middle-income countries that already have a high burden of the disease, and could undermine the achievements that have been made towards MDG6 on combating HIV and other diseases.

In addition, girls in countries with pre-existing low female schooling rates and high child mortality rates are highly vulnerable to being pulled out of school during times of crisis as households attempt to deal with financial constraints. This has grave implications not only for MDG3 and its objective of eliminating the gender disparity in primary, secondary and tertiary education in these countries, but also for the achievement of MDG4 (child health) and MDG5 (maternal health). The countries where women and girls face the greatest potential long-term impacts as a result of the global economic crisis are countries with pre-existing high infant and child mortality rates or low female schooling rates, indicating development challenges. A report from the World Bank identifies 15 countries, mostly in Africa, where this is the case. According to the report, the countries most at risk of experiencing a deepening of inequalities, higher child mortality and lower rates of female schooling as a direct result of the economic crisis include the Democratic Republic of the Congo, Ethiopia, Mozambique, Nigeria, United Republic of Tanzania and Zambia (9).²

The crisis has also contributed to fewer funds being available in high-income countries to address the MDGs. The Organisation for

Economic Co-operation and Development reported a drop of 3% in aid funding for developing countries in 2011, breaking a long trend of annual increases (11). According to the United Nations Commission on Population and Development, goals of reducing maternal mortality and achieving universal access to reproductive health (MDG5) are significantly underfunded as a result of the global economic crisis (12). The planning of the MDGs did not take into consideration the potential impacts of changes to the global economy (3), which has left many countries far from meeting the MDG targets and with fewer resources available to make it happen. This has serious implications for the achievement of the MDGs by their target date of 2015.

The global perspective

A series of macroeconomic shocks have taken place at a global level as a result of the economic crisis, which have had an impact on the lives of women and girls around the world and have changed the landscape for gender equality. One of these shocks was the collapse of the investment bubble in high-income countries in 2008, which spread to middle- and low-income countries as financial transfers began to shrink along with markets for exports (3). This contributed to what has been referred to as a “triple crisis” in many low-income countries, as the financial crisis combined with pre-existing shocks that had taken place in food and fuel prices (13). Aggregate

² This list includes the countries that are at risk of deepening gender inequalities according to the World Bank report and that also have a high prevalence of HIV. Additional countries listed in the World Bank report include Afghanistan, Burkina Faso, Chad, Gambia, Ghana, Kenya, Mali, Niger, Sierra Leone, Sudan and Togo.

shocks of this kind cause disproportionate harm by increasing inequalities and lowering standards of living among the most vulnerable people in society, in particular women and children (2).

One of the most significant outcomes of the global economic crisis has been a change in trade patterns as the markets for particular commodities shrank, leading to job losses in countries that supplied goods for those markets. Women make up 60–80% of export manufacturing workers in low- and middle-income countries, meaning they are particularly affected by these changing trade patterns (14). This has had an impact on several industries that employ primarily women, such as export processing in eastern and southern Africa (10), the cut-flower industry in Uganda (15) and the manufacturing sector in Thailand (16). In the case of Thailand, women who have lost their jobs have often turned to informal housework jobs. Studies from the Asian crisis point to how the closing of garment factories led more young women to turn to the informal economy and sex work as a means of compensating for loss of income (17). A rise of sex work resulting from increasing unemployment during the current economic crisis has also been reported in eastern and southern Africa (10).

Shrinking markets in high- and middle-income countries have also led to job losses by foreign women migrants from poorer regions and countries. These migrants offer a means of support for poor families in regions where there is no work or means of sufficient income. As families with higher levels of income decide that they can no longer afford to hire foreign women workers to do domestic labour, these workers lose

what is often the livelihood of their entire family. Reports from high-income countries that women migrant workers were forced to return to their homelands began appearing shortly after the crisis began (18,19). This represents an entire shift in the global sphere of women's labour from paid to unpaid domestic work, and increases the burden of domestic labour on women in all contexts.

As women return home from paid employment in foreign countries or regions and lose their jobs as factories close, they often turn to the informal sector, including street vending and trading of goods, as a means of supporting themselves and their families. However, even these informal jobs are gendered, with the "skilled" jobs in construction and manufacturing often reserved for men, while women are restricted to the lower-paid positions of trading goods and making handicrafts (20). The informal sector has also been affected by the global slowdown according to a series of 160 qualitative interviews with informal workers across 11 cities in Africa, Asia and Latin America conducted by Women in Informal Employment, which found that 70% of those interviewed reported a decline in their weekly income (21). As a result, studies of the impact of the crisis on women working in the informal economy report a rise in hours of work, decreases in wages, and increases in women's vulnerability to physical and psychological stress (22) as women face the burden of searching for additional sources of income.

In low- and middle-income countries, particularly across Africa, rising costs of food and fuel have created a double burden for women and girls; for example, in South Africa, food prices increased

by 7.1% between 2010 and 2011. Some of the highest increases in food prices over the past 3–4 years have occurred in the Russian Federation, a high-income country with significant income disparity, with increases between 7% and 11% every year since 2008 (23). A comprehensive study from six sites in Nigeria has shown that rising household costs have required women to take on additional work and work significantly longer hours in order to offset the price increases (24). Other studies point to the particular impact these rising household costs have had on the health of women, specifically pregnant women and women living with HIV (25). Women who are already facing health risks, including pregnancy and HIV, are particularly vulnerable to reduced nutrition resulting from unaffordable food prices and may not be prioritized within households. For example, a qualitative study from six countries (Bangladesh, Indonesia, Jamaica, Kenya, Yemen, Zambia) showed that women, even when pregnant, are not prioritized when making nutritional choices for their family during times of crisis (26).

National consequences and policy measures

Macroeconomic shocks such as the collapse of the investment bubble and rising food and fuel prices have direct impacts on women and girls through post-crisis austerity measures that are put in place by international institutions and national governments. The austerity measures that were adopted around the world in reaction to the crisis (either voluntarily or as part of the requirements of the emergency loans provided by the International Monetary

Fund) often required reductions in health and social expenditure (3). This section looks in more detail at how national austerity measures have impacted on women, girls and gender equality.

Austerity measures such as cuts in spending on social and health services at a national level tend to impact first on women and girls. Global gender inequalities contribute to women often taking on exclusive responsibilities for children and sick family members, meaning that cuts in government support increase the unpaid workload of women. Unwittingly, national governments often contribute to this burden by not considering the differential impact of government cuts on men and women. For example, evidence from past economic shocks shows that in trying to maintain employment levels, governments tend to allow the burden of adjustment to fall heaviest on non-salary items such as drugs (1). This has the unintended consequence of protecting formal employment (which is dominated by men in many contexts, especially at higher levels) while at the same time putting heavier burdens on household expenses (often the domain of women).

Reductions in public spending often lead to a rising cost of health and education, which in turn has direct negative impacts on women and girls. It has been observed that “countries facing economic crisis and an associated reduced government spending for health and education are likely to witness an increase in the number of women who have no choice but to attempt to depend on relatively unstable employment in the informal economy” (20). This is due to the importance of both education and health in ensuring women can enter and stay in

formal sector jobs; when a woman's health or education is compromised, her ability to participate in formal or stable work is also often affected. A specific example of this type of compromise comes from Nigeria, where evidence shows that the financial crisis has led to an increase in school withdrawals of girls to ensure the education of boys or younger siblings: Being a girl increases the probability of dropout (24).

Austerity measures that tighten financial lending also have a disproportionate impact on women and girls. Existing gender norms influence the decisions made by commercial lenders as the viability of providing credit to female-owned business is perceived as more risky (27). Women make up the majority of clients of micro-finance institutions, but there is an expectation that such credit will decline as a result of the liquidity problems in the financial sector on a global level (28). Moreover, the earlier described impact of the economic crisis on the informal-sector cashflow will affect the ability of women to meet the obligations of existing credits, thus reinforcing the perception of women being risky lenders. The combination of gender norms that already disadvantage women in business and a reduced availability of credit will make it more difficult for women in both high- and low-income countries to gain access to financial support.

The global gap in pay between men and women puts women at greater risk of facing severe poverty. Women may sometimes have greater job security because they are unfairly being paid less than their male counterparts, but women are also more vulnerable during economic recessions because of their employment in precarious (often informal or part-time) positions of employment

and the dominance of "male breadwinner" norms that lead employers to keep male over female employees (27). Women are therefore often the first to lose jobs or see a reduction in salary over their male counterparts.

Stimulus packages that have been introduced to provide an economic boost in several high- and middle-income countries have not considered how they might be able to address gender inequalities (27). This runs the risk of reaffirming gender inequalities, for example by supporting formal employment that benefits men while making cuts to health and social services such as child-care facilities, putting increasing burden on women as caregivers. Not only does this impact on gender inequality but also it can further destabilize the economy, as suggested by evidence that government spending in social areas has a more stabilizing effect on a country's gross domestic product compared with government spending as a whole (2). Investing in women and girls has long-lasting benefits for the well-being of society, both economically and socially.

Evidence from previous economic crises supports the need to invest in social protection mechanisms on a long-term basis, which can then be ramped up during times of crisis in conjunction with stimulus packages and other financial measures. Developing countries that already had social safety nets in place were best able to weather the effects of the beginning of the economic crisis in 2008 and 2009 (29). This included several Asian countries, which had already experienced a significant economic shock in 1997–1998 and had put in place social protection mechanisms, including social insurance schemes, food subsidies,

welfare programmes for children, elderly people and people with disabilities, student subsidies, and conditional cash transfers for women sending their children to school (30,31). Social health insurance schemes and exemption mechanisms for vulnerable people provide a well-recognized means of reducing the impact of rising health-care costs on poorer households (32). Unconditional cash-transfer programmes, as introduced by Indonesia, that provide cash to poor households as a means of mitigating economic shock have also proven to be a viable form of protection (29). A combination of policies that protect the multiple dimensions of welfare, nutrition and educational status of women and girls alongside mechanisms such as cash transfers leave women and girls better able to manage crises.

Impact on the lives of women and girls (individual/community)

The impact of the global economic crisis at the global and national level has had profound implications for the economic and social empowerment of women and girls at an individual and community level. One immediate consequence of the economic crisis and related job losses, cuts in public spending and shrinking wages in the informal sector is the impact on the amount of free time women have each day. Studies report an increase in “time poverty” of women as the need to remain competitive within informal markets dominated by women turns into longer days and working hours (2). This is magnified by the increasing need for the provision of care by women,

which was previously provided by the state (3). The time burden on women lessens opportunities for economic empowerment through involvement in the formal employment sector, education or entrepreneurialism.

Economic crisis can also accentuate gender inequalities within households and reduce opportunities for social empowerment. There is evidence that women are often the first to stop eating in order to ensure the supply of food to their family, despite the consequences for their own health, including risk of poor pregnancy outcome and maternal death and the impact this can have on the long-term food security of the family (33). Studies from India show that women, as caretakers of the family, are expected to eat only the remaining or leftover food, which can result in malnutrition for the mother and eventually the children (28). Related gender norms around the behaviour of women as requiring self-sacrifice also reduce the health-seeking behaviour of women, meaning they will often forgo essential medicines and put their own lives at risk during times of economic hardship (3).

Economic impoverishment can reaffirm and harden gender inequities by increasing women’s financial dependence on men (3). This can increase men’s decision-making power within households, increase the risk of intimate partner violence (33) or lead to an increase in unsafe sexual practices. Social studies from South Africa point to the role of romantic attachments with men in the everyday survival of women and girls: Multiple concurrent partnerships (a factor contributing to the spread of HIV) are often entered into by women and girls in order to

fulfil their daily needs such as food, shelter and luxury items (35). In this way, the impacts of the financial crisis are felt at the most intimate level of women's health.

Women's health has also been affected emotionally and physically during the global financial crisis. The stress of losing a job or dealing with the everyday hardship of decreased wages and earnings has resulted in mental health problems in some contexts. For example, in Thailand during the 2008 crisis, the suicide rate for women increased by 8.6% (and decreased for men by 0.9%) (16). Violence against women has also seen a rise since the beginning of the crisis, as a result of the ongoing stress on families and communities (28). Although these health impacts occur at the individual level, they point to how the overall relationship between gender inequalities and the global financial crisis manifests in the everyday lives of women and girls.

Opportunities to advance gender equality

Addressing the long-term consequences of gender inequalities is a significant challenge. Scholars have suggested that abrupt and drastic social changes, such as those brought about by a global economic crisis, may also present certain opportunities for individuals. In double-income households where a man has lost his job but a woman has not, or when a woman is required to work in order to support a family, there may be new opportunities when existing gender norms are being challenged and reshaped (27). Other scholars see such shifts in gender norms as presenting opportunities for entrepreneurialism, as women are

presented with more opportunities to set up small businesses, network with other women and gain new skills (20). Financial difficulties can also increase levels of social cohesion for communities as individuals and families turn to others for support and help those in need, which can open up new opportunities and networks that may not have existed previously. As a result, political and policy measures that attempt to mitigate the negative impact of the global economic crisis on women, girls and gender equality also need to recognize the potential opportunities that present themselves during such crises.

Discussion

This report summarizes the available evidence on how the economic crisis is impacting on women, girls and gender equality at the global, national and individual/community level. Rather than three distinct areas where impacts of the crisis are being felt, these three levels should be seen as intimately interconnected. Macroeconomic shocks at the global level, including the collapse of the investment bubble in high-income countries in 2008 and the food and fuel crisis, have led to changes in trading patterns and cuts in international and national spending levels. Shocks such as these are often felt first by women and girls as they lose their jobs, are pulled out of school, make sacrifices in what they eat, and experience higher rates of violence from their partners. The evidence suggests that investing in women and girls protects the most vulnerable people at times of economic crisis, helps to keep girls in school, and supports the nutritional and health-related needs of pregnant women and their families.

Deepening levels of gender inequality have long-term consequences for addressing the social and economic empowerment of women, and economic stability more broadly. Reduced spending on social and health services increases the unpaid labour of women and girls and reduces the number of girls attending school, who are increasingly required to stay at home to help with housework or to provide care. This then makes it more difficult for these women to enter better-paid, higher-skilled jobs (in both the formal and informal sectors) in the future as they lack the skills to do so. This means that a short-term cut in social and health services can contribute to an entire generation of girls being left without the educational supports they need in order to raise themselves out of poverty. Unfortunately, these consequences will not be fully realized until it is too late. The evidence summarized in this paper provides some initial indicators of where the need is the greatest: Countries with pre-existing gender inequalities that have been hard hit by the current global economic crisis are at particular risk of further deepening these inequalities.

What is clear from the evidence is the need to assess the gendered effects of the measures being put in place to address the global economic crisis. If gender considerations are not made, the stimulus packages and austerity measures put in place as a response to the crisis can act to magnify rather than alleviate the impact of the crisis on women, girls and gender equality. For example, gender inequalities are emphasized when stimulus packages focus on male-dominated industries or when austerity measures include drastic cuts to social and health services. This in turn has negative

consequences for the long-term stability of families, and the economy more generally, as the needs of women and girls are left out of economic decisions at all levels. In comparison, when gendered considerations have been made in international and government responses to economic crises, there have been improvements in long-term economic stability.

The research summarized in this report points to four key areas where gender considerations need to be made for crisis response: health, education, employment and care. The evidence from health suggests that gender inequalities are leading to reduced nutrition and health standards for women and girls, which have been compounded by both financial constraint and the rising costs of household goods in several countries. Faced with job loss and decreased income, women are more likely to turn to financial opportunities that may put their health at risk, such as sex work, or to sacrifice their own nutritional requirements for the sake of their family, even while pregnant. Strategies used to mitigate these impacts, which have seen some success, include food subsidies and unconditional cash transfers for the poorest households. Health insurance schemes also play a role in ensuring the ongoing use of health services by families.

Research from the education sector suggests that girls in some contexts are being taken out of school as a result of the economic crisis in order to protect the education of boys or younger siblings. In the short term, this is clawing back the gains that have been made towards greater gender equality as part of the MDGs. In the longer term, it stands to limit the

opportunities these girls have for the future and to curtail their contributions to national development. Policies being used to reduce these short-term and long-term consequences include student subsidies and cash transfers to women on the condition that they send their female children to school.

Providing incentives to woman to send their children to school does not consider the underlying reasons why this is not being done in the first place. The factors that lead to a reduction in the number of girls attending school also need to be addressed. The importance of this arises from the evidence on unpaid care and the need to support women and girls in care roles and address the gender inequalities that contribute to care being a woman's burden. Supporting care, through welfare programmes for children, elderly people and people with disabilities, opens up the possibilities for girls to go to school and for women to take on regular, stable forms of paid work. The longer-term social changes that need to take place in women's care roles can also be assisted through strategies such as training male caregivers, changing sociocultural perceptions and roles, and providing appropriate pay for care roles.

As highlighted by the research, women are often the first to lose their jobs or face decreased wages in times of crisis.

Protecting the sectors where women tend to be employed is therefore a necessary measure in alleviating the initial impacts of an economic crisis and providing for longer-term stability. Unconditional cash-transfer programmes that provide cash to poor households have been demonstrated as an effective means of mitigating economic shocks.

Although the need to invest in women, girls and gender equality is well supported by the evidence available, there are also significant gaps that need to be addressed in order to identify the specific policy measures that are needed in various contexts. For example, there are few data on the links between gender inequalities, the global economic crisis and HIV. There is significant evidence of the contribution of gender inequalities in the spread of HIV, but little is known about the role the current economic crisis has played in compounding these effects. Although there is a growing body of evidence on the impacts of the current economic climate on children (36),³ women and gender inequalities are rarely considered in these studies, often due to an absence of sex-disaggregated data. Rigorous analyses of the effectiveness of policy measures that target women and girls specifically or that seek to address underlying gender inequalities are needed for the future.

³ The Overseas Development Institute has published a collection of studies on the impacts of the economic crisis on child well-being in a themed issue of the journal *Development Policy Review*, 2011, volume 29, number 5.

RECOMMENDATIONS

This report has brought together the evidence on women, girls and gender equality in the context of the global economic crisis. By bringing together a wide range of research from different contexts, this report has been able to highlight the urgency of considering gender concerns in the response to the crisis at the national and international level.

Five key recommendations arise from this evidence:

1. Assess the impact of the economic crisis on women and girls:

Countries should review and map the immediate and long-term impact of the economic crisis on women and girls, in particular whether and how it worsens existing gender inequalities, and related consequences, such as increased risk of gender-based violence, HIV and declining maternal and child health.

2. Assess austerity measures for gendered effects:

Given the very different impact of the economic crisis on men and women, all stimulus packages and austerity measures need to consider how they may be perpetuating or alleviating gender inequalities, for example by drawing on gender analysis and gender budgeting tools.

3. Social protection mechanisms:

- **Health and nutrition:** The health and nutritional needs of women and girls need to be protected at all times and stepped up during times of crisis, for example through policy measures such as food subsidies, health insurance and cash transfers.
- **Care:** The increase in unpaid care for women and girls that often occurs in times of economic crisis needs to be mitigated against through the provision of social care supports such as child-care services and support for elderly people and people with disabilities.
- **Education:** Mechanisms to ensure that girls stay in school despite economic strain on families and a potential increase in the burden of care for women are needed. Conditional cash transfers have been effective in many countries but need to be combined with measures to reduce the higher burden of care put on women and girls during crises.

4. Financial stimulus packages for women's employment:

Financial stimulus packages have been a major strategy of governments seeking to address the impacts of the global economic crisis. Given the importance of investing in women and gender equality as a long-term strategy for protection from financial shocks and overall economic stability, women's employment needs to be a more significant focus of these stimulus packages.

5. More rigorous monitoring and analysis:

An absence of sex-disaggregated data has contributed to an inability to adequately assess the impact of the current economic crisis on women and girls in many countries. Ongoing monitoring and trend analysis, and better data for quantitative measurement and qualitative studies of the impact of the crisis on the lives of women and girls, are needed to design effective policies for the future.

These five recommendations highlight the challenge that exists for policy-makers in mitigating the impacts of the global economic crisis on women and girls, and the need for urgent attention and investment. This also presents a significant opportunity for addressing global gender inequalities, which has presented itself with the current economic climate. The real challenge is embracing this opportunity rather than using austerity as an excuse for inaction.

REFERENCES

1. Anderson I et al. The other crisis: the economics and financing of maternal, newborn and child health in Asia. *Health Policy and Planning*, 2010, 26:288–297.
2. Mendoza RU. Crisis and inequality: lessons from the global food, fuel, financial and economic crises of 2008–2010. *Global Policy*, 2011, 2:259–271.
3. Mohindra K et al. The global financial crisis: whither women's health? *Critical Public Health*, 2011, 12:273–287.
4. Harper C et al. Promoting children's well-being: policy lessons from past and present economic crises. *Development Policy Review*, 2011, 29:621–641.
5. Emmett B. *Paying the price for economic crisis*. Oxford, Oxfam International, 2009.
6. *Progress of the world's women: in pursuit of justice*. New York, UN Women, 2011 (<http://progress.unwomen.org/>).
7. *Making the crisis recovery work for women!* Geneva, International Labour Organization, 2011 (http://www.ilo.org/gender/Events/WCMS_151285/lang--en/index.htm).
8. Kabeer N. *Reversed realities: gender hierarchies in development thought*. London, Verso, 1994.
9. Sabarwal S et al. *The global financial crisis: assessing vulnerability for women and children*. Washington, DC, World Bank, 2009 (<http://worldbank.org/financialcrisis/pdf/Women-Children-Vulnerability-March09.pdf>).
10. Randriamaro Z. *The impact of the global systemic crisis on women in Eastern and Southern Africa: responses and prospects*. Toronto, Association for Women's Rights in Development, 2010 (<http://www.awid.org/Library/2010-Updates-Impacts-of-the-Crisis-on-Women-s-Rights-Sub-regional-perspectives>).
11. *Development: aid to developing countries falls because of global recession*. Paris, Organisation for Economic Co-operation and Development, 2011 (http://www.oecd.org/document/3/0,3746,en_21571361_44315115_50058883_1_1_1_1,00.html).
12. Deen T. *U.N. decries stagnant funding for population goals*. Inter Press Service, 13 April, 2011 (<http://ipsnews.net/news.asp?idnews=55250>)
13. Pearson R, Sweetman C. Introduction. *Gender and Development*, 2010, 18:165–177.
14. *The economic crisis: the impact on women*. Washington, DC, United States Agency for International Development. (http://www.usaid.gov/our_work/cross-cutting_programs/wid/pubs/WID_FACT_SHEET_Gender_Economic_Crisis_v2.pdf).
15. *Impact of the financial crisis on women and families*. Washington, DC, World Bank, 2009. (http://pslforum.worldbankgroup.org%2Fdocs%2FWBFinancialCrisis_0903.ppt).

16. Praparpun Y. *Women paying the price: the impact of the global financial crisis on women in Southeast Asia*. Oxford, Oxfam, 2010 (<http://policy-practice.oxfam.org.uk/publications/women-paying-the-price-the-impact-of-the-global-financial-crisis-on-women-in-so-112377>).
17. Chandararot K et al. *Rapid assessment of the impact of the financial crisis in Cambodia*. Bangkok, International Labour Organization, 2009.
18. Blair D. Economic woes threaten poverty fight. *Vancouver Sun*, 17 April 2009, p.B5.
19. Mirovalev M. Migrants bear backlash brunt. *Toronto Star*, 22 December 2008, p.AA2.
20. Johnston-Anumonwo I, Doane DL. Globalization, economic crisis and Africa's informal economy women workers. *Singapore Journal of Tropical Geography*, 2011, 32:8–21.
21. Horn ZE. *No cushion to fall back on: the global economic crisis and informal workers*. Inclusive Cities, 2009 (http://www.inclusivecities.org/pdfs/GEC_Study.pdf).
22. Dullnig U et al. *Taking stock: the financial crisis and development from a feminist perspective*. Belgium, Women in Development Europe, 2010 (http://62.149.193.10/wide/download/Taking%20Stock_WIDEaustriaEN.pdf?id=1466).
23. *Gender, institutions and development database 2009*. Paris, Organisation for Economic Co-operation and Development, 2009 (<http://stats.oecd.org/Index.aspx?DatasetCode=GID2>).
24. Gavrilovic M et al. *Food, financial and fuel: the impacts of the triple F crisis in Nigeria, with a particular focus on women and children*. London, Overseas Development Institute, 2011 (<http://www.odi.org.uk/resources/details.asp?id=6049&title=food-finance-fuel-crisis-women-children-nigeria>).
25. Brinkman H-J et al. High food prices and the global financial crisis have reduced access to nutritious food and worsened nutritional status and health. *Journal of Nutrition*, 2010, 140:153S–161S.
26. Hossain H, McGregor JA. A “lost generation”? Impacts of complex compound crisis on children and young people. *Development Policy Review*, 2011, 29:565–584.
27. Elson D. Gender and the global economic crisis in developing countries: a framework for analysis. *Gender and Development*, 2010, 19:201–212.
28. Nandal S. Gender dimensions of the global crisis and their impact on poverty. *Journal of International Women's Studies*, 2011, 12:119–126.
29. Fiszbein A et al. Cash transfers, children and the crisis: protecting current and future investments. *Development Policy Review*, 2011, 29:585–601.

30. Yumna A et al. *The politics of gender and social protection in Indonesia: opportunities and challenges for a transformative approach*. London, Overseas Development Institute, 2012.
31. Jones N, Thi Van Anh T. *The politics of gender and social protection in Viet Nam: opportunities and challenges for a transformative approach*. London, Overseas Development Institute, 2012.
32. Kirigia JM et al. Effects of global financial crisis on funding for health development in 19 countries of the WHO African Region. *BMC International Health and Human Rights*, 2011, 11:4.
33. Phillips R. Food security and women's health: a feminist perspective for international social work. *International Social Work*, 2009, 52:485–498.
34. Jewkes R. Intimate partner violence: causes and prevention. *Lancet*, 2002, 359:1423–1429.
35. Hunter M. *Love in the time of AIDS: inequality, gender and rights in South Africa*. Bloomington, IN, Indiana University Press, 2010.
36. Harper C, Jones N. *Children in crisis: seeking child sensitive policy responses*. London, Palgrave Macmillan, 2012.

UNAIDS

20 Avenue Appia
1211 Geneva 27
Switzerland

+41 22 791 3666

unaids.org



FUNDACIÓ MARIA AURÈLIA CAPMANY

Les dones primer... finiquitant els drets laborals



INTRODUCCIÓ

Portem ja setmanes sentint parlar de la Reforma laboral, RDL 3/2012. Molts han estat els debats socials sobre el seu contingut però ara el text ja s'ha concretat. Al llarg d'aquest document, pretenem fer l'anàlisi del impacte que suposa aquest Reial Decret, en la realitat actual de les dones treballadores.

Massa vegades no es segrega l'impacte entre els gèneres tot cometent una falta gravíssima en les anàlisis social, jurídiques, polítiques i econòmiques. Aquesta és un primera anàlisi d'urgència sobre el text, a partir del qual ja es pot afirmar que amb aquesta reformulació de l'espina dorsal del dret del treball, les dones serem un col·lectiu diana d'aquesta reforma, un col·lectiu que rebrà una doble agressió però que es troba del tot invisibilitzat.

La realització d'aquest informe té una finalitat de comprovació, per tal d'esbrinar, si, l'aplicació del projecte legislatiu, provoca *“un benefici equivalent, o bé si al contrari, es produeixen situacions de desigualtat i discriminació. En aquest sentit, no és necessari que els beneficis siguin idèntics per els dos sexes, però si que les seves oportunitats de aprofitament per les dones i els homes tinguin una equivalència”*^{1 2} però també de visibilitat d'aquelles conseqüències que resten als marges, no reconegudes i silenciades.

¹ .-Llei 30/2003, de 13 d'octubre, sobre les mesures per incorporar la valoració del impacte de gènere en les disposicions normatives d'elaboració pel govern.

² .- Article 19 de la Llei 3/2007, de 22 de març per a la Igualtat efectiva entre dones i homes



1.- PREGUNTA: S'HA RESPECTAT L'OBLIGACIÓ DE REALITZACIÓ DE L'INFORME SOBRE EL IMPACTE DE GÈNERE QUE ES POT GENERAR?

Cal recordar que la Llei 3/2007 d'igualtat efectiva entre dones i homes, prescriu amb caràcter d'obligació l'exigència al Govern, que en qualsevol projecte de disposicions amb caràcter general i que estiguin sotmeses a l'aprovació del Consell de Ministres, hauran d'incorporar un informe sobre el impacte que produiran per raó de gènere.

Després d'analitzar i estudiar tot l'articulat del Reial Decret Llei podem afirmar que s'ha omès aquesta obligació per part del Govern. Això es demostrarà al llarg d'aquest informe, ateses les situacions de desigualtat i discriminació que la promulgació del Reial Decret afegiran a les que ja existeixen en el nostre mercat de treball. De forma, que malgrat que a l'exposició de motius s'afirmi que *"aquesta és una reforma en la que tots guanyen, empresaris i persones treballadores i que pretén satisfer més i millor als legítims interessos de tots"*. Podem afirmar que aquesta afirmació no s'ajusta a la realitat que és la violació via el TEXT NORMATIU de tot un seguit de drets:

- ★ Dret a la igualtat
- ★ Dret al treball
- ★ Dret a la llibertat sindical



2.- PREGUNTA: COM ENS AFECTARÀ A LES DONES L'OBERTURA A LES ETT DE REALITZAR FUNCIONS D'INTERMEDIACIÓ LABORAL?

Article 1. Ingrés al treball (art. 1. del RDL): MODIFICACIÓ DE L' APARTAT 3: LES ETT PODRÁN ACTUAR COM AGÈNCIES DE COL·LOCACIÓ

L' ADN, de les Empreses de Treball Temporal³ és la cessió de persones treballadores cap a les empreses com a via d'exteriorització del treball, ateses les noves formes d'organització empresarial. Les ETT, desenvolupen una funció de provisió de mà d'obra emmarcada dins d'una gestió indirecta de la gestió del personal. D'aquesta forma, la definició que engloba les seves tasques s'emmarca en el concepte CESSIÓ, les persones treballadores seran contractades per les ETT, essent cedides a una tercera empresa que rep el nom d'empresa usuària.

És interessant analitzar de forma etimològica els termes tan de CESSIÓ com de COL·LOCACIÓ, per poder esbrinar els seus conceptes i significats, així: el mot CESSIÓ, es refereix a préstec, ve del llatí cessiō, cessions, derivat de cesare i de la família etimològica de cedir.

De fet, la Llei 14/1994 d'1 de juny es la norma que desenvolupa aquesta forma de cessió de persones treballadores juntament amb el Reial Decret 4/1995 de 13 de gener que el modifica.

Respecte a l'altre funció que existeix la –col·locació- o –intermediació laboral- i d'acord amb la regulació de la Llei d'ocupació del 2003, estem davant d'un conjunt d'accions que serveixen per a la posada en contacte entre les ofertes de treball de les empreses amb el interès de les persones treballadores. Aquesta figura, les agències privades de col·locació, d'acord a les necessitats empresarials i als perfils dels demandants realitzen una funció medidora entre tots dos, per tal de que els llocs de treball puguin cobrir-se . D'aquesta forma, el concepte COL·LOCACIÓ; correspon o respon l'acció o efecte de col·locar o col·locar- se, del llatí collocatio

Aquesta exposició evidencia que estem davant de dos activitats totalment diferents: d'una banda -cessió de persones treballadores- i d'altre -la cerca o col·locació en un lloc de treball.

En la resta de països, i més concretament a Alemanya aquestes dues activitats són realitzades per diferents actors, d'una banda la cessió de persones treballadores és desenvolupada via ETT i de l'altra, l'execució de la tasca d'intermediació és desplegada de forma única per les agències privades de col·locació.

La translació a un mateix actor privat, en aquest supòsit les Empreses de Treball Temporal, té per part del Reial Decret Llei de les dues missions: cessió de persones treballadores i intermediació de oferta i demanda de treball vulnera el principi d'igualtat .

³ .- Reial Decret 4/1995, de 13 de gener, que desenvolupa la Llei 14/1994, de 1 de juny, que desenvolupa les empreses de treball temporal



A banda d'aquesta vulneració, s'ha de denunciar que l'augment de les ETT al llarg d'aquests anys prové no només pel increment de demanda de les empreses si no que s'encabeix en aquest procés iniciat de fragmentació i dualització del mercat de treball: substituint el conegut treball temporal per aquesta altre possibilitat.⁴ I aquesta dualitat, com és conegut la hem patit i la patim les dones .

Quin nou escenari s'obrirà amb la solapació per part de les ETT d'aquestes dues activitats:

- ★ És trencarà el principi d'igualtat d'oportunitats a l'hora de convocar el procés selectiu. Aquesta afirmació és fonamenta en l'autoselecció que realitzen les agències privades de col·locació deixant fora del procés selectiu a les persones treballadores que quedin incloses en la categoria del sexe femení, unit a qualsevol de les següents variables :
- ★ la franja d'edat
- ★ l' estat civil: - dones en parella, famílies monoparentals, dones divorciades o separades, dones en situació de violència masclista
- ★ dones amb responsabilitats familiars per la cura d'infants o persones grans o dependents
- ★ dones amb determinades patologies arran del seu estat de salut,
- ★ el nivell de qualificació.

⁴ .-Cal recordar que la Llei Hertz a l'any 2003 arran de la prohibició de concatenació de contractes de treball va liberalitzar i obrir la porta a la contractació via ETT

3.PREGUNTA: EL CONTRACTE A TEMPS PARCIAL TÉ NOM DE DONA?

Article 5 contractes de treball a temps parcial

El text normatiu en la seva exposició de motius fa una crida a la promoció dels contractes a temps parcial des d'un doble vessant:

- ★ com a mesura de repartiment del treball entre el conjunt de les persones treballadores
- ★ I d'altre, com a eina de creació d'ocupació

El naixement o l'emergència dels contractes a temps parcial es va presentar com una fórmula d'adaptabilitat de les empreses i d'altra com una eina al servei de les persones treballadores per tal de reduir les seves jornades de treball.

A l'Estat espanyol, aquesta fórmula de contractació a estat una gàbia per a les dones, justificant la seva feminització ateses les possibilitats d'ocupació que comporten a les persones amb responsabilitats familiars, de cura i atenció.

Les dades segons **EUROESTAT**:

11,97% a Espanya
18,24% Unió Europea

Sempre és bo fer recordatori, així com, intentar visualitzar com ha anat el desplegament de aquestes màgiques solucions per crear ocupació, en els altres països, concretament en els que ara conformen l'eix Merkel - Sarkozy, Alemanya i França. És força interessant per tal de veure quin ha estat el seu desenvolupament.

A Alemanya, el treball a temps parcial, aglutina dues formes:

- a.- La primera, l'ocupació a **temps parcial** que es caracteritza per estar encabida en el treball de forma regular. Aquesta modalitat té uns ingressos bruts mensuals superiors a 400€, inclosa la seguretat social.
- b.- L'altre, els famosos **Mini-jobs**; ocupacions també amb un caràcter de parcialitat en la prestació laboral, però a diferència, del treball a temps parcial, en aquests les persones treballadores resten exemptes de l'obligació d'estar donades d'alta a la seguretat social. De forma que s'enquadren en la categoria de treball informal.

La pregunta que segurament colpeja ara el nostre pensament, es qui són, les persones destinatàries d'aquestes dues categories o formes d'ocupacions? la resposta té, morfològicament parlant, gènere femení, **LES DONES**.



És força interessant, desgranar les dades estadístiques d'aquest país, per veure quines similituds i diferències trobem respecte al nostre escenari laboral.

OCUPACIÓ A TEMPS PARCIAL

Amb les dades de l'OCDE, el treball a temps parcial a Alemanya està per damunt respecte a la mitjana de la Unió Europea: dos de cada cinc dones ocupades(39,2%) treballa a temps parcial, per contra les dades de la UE, 29,8% (dades OCDE)

El còmput d'hores setmanals es situa en 27,4hores⁵

Respecte a la fotografia de quins són els sectors productius on es concentra aquesta forma de treball, serien els següents:

- ★ Comerç al detall
- ★ Restauració
- ★ Cura i Atenció de les persones
- ★ Hoteleria
- ★ Sector públic

MINIJOBS

Aquesta figura va ser introduïda pel govern alemany a la dècada dels anys 60, amb la finalitat d'atreure a les mestresses de casa, al mercat de treball. La seva finalitat va ser ocupar llocs de treball de caràcter marginal i intentar resoldre la manca de mà d'obra⁶

Les característiques principals d'aquesta modalitat contractual són:

- ★ no hi ha obligació de cotització a la seguretat social
- ★ el salari esta per sota dels 400€/mes
- ★ el nombre de llocs de treball creats a traves d'aquesta figura, segons les dades⁷ ronda els **2,1mil.lions** de llocs de treball

Ara tornem a fer-nos la pregunta; qui són les persones destinatàries d'aquesta figura contractual? De nou, té perfil femení: **LES DONES**

⁵ - Claudia Weinkopf, Germany: Precarious Employment And The Rise Of Mini-Jobs, Working Paper

⁶ - Op. Cit. Claudia Weinkopf

⁷ - Bundesagentur für Arbeit



Segons les dades gairebé dues terceres parts (64,3%) d'aquests llocs son ocupats per dones.

Per últim, en quins sectors productius o en quines ocupacions es concentren?

- ★ Serveis
- ★ Cura i atenció de les persones en l'àmbit domèstic (dependència)
- ★ Neteja en edificis públics i en privats
- ★ Infermeria, Auxiliars de clínica

Després d'aquesta radiografia alemanya, respecte a les modalitats de treball a temps parcial, ara traurem la mascara al nostre recent projecte de llei pel que respecte al contracte a temps parcial intentant visualitzar les seves mancances i semblances amb el model alemany.

El text a la seva exposició de motius parla de *“que la reforma del contracte a temps parcial pretén buscar un major equilibri entre flexibilitat i protecció social, admetent la realització d'hores extraordinàries en els contractes a temps parcial(...).”* Al llarg d'aquest epígraf analitzarem aquesta declaració de bona voluntat per part del Govern.

Per situar-nos, fins ara, el nostre marc jurídic, concretament a l'article 12.1) de la Llei de l'Estatut del Treballadors establia que el contracte de treball a temps parcial s'entendrà celebrat quan s'hagi acordat la prestació de serveis durant un número d'hores al dia, setmana, mes o any inferior a la jornada de treball d'un treballador o treballadora a temps complet. D'aquesta forma el còmput de la jornada, si el conveni col·lectiu no ho modifica serà de 40 h/setmanals, en còmput anual **1.826** hores .

Unit a aquesta jornada s'afegeix la possibilitat de realització de hores complementàries , la raó de ser de les mateixes ve donat per una ampliació en la prestació del servei per part de la persona treballadora a demanda exclusiva de l'empresari.

(D'aquesta forma en els contractes a temps parcials el seu còmput horari comprenia:

Hores pactades + hores complementàries

Cal precisar que el concepte de hores pactades a hores d'ara ja es tradueix en una mínima reducció de la jornada habitual respecte a les persones treballadores a temps complet⁸ i si afegim a això el número d'hores complementàries, entenent per aquestes les que es realitzen per damunt de les hores ordinàries pactades via contracte de treball o conveni col·lectiu.

Un cop més tornen a colpejar-nos al incorporar-se una nova franja horària: LES HORES EXTRAORDINÀRIES, que cal precisar que fins ara el nostre ordenament jurídic les prohibia via article 12.4.c) Llei de l'Estatut del Treballadors

⁸ - Primera regulació el **Preacord** dels interlocutors socials de 30 d'octubre de 1988; Acord sobre el treball a temps parcial i forment de la seva estabilitat signat pels sindicats UGT i CC OO , 1988. Després va ser la transposició de la **Directiva 97/1981**, de Consell de 15 de desembre de 1997, relativa a l'Acord Marc sobre el treball a temps parcial. Després la **Llei 12/2001**, de 24 de març autoritzava un topall màxim de temps de treball del **77%** .



De forma que ara:

**CONTRACTE A TEMPS PARCIAL =
Hores pactades+hores complementàries+hores extraordinàries**

Ara, arran d'aquesta reforma el escenari es torna encara més fosc.

- ★ Desapareix l'exigència de pacte per escrit
- ★ No és necessari el requisit de preavís per part de l'empresari
- ★ S'alliberen de l'obligació del límit quantitatiu de la jornada. Atès que preveu que la suma d'hores ordinàries + hores complementàries + hores extraordinàries no podran superar el límit prescrit a la Llei de l'Estatut del Treballadors, i el límit que hi ha fins ara és feble i tènue al no establir un percentatge
- ★ Recorrerà a les hores extraordinàries per a compensar el descans. Ens trobem amb que la flexibilitat en la distribució horària és màxima. Atès que és donar carta blanca a l'empresari per tal que pugui fixar jornades diferents a les pactades, com a element de flexibilitat.

És indubtable que estem davant d'una discriminació indirecta i que vulnera el principi d'igualtat.



4.PREGUNTA: QUINES SERAN LES PERSONES TREBALLADORES QUE ÉS QUEDARAN FORA DE L'APOSTA QUE FA EL REIAL DECRET LLEI PER A LA PROMOCIÓ I FORMACIÓ PROFESSIONAL EN EL TREBALL?

Article 23. Promoció i formació professional en el treball (Art, 2, Tres del RDL): MODIFICACIÓ ÍNTEGRA

La formació en el treball ha estat un element discriminador tant pel que fa a la seva planificació com a la seva execució, depenent de la voluntat institucional de generar una real igualtat d'oportunitats en el treball més que no pas de les lleis vigents.

Pel que fa a la promoció no analitzarem, ara, el conegut, que no extingit SOSTRE DE VIDRE, però és evident que existeix i que les polítiques "igualitàries" que no contemplen la desigualtat de base i les discriminacions subjacents no ajuden a fer possible una possibilitat real de promoció amb igualtat d'oportunitats.

Un cop més som **LES DONES** i ho anirem desgranant. Tot els drets que s'enuncien en el Reial Decret no contemplem les diferents realitats del nostre actual mercat de treball, per tal de que puguin realitzar la seva formació al lloc de treball i el desenvolupament de la promoció i carrera professional. Ens referim a:

- ★ les dones amb reducció de jornada
- ★ les dones amb excedència per cura de fills o filles o persones dependents
- ★ les dones amb contractes a temps parcial



5.PREGUNTA S'HA RESPECTAT EL DRET A LA CONCILIACIÓ DE LA VIDA LABORAL, PERSONAL I FAMILIAR

Art. 9 del RDL): Jornada / Art. 12 1 del RDL Modificacions substancials de les condicions de treball

Evidentment **NO**. Farem una distinció en funció del desplegament del articulat.

Respecte a les modificacions substancials de les condicions de treball . S'ha de manifestar que l'ordenació del temps de treball esta íntimament lligat al desenvolupament e implementació del principi d'igualtat d'oportunitats. En aquest sentit el Reial Decret prescriu que en defecte de pacte en contra, l' empresa podrà distribuir de forma irregular al llarg de l'any un 5 % de la jornada de treball.

La distribució irregular de la jornada s'ha d'encabir en una eina en mans de les empreses per desenvolupar la flexibilitat en la gestió productiva. Aquesta aposta colpeja i col·lisiona amb el dret a la conciliació de la vida laboral, personal i familiar, en definitiva amb la possibilitat d'ordenació del temps de treball .

DF 1ª 1 a 3 RDL)Modificacions en matèria de conciliació de la vida laboral i personal

Pel que es refereix al dret consagrat a la Llei de 'l'Estatut dels Treballadors, art.37.6) Reducció de jornada .

La concreció horària i la determinació del període de gaudiment del permís de lactància i de la reducció de jornada, previstes en els apartats 4 i 5 d'aquest article, correspondrà a la persona treballadora , dintre de la jornada ordinària.(.....)amb la novetat de que es podrà realitzar la concreció horària via conveni col·lectiu atenent a les necessitats productives i organitzatives de les empreses.



6.PREGUNTA EN EL RÉGIM D'INAPLICACIÓ SALARIAL S'HA RESPECTAT EL DRET A LA IGUALTAT DE GÈNERE?

(Art. 14 Uno del RDL):

Tornem a dir que no, amb el nou Reial Decret desapareix l'obligació respecte als supòsits d'inaplicació salarial per causes econòmiques, organitzatives o de producció així com en la programació per la recuperació de les condicions salarials, del compliment de les obligacions establertes relatives a la discriminacions retributives per raons de gènere.



7.PREGUNTA QUINES SÓN LES PERSONES DESTINATÀRIES DE L'OBERTURA ALS ACOMIADAMENTS DEL PERSONAL LABORAL DEL SECTOR PÚBLIC

Disposició addicional segona. Aplicació de l' acomiadament per causes econòmiques, organitzatives o de producció en el Sector Públic

Les dades son tossudes i demostren que l'obertura de l'aprimament del sector públic té com a destinatari, un cop més **LES DONES**

Les dades que ens detallem a continuació ho posen de manifest⁹t.

CONTINGENT NÚMERIC A LES ADMINISTRACIONS AUTONÒMIQUES	CONTINGENT NÚMERIC A LES ADMINISTRACIONS LOCALS
PERSONAL LABORAL	PERSONAL LABORAL
52.958 HOMES	178.594 HOMES
96.805 DONES	193.242 DONES

Les dones hem estat relegades a diferents sectors productius, sectors feminitzats i caracteritzats per alts nivell de temporalitat, precarietat en el conjunt de condicions laborals. Ara arran d'aquesta nova agressió, tot apunta a que volen fer-nos fora també del Sector públic..Tornem a trobar-nos davant d'una flagrant DISCRIMINACIÓ INDIRECTA

Des del començament d'aquest informe, l'anàlisi del Reial Decret Llei, 3/2012, de 10 de febrer de mesures urgents per a la reforma del mercat de treball per visualitzar el impacte de la mateixa en les DONES TREBALLADORES, hem desgranat com tornem a donar un pas enrere donat que s'ha multiplicat les discriminacions indirectes cap a nosaltres. Tot i així, i atesa la premura d'aquesta anàlisi donat que la publicació al BOE va ser el passat dissabte 11, estem segures que amb les relectures del text legal , podrem percebre més atemptats contra el camí cap a la consecució de la igualtat.

⁹

.- http://www.seap.minhap.gob.es/es/servicios/empleo_publico/boletin/boletin.html



CONCLUSIONS

Com a conclusions de l'estudi es poden destacar:

- ★ **És una reforma que reforça la desigualtat ja existent**, fins i tot entre les persones que treballen en el mateix sector. Aquesta reforma laboral promou la negociació col·lectiva a nivell d'empresa el que fomenta segmentació i la diferència de tuteles entre les persones treballadores del mateix sector. En general, la reforma reforça la desigualtat en el gaudi de les condicions i aquesta tendència va a reforçar les desigualtats ja existents, especialment en els sectors on hi ha més precarietat.
- ★ **La reforma sacrifica els drets de conciliació.** L'increment del poder de l'empresari en la fixació i en la modificació de les condicions de treball, especialment en matèria de jornada suposa sacrificar els drets de conciliació de la vida laboral amb la familiar. La reforma facilita al màxim la flexibilitat de la jornada en interès de l'empresa: la major facilitat que tenen les empreses per introduir modificacions substancials en matèria de jornada, la possibilitat que l'empresa pugui distribuir irregularment un 5% de la jornada.
A destacar la forta "desnaturalització" del contracte a temps parcial ja que la reforma permet el recurs a les hores extraordinàries en aquest tipus de contracte el que suposa donar carta blanca a l'empresari en la fixació de la distribució de la jornada. Es dona prioritat al contracte a temps parcial com a instrument de creació d'ocupació de baix cost en detriment de la visió d'aquest contracte com una fórmula de conciliació de la vida laboral amb la vida personal i familiar. El nou règim té un impacte especialment negatiu sobre les dones (discriminació indirecta).

LA GRAN ESTAFA: EL PRESUPUESTO DE 2013

Vicenç Navarro

Catedrático de Ciencias Políticas y Políticas Públicas de la Universidad
Pompeu Fabra

30 de septiembre de 2012

Estos últimos días de septiembre ocurrieron cuatro hechos que definen con toda claridad la raíz del problema al que España se enfrenta. Uno fue la presentación del presupuesto por parte del Gobierno español en el que se indica que el Estado tendrá que pagar casi 40.000 millones de euros a los acreedores (la mayoría bancos extranjeros y españoles) para cubrir lo que se les debe como consecuencia de tener que abonarles los intereses de la deuda pública española que poseen. Esta elevada cantidad se debe a los altos intereses de tal deuda, consecuencia, en gran parte, no de la especulación de los mercados financieros –como constante y erróneamente se asume en los medios donde la sabiduría convencional se reproduce– sino de la oposición del Banco Central Europeo a comprar deuda pública en los mercados primarios, es decir, directamente al Estado español, como hace cualquier Banco Central digno de su nombre (tal como el Federal Reserve Board de EEUU, el Banco de Inglaterra en Gran Bretaña o el Banco de Japón). Los máximos beneficiarios de estos pagos del Estado a los acreedores

son los bancos españoles y europeos (entre los cuales sobresalen los alemanes que tienen una excesiva dimensión, influencia y protagonismo en las instituciones de la Eurozona) que recibieron prestado dinero del mismo BCE a unos intereses por debajo de un 1%, con el cual compraron deuda pública española a unos intereses del 6% y el 7%. Un negocio redondo para tales instituciones financieras, que consiguieron gracias a la ayuda del BCE, que no es un banco central sino un lobby de la banca y muy en especial de la banca alemana. A aquellos que consideren el término lobby una exageración les aconsejo que lean, no ya las actas del BCE (que son secretas) sino las publicaciones de tal institución. Y verán si dicho término es o no adecuado para definir el BCE, el mayor promotor hoy en la Eurozona de las políticas de austeridad (austeridad, por cierto, que no aplica a su propio comportamiento, pues acaba de estrenar una sede exuberante en Frankfurt que ha costado seis veces más de lo inicialmente calculado y que albergará a los funcionarios mejor pagados del establishment público europeo). En tales boletines, la defensa de los intereses de la banca es central en la percepción de lo que el BCE considera ser su función. Tal defensa se viste con el traje de que "su misión es controlar la inflación". En esta defensa de sus intereses, irán a extremos que van desde desmantelar la Seguridad Social en España, hasta recuperar la semana laboral de seis días. Es, como bien dice Noam Chomsky, la lucha de clases unilateral de una minoría –la banca– en contra de todos los demás.

El poder de la banca: el endeudamiento de España

Esta deuda, sin embargo, está basada, en parte, en la enorme influencia de la banca no solo sobre el BCE sino también sobre el Estado español. Hoy, la influencia de la banca sobre la sociedad española rebasa cualquier límite tolerable en un sistema democrático. Todos –desde los partidos políticos, a la prensa, las empresas y las

familias- están enormemente endeudados con la banca. La actitud tan poco crítica de los medios de información hacia el comportamiento de la banca y su dominio de la vida política y mediática del país se basa precisamente en este hecho. En lugar de denunciar esta relación obvia entre las instituciones financieras y las instituciones políticas, los medios de mayor difusión y los partidos mayoritarios atribuyen el endeudamiento al comportamiento supuestamente irresponsable de las familias, de las pequeñas y medianas empresas (las grandes tienen ya más dinero de lo que necesitan para invertir) y del Estado. Es lo que se llama en inglés, el "victim blaming", es decir responsabilizar a la víctima de su propia tragedia.

En tal argumentación se ignoran y/u ocultan varios hechos. El endeudamiento de las familias se debe a la disminución de su capacidad adquisitiva, resultado del descenso de las rentas del trabajo como porcentaje de la renta total del país, descenso que ha sido mucho más acentuado durante los últimos años debido a las reformas laborales y a la disminución salarial que tales reformas intentaron y alcanzaron exitosamente.

El endeudamiento de las medianas y pequeñas empresas se debe, en parte, al descenso de la demanda de sus productos y servicios, consecuencia de la disminución de la capacidad adquisitiva de las clases populares y también a la gran carestía del crédito, resultado de la desviación de la actividad crediticia de la banca hacia actividades especulativas más rentables como las inversiones inmobiliarias, habiéndose establecido el maridaje banca-sector inmobiliario que llevó al desastre.

El endeudamiento del estado se debe a las políticas fiscales regresivas que han beneficiado sistemáticamente a las rentas del capital y a las rentas superiores a costa de las rentas del trabajo. Esta regresividad explica la gran pobreza del estado (los ingresos al

estado español son los más bajos de la UE-15, un 31% del PIB, comparado con un 44% en el promedio de la UE-15 y un 54% en Suecia). Y este problema se acentuó todavía más mediante las reformas fiscales regresivas aprobadas en el momento de expansión económica (estimulada por la burbuja inmobiliaria). Así, como resultado de la reforma tributaria del 2006, el estado dejó de recoger en 2008 19.600 millones de euros (según los datos del Servicio de Estudios y Estadísticas Fiscales del Ministerio de Economía y Finanzas). Los impuestos sobre el capital descendieron un 39% y los de las rentas superiores un 11%.

España no se hubiera endeudado tanto si hubiera tenido un sistema tributario más justo y más avanzado. La bajada de impuestos explica que el estado tuviera que pedir prestado a los bancos para cubrir el agujero creado en sus arcas precisamente como consecuencia de la bajada de impuestos a las rentas del capital y rentas superiores. Como resultado de esta situación, el estado, además de bajarles los impuestos a los súper ricos, ahora les paga unos intereses muy altos, a través de los bancos, por los bonos que han comprado con el dinero conseguido en los recortes de impuestos. Otro negocio más que redondo, para el beneficio primordialmente de lo que se llamaba burguesía financiera y los súper ricos.

Pero esta enorme necesidad de endeudamiento fue una gran golosina, no sólo para la banca española sino también para la banca europea y, muy en especial, la banca alemana. De ahí que la banca alemana tenga hoy casi 200.000 millones de euros prestados en el territorio español, tanto en deuda pública como privada. Y está hoy muy preocupada pues el estallido de la burbuja inmobiliaria (a la que contribuyó en gran medida a que se inflara) puede arrasar toda la banca, incluida la alemana.

El llamado rescate al sistema bancario

Lo cual me lleva al segundo hecho acaecido el 28 de septiembre. La decisión del gobierno español de pedir el rescate a la banca, mediante el préstamo de 40.000 millones de euros (casi la misma cifra que el estado español tendrá que pagar a la banca por la deuda), para asegurarse lo que se llama "la viabilidad del sistema bancario español", a lo que tendría que haberse añadido "y de la banca alemana". Es decir que el estado pide dinero (que tendrá que devolver el propio estado, pagado por el ciudadano español) a las autoridades de la eurozona, donde la banca alemana es muy influyente, para ayudar a la banca, asegurándose así que no quiebre y que se pague a la banca alemana (entre otras). Como bien dijo el asesor económico al gobierno alemán, el Sr. Peter Bofinger, en su comentario sobre la aprobación de 100.000 millones de euros para el rescate a la banca española "Esta ayuda no es a estos países en problemas (como España) sino a nuestros propios bancos que poseen una gran cantidad de deuda privada en estos países".

Las condiciones leoninas del rescate: el presupuesto del Estado

Este rescate se hace en condiciones leoninas que tendrán que pagar las clases populares a base de enormes sacrificios y recortes, incluidos los recortes que recoge el presupuesto propuesto por el gobierno el día 27 de septiembre, el tercer hecho digno de mención. La falta de medidas de protección de la capacidad adquisitiva de los pensionistas y de los desempleados es un ejemplo más de la insensibilidad social del presupuesto que aparece con toda intensidad en los recortes de gasto público social y disminución muy notable de la protección social. Su brutalidad queda demostrada en que incluso la Troika indicó que las medidas tomadas por el gobierno iban incluso

más allá de lo que la propia Troika les exigía. El gobierno español ha sido siempre el alumno aventajado del establishment neoliberal que domina las estructuras de la gobernanza de la eurozona.

Y todas estas políticas se presentan como las únicas posibles, negando y ocultando la evidencia fácilmente accesible de que sí las hay. El BCE podría actuar, por ejemplo, como un banco central, con el objetivo de estimular la economía y no sólo controlar la inflación. El estado español podría haber tenido ya en anteriores presupuestos y en los actuales una política fiscal mucho más progresiva, de manera que en lugar de recortar las pensiones (para conseguir 1.200 millones de euros) podría haber mantenido el impuesto de patrimonio (consiguiendo 2.100 millones) o anulado la bajada del impuesto de sucesiones (consiguiendo 2.552 millones) o anulado la bajada de impuestos a las personas que ingresen más de 120.000 euros al año (consiguiendo 2.500 millones). O en lugar de recortar 6.000 millones en sanidad, podrían haber anulado la bajada del impuesto de sociedades de las grandes empresas que facturan más de 150 millones de euros al año (y que representan sólo el 0,12% de todas las empresas), consiguiendo con ello 5.300 millones.

O en lugar de recortar 200 millones a los servicios de atención a las personas con dependencias, podrían haber eliminado el subsidio del estado a la Iglesia Católica para que enseñe religión católica en las escuelas públicas del estado. Y así una larga, larga lista mostrando que sí que hay alternativas, como Juan Torres, Alberto Garzón y yo hemos documentado en el libro Hay alternativas.

Y el estado español podría dejar colapsar bancos en España (Bankia es un caso claro), estableciendo bancas públicas o subvencionando cooperativas de crédito que lo garanticen. El rescate financiero es una ayuda más a la banca y a las rentas superiores que son los mayores accionistas de tales bancos, sin que se garantice el crédito. Hoy el obstáculo mayor al ofrecimiento de crédito es la banca, cuyo poder en

España es único en la UE y en la OCDE. Lo que ocurre con los desahucios es un escándalo sin paralelo en otros países.

Estos tres hechos ocurridos al final de septiembre son indicadores del enorme poder de una minoría que está consiguiendo lo que siempre desearon: la destrucción de los sindicatos, la eliminación de la protección social, la bajada de salarios y la desaparición del estado del bienestar.

Permítanme que añada otro hecho digno de mención. El cuarto hecho: las movilizaciones del movimiento 15-M y otros movimientos para denunciar al Congreso, en Madrid. Fue sabio de este movimiento renunciar a la ocupación del congreso. Pero fue digno de ser aplaudido que intentaran denunciar lo que estaba ocurriendo dentro de él, pues los otros tres hechos son un indicador de la violación a la democracia que está ocurriendo en España. Ninguna de tales políticas traducidas en aquellos tres hechos tiene un mandato popular. Hoy, la mayoría del Congreso es un instrumento que claramente ni representa ni está al servicio de la mayoría de la población española. Sus políticas no han sido aprobadas por la ciudadanía española. No son los que se manifiestan los que están atacando a la democracia sino los que están dentro (refiriéndome a los partidos que están aprobando tales políticas sin mandato popular) que están violando la democracia.



The price of austerity -

The impact on women's rights and gender equality in Europe



EUROPEAN WOMEN'S
LOBBY
EUROPEEN DES FEMMES

© Creative Commons, European Women's Lobby October 2012

Credits

EWL Secretary General: Cécile Gréboval

Coordination: Mary Collins

Research and text: Anna Elomäki

Graphic design and layout: Leanda E. Barrington-Leach

Special thanks for the invaluable contributions for the EWL national co-ordinations in Belgium, Czech Republic, Denmark, Estonia, Finland, France, Greece, Ireland, Former Yugoslav Republic of Macedonia, Portugal, Romania, the UK, and Turkey

The EWL benefits from the financial support of the European Community Programme for Employment and Social Solidarity, Progress (2007-2013). The information contained in this publication does not necessarily reflect the position or opinion of the European Commission.



Contents

Executive Summary	2
Introduction.....	3
Chapter I: Women’s work and wages – Not a “he-cession” after all.....	4
1. It is an employment crisis for women too!.....	4
Employment.....	4
Unemployment.....	4
Labour market activity.....	6
Unpaid work.....	6
2. Women’s deteriorating working condition – focus on wages.....	7
3. Conclusion: What is at stake for women’s rights and gender equality?.....	7
Chapter II: Cutbacks in public services and benefits.....	8
1. From economic crisis to care crisis.....	8
Cutbacks in care services and reprivatisation of care.....	8
Changes in statutory leaves and care-related benefits.....	9
Reduced child and family benefits.....	9
2. Cuts in services and welfare benefits hit the least well off.....	10
Health and education.....	10
Welfare benefits and pensions.....	10
Taxation.....	11
Cumulative effects.....	11
3. Conclusion: What is at stake for women’s rights and gender equality?.....	12
Chapter III: Reduced funding for women’s rights.....	13
1. Disintegrating gender equality institutions.....	13
2. Struggling women’s organisations.....	14
3. Conclusion: What is at stake for women’s rights and gender equality.....	14
Recommendations.....	15

Country abbreviations used in the publication:

CZ (Czech Republic), DE (Germany), DK (Denmark), EE (Estonia), ES (Spain), FI (Finland), FYROM (Former Yugoslav Republic of Macedonia), GR (Greece), HU (Hungary), IE (Ireland), IT (Italy), LV (Latvia), LT (Lithuania), NL (Netherlands), PT (Portugal), RO (Romania), SK (Slovakia), SI (Slovenia), TK (Turkey), UK (United Kingdom),

Executive summary

This European Women's Lobby (EWL) report considers the evidence on the impact of austerity measures on women's rights and gender equality in Europe. Based on data from EWL member organisations in 13 countries and recent research from a range of sources, it reveals that austerity policies in Europe undermine women's rights, perpetuate existing gender inequalities and create new ones, and hamper the prospects of sustainable and equal economic progress in Europe. The recent cuts in public spending in European Union (EU) Member States, sanctioned by the European Commission, have the most impact on those who have little voice in economic decision-making: women, children, and the elderly.

Key findings on the impact of austerity on women's work and wages

- The narrowing differences in women and men's employment rates and patterns are not signs of increasing gender equality. They do not reflect improvements for women, but rather the deteriorating employment situation of both women and men.
- The crisis has undermined years of progress towards women's integration in the labour market. The EU's efforts to increase women's employment rate have been undermined in 22 EU Member States. The female employment rate has dropped below or close to the level of 2005 in 12 Member States (GR, ES, RO, SK, IE, DK, SI, LV, LT, EE).
- The crisis is not a "he-cession." Cuts in public sector jobs have had a drastic effect on women's employment as women constitute on average 69.2% of public sector workers in the EU. Since 2010 women have been equally affected by unemployment than men.
- Public sector lay-offs push women towards precarious employment with limited income security, work-life balance options and pension benefits and worsen the overall quality of women's working conditions. Wage cuts in the public sector threaten to turn back modest progress in closing the gender pay gap.

Key findings on the gendered impact of cutbacks in services and benefits

- Cutbacks in public care and health services lead to the reprivatisation of care and a return to traditional gender roles. Limited availability of childcare (GR, PT, CZ, IT), growing childcare fees (NL, UK), reduced services for the elderly and the disabled (NL, IE), and closed hospitals (GR, PT, RO) transfer the responsibility for care from the society to households, i.e. mostly women. At the same time, governments save on measures that encourage the equal division of care between women and men, such as paid paternity leave (EE, ES, DE).
- Savings on maternity and parental leave benefits (DE, RO, FYROM, PT), child benefits (IE, DK, FI, UK) and other care and family related benefits (CZ, IE, PT, EE) have permanently reduced the income of all women with care responsibilities.
- Cutbacks in services and benefits have compromised women's economic independence, as benefits often constitute an important source of their income and as they use public services more than men. Lone mothers and female single pensioners face the biggest cumulative losses.

Key findings on the reduced funding for women's rights and gender equality

- Public gender equality institutions are being destroyed on the pretext of austerity. Gender equality institutions/bodies have been abolished (ES, RO), merged with other institutions (TK, DK, IE, CZ), or had their funding cut in a drastic manner (UK, GR).¹ The erosion of gender equality machinery is an infringement of EU and international commitments to women's rights and gender equality.
- Women's organisations from advocacy groups to service providers are struggling for survival or being shut down. Government core funding for NGOs has been cut or even removed (IE) and public authorities and private donors have reduced project funding for gender issues (PT, CZ). These cuts make women's voices even less heard in society and force NGOs providing vital services to women to reduce their services, at a time when these voices and services are needed more than ever.

Key European Women's Lobby recommendations: Strengthen women's voices in economic governance

The recommendations of the report, addressed to national governments, the European Commission and women's organisations, call for greater assessment of and measures to address the impact of public spending cuts on women's rights and gender equality, stringent gender budgeting tools, and strengthened democratic processes. Women's organisations should urgently engage in budgetary processes and move to the less trodden territory of financial political actors.

The Manifesto on the effects of the economic and financial crisis on women in Europe, developed at the EWL 2012 General Assembly Issue Group on the crisis is annexed to the report.

¹ Some EU-level bodies (European Network of Women in Decision-making and European Network of Gender Equality Mechanisms) have also been terminated or merged with another institution

Introduction

The European Women's Lobby (EWL) and its member organisations are extremely concerned about the impact of the current climate of austerity on women's lives and on gender equality in Europe. The European governments are tackling the crisis through unprecedented cuts in public spending, which have fallen heavily on public services and social benefits.

Although cutbacks in services and benefits will have a negative impact on everyone, this impact has been uneven. Budget deficits are being covered mainly from the pockets of those with least access to the tables where economic decisions are made. Women are most affected, and lone mothers and single female pensioners are among those who suffer most.

The extent to which cuts in public expenditure have hit women and compromised gender equality is poorly reflected in official statistics on the crisis and recovery, which focus on labour market outcomes. Going beyond the official voice, this EWL report unravels established facts about the crisis and brings into view issues poorly reflected in official statistics. The report is based on data received from EWL member organisations in 13 countries² in September 2012, and on an analysis of a broad range of recent research on the crisis and recovery policies.

The report looks at I) The differential impact of the crisis on women and men in the labour market, focusing on cuts in public sector jobs and wages; II) The impact of cutbacks in public services and benefits on women and gender equality, focusing on care services and care-related benefits; and III) The impact of austerity on funding for women's rights and gender equality. The report reveals that cuts in public spending have had a disproportionate impact on women and that austerity threatens to interrupt progress towards gender equality and create new inequalities.

Cuts in public spending – who pays?

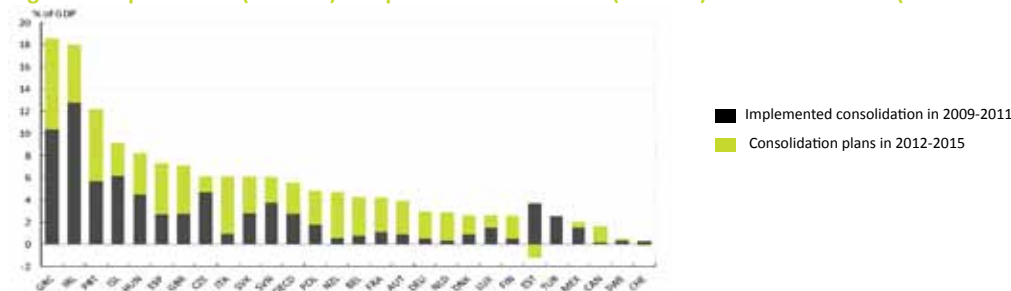
Since 2010 cutting down public expenditure has been the most common reaction to the crisis in Europe. Strict consolidation plans have been introduced in the three countries with IMF/EU/ECB programmes (Ireland, Greece, and Portugal), and austerity budgets have been announced also in countries with a sounder financial situation (e.g. the UK, France). In Greece and Ireland the value of the implemented and planned cuts is around 18% of GDP³. Even small cuts may have a drastic impact on the lives of women (and men), if they fall on various social benefits and vital care and health services.

Cuts in public spending have been sanctioned by the European Commission, which has repeatedly advised Member States to reduce their public debt and budget deficits.⁴ The Commission has given little – if any – consideration for the social and gender consequences of this approach.

Research shows that cuts in public spending tend to have a disproportionate negative impact on women and thus undermine gender equality. Lay-offs and wage cuts in the public sector will have a big impact on women, because they constitute the majority of public sector employees. Cuts in services and benefits will be particularly felt by women, because women are more dependent on public services such as childcare than men, and because various benefits play a more important role in their overall income. In addition, when savings are being made, funding for women's rights and gender equality is often among the first to be reduced.

To date, no country has assessed the impacts of the proposed cuts in public spending from a gender perspective, neither of the individual measures nor of their cumulative impact. In some countries, women's organisations have conducted independent gender impact assessments of the proposed austerity budgets. These analyses show consistently that the money governments seek to save is taken from women's pockets. For example, in the UK it has been estimated that women are hit twice as hard by cuts in benefits and changes in taxation.⁵ However, governments have not yet taken action to correct such gender-biased mistakes.

Figure 1: Implemented (2009-11) and planned consolidation (2012-15) in OECD countries (Source: OECD)⁶



2 Belgium, Czech Republic, Denmark, Estonia, Finland, France, Greece, Ireland, Macedonia, Portugal, Romania, Turkey, and the UK.

3 OECD 2012 Restoring Public Finances : Fiscal Consolidation in OECD countries, 2012 update p.30

4 E.g. European Commission 2011. *Annual Growth Survey: Advancing the EU's comprehensive response to the crisis* COM(2011) 11 final

5 Cooper, Y (2010), 'Women bear the brunt of budget cuts' <http://tinyurl.com/38pzgc>

6 OECD 2011. *Restoring Public Finances*, p.30

Chapter I: Women's work and wages – Not a “he-cession” after all

The impact of the crisis on women's employment has been under-evaluated. The newspapers described the recession in its early stages as a “he-cession,” due to the initial job-losses in male-dominated sectors. However, now that the lagged effects of the crisis and the recent cutbacks in the public sector that affect women in particular are unravelling, it is clear that women face an employment crisis too.

Cuts in public sector jobs and wages, which have been a typical government response to the crisis across Europe, are a major threat for gender equality in employment. Because women account in average for almost 70% of public sector workers in the EU, anything that happens to public sector jobs and wages affects women more. In addition, the public sector has in many countries been the driver for gender equality in employment, as it (mostly) provides better employment opportunities, better working conditions including paid leave and work-life balance options, and higher wages for women. It also provides the services that women rely on to enter employment in the first place.⁷

Women in the public sector in the EU

69.2% of public sector workers in the EU are women. Women's share is highest in health and social work (78.4%) and in education (71.5%).

38% of all employed women in the EU work in the public sector, ranging from 22.5% in Romania to 49.1% in Sweden.

1. It is an employment crisis for women too!

Employment

Although men's employment suffered more in the early stages of the crisis, since 2010 women have been equally affected. In some countries the emphasis of the crisis is even shifting from men to women (UK, Spain, Portugal, Greece, Latvia, Hungary, Romania, and Ireland).

Recent cuts in public sector jobs are one factor behind women's worsening labour market situation. Significant personnel cuts in the public sector have been reported, among others, in Greece (-25%), UK (-20% expected by 2014), Portugal (-10%) and Romania (-10%).⁸ In the UK, 710,000 public sector jobs will be lost by 2017, and it is estimated that around twice as many women than men will lose their jobs, with around half a million women facing redundancy.⁹

In some countries, like Spain, Portugal and Greece, the cutbacks have focused on the most female-dominated sectors, such as education, health and social work, making the situation even worse for women¹⁰ In Italy in education alone, 19,700 women's jobs have been cut and 87,000 more are expected in coming years.¹¹

The crisis has halted the gains made across Europe in integrating women in the labour market. Women's employment rate was increasing steadily until 2008 when the crisis hit Europe, but it has stagnated ever since. In 2011 women's employment rate stood on average at 62.3% (62.8% in 2008; 60% in 2005).¹² As only a part of the announced cuts in public sector jobs have been implemented, women's employment rates can be expected to worsen in the coming years.

7 Rubery Jill 2012, Public sector adjustment and the threat to gender equality. In ILO 2012: Public sector adjustment in Europe.

8 ILO 2012. *Public sector adjustments in Europe. Scope, effects and policy issues*. Presentation of the study in a conference in Brussels 21-22 June 2012.

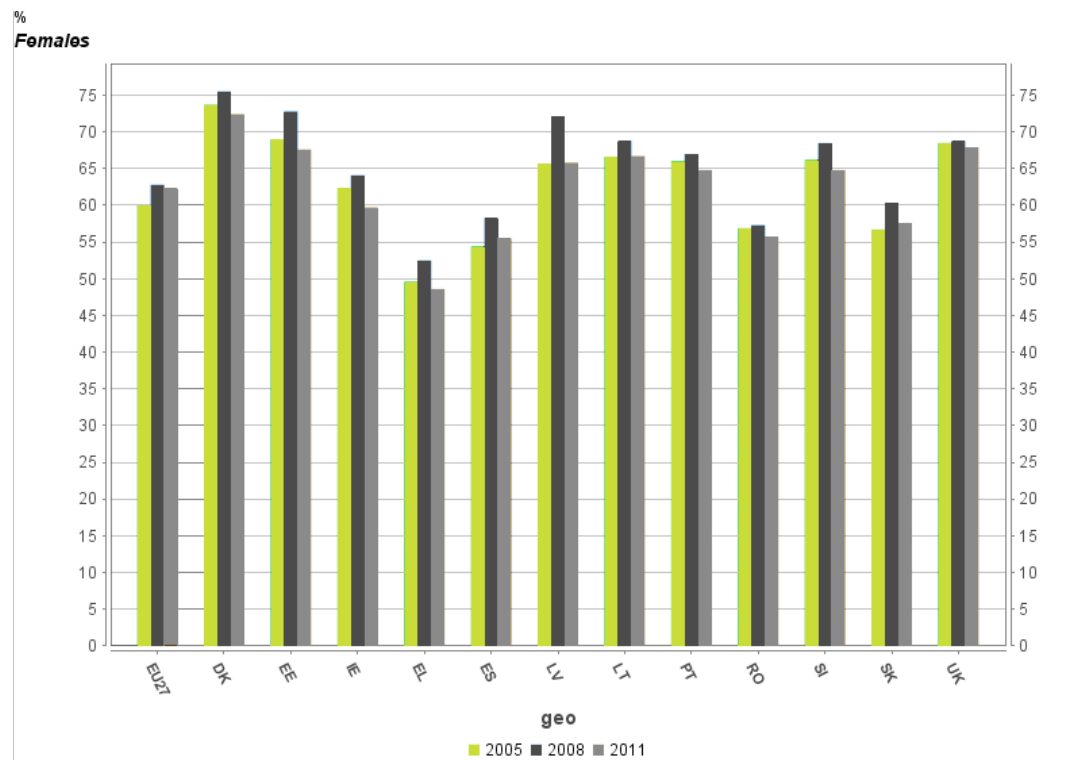
9 Fawcett Society 2012. *The Impact of Austerity on Women. Fawcett Policy Briefing, March 2012, p.6*

10 Gonzales Gago, Maria 2011. Women, gender equality and the economic crisis in Spain. Presentation in the symposium “Women, gender equality and economic crisis, Athens 1-2 December 2011; EWL Survey Portugal, EWL Survey Greece

11 European Parliament 2011, *Gender aspects of the economic downturn and financial crisis*. Directorate General for Internal Policies, Policy Department C: Citizen's Rights and Constitutional Affairs, p. 138

12 Eurostat

Figure 2: Female employment rate in selected countries in 2011, 2008 and 2005 (Source: Eurostat)



The crisis has reversed the progress toward the EU female employment rate targets of 60% (by 2010, Lisbon Strategy) and 75% (by 2020, Europe 2020 Strategy) in 22 EU Member States. The setbacks have been most significant in Greece, Spain, Romania, Slovakia, Ireland, Denmark, UK, Portugal, Slovenia, Latvia, Lithuania, and Estonia, where women's employment rate had by 2011 fallen below or close to the levels of 2005, undermining years of progress.¹³

Unemployment

Unemployment is a women's problem too. In August 2012, 10.6% of the female labour force in the EU was unemployed (10.5% for men). The pre-recession gap between women's and men's unemployment rates – women's was in average 0.9pp higher – has evened out, due to the sharper rise of men's unemployment early on in the crisis. Since 2010, however, women have been as affected – or even more affected – by unemployment than men. While men's unemployment rate even momentarily improved from the early 2010 until Spring 2011, women's unemployment rate has increased steadily. In August 2012 women's unemployment was higher than men's in 12 Member States.¹⁴

Women are most affected by unemployment in Greece and Spain, where more than one fourth of the female labour force is currently unemployed (Greece: 28.1% in June 2012, up from 12.5% in 2009; Spain 25.3% in August 2012).¹⁵ In Greece young women are the most affected group: 62,1% of them are currently unemployed.¹⁶

The official unemployment data, however, tells only part of the story. Job losses have a differential impact on women and men, due to their different positions in the labour market and in society. First, unemployed women are often unaccounted for in unemployment data as they are less likely than men to register as unemployed. Many withdraw from the labour market to informal or unpaid work.¹⁷ Furthermore, women are often part time unemployed (in 2011 32.1% of employed women worked part-time), but classified as part time employed.¹⁸ Thus women's unemployment may be underestimated in relation to men's.

Second, women are often in a more precarious situation once they become unemployed and face a greater risk of immediate poverty. As social protection systems tend to favour workers with standard employment contracts and take household situations into account through means-testing, women are disadvantaged when it comes to their entitlement to and level of unemployment benefits, due to their specific household and labour market position. For example, in 2009 in Germany 85% of unemployed women received benefits against 89% of men, and the unemployment benefits of men were on average more than 200 euros higher than those of women.¹⁹ In the UK only 28% of those claiming

13 Eurostat

14 Eurostat

15 Eurostat

16 EWL Survey Greece

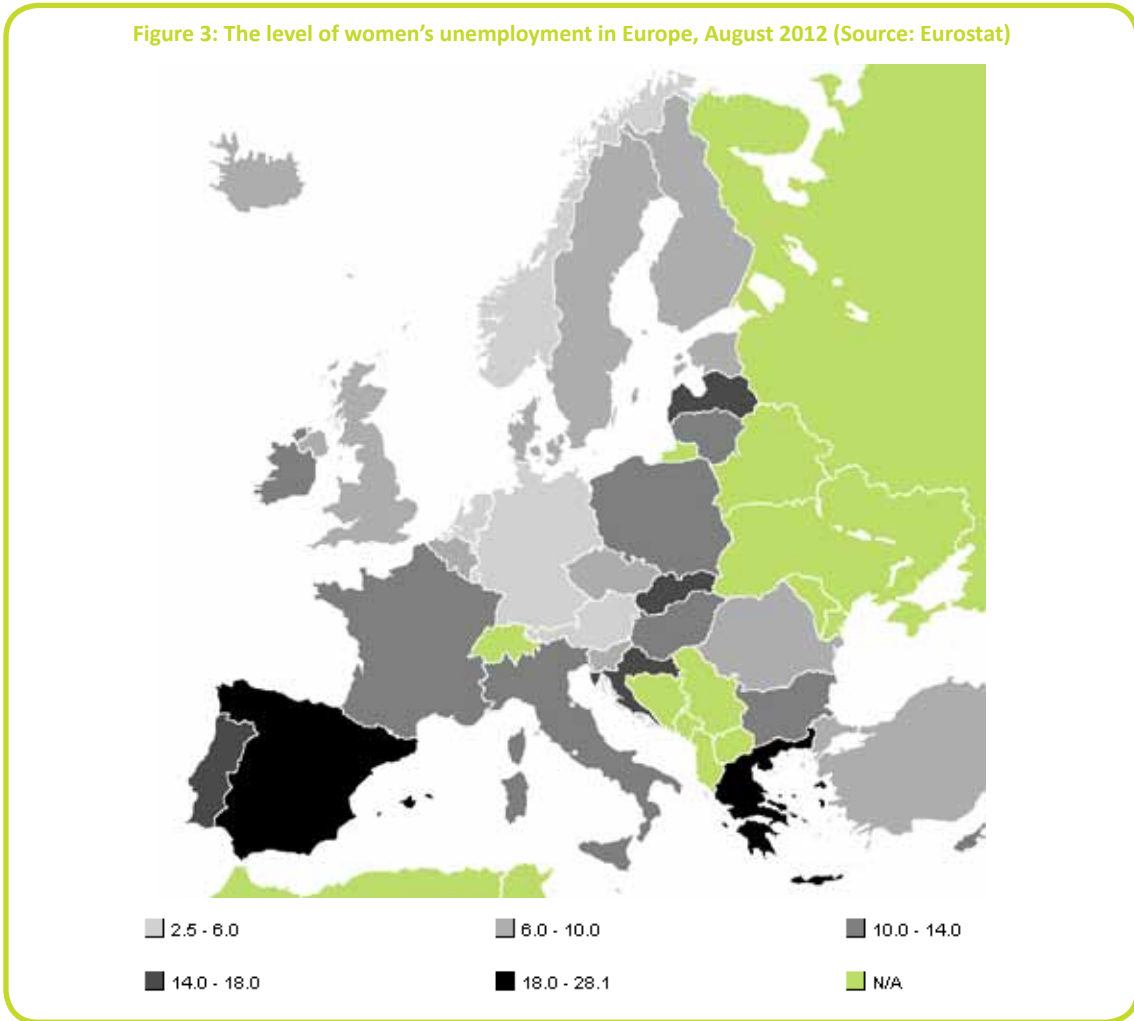
17 Maier, Friederike 2011. Will the crisis change gender relations in labour market and society? *Journal of Contemporary European Studies*, Vol 19, p.91

18 Smith, Marc 2009. *Analysis note: gender equality and recession*. Prepared for European Commission, Directorate General for Employment, Social Affairs and Equal Opportunities May 2009.

19 Jepsen, Maria and Janine Leschke 2011. *The economic crisis – challenge or opportunity for gender equality in social policy outcomes? A comparison of Denmark, Germany, and the UK*. European Trade Union Institute working paper 2011.04, p. 23-25

jobseekers allowance were women, although women accounted for 42% of the unemployed;²⁰ in France, 57% of unemployed women received benefits against 64% of unemployed men.²¹

Figure 3: The level of women's unemployment in Europe, August 2012 (Source: Eurostat)



Labour market activity

Unlike men, women have increased their labour market activity during the crisis. Despite job losses there are now more 'active' women in the labour market (i.e. employed or unemployed) than ever before.²² This indicates that while some women are losing jobs, previously inactive women are taking up employment, possibly either to compensate for the lost income of a partner, or to add to the household income.²³ The male-breadwinner model is thus losing ground due to the crisis, and the number of female breadwinner households is increasing. Although becoming a sole breadwinner of the family after a job-loss of one's partner is not necessarily an improvement for the individual women concerned, the crisis may, in the long term, produce also positive changes in gender relations.

Unpaid work

A full assessment of the impact of the crisis and austerity on women's employment must consider changes in unpaid work, an aspect unaccounted for in official statistics. When households have less income in their hands, and when public services become more expensive or unavailable, the production of goods and services, which previously were bought from outside, falls on the households. The increased time used in unpaid work is not distributed equally, but falls often on women's shoulders. Evidence from Italy, Slovenia, Estonia and Turkey reveals that gender gap in the allocation of unpaid work has increased during the recession.²⁴ The increasing demand of unpaid work may force some women to shift from paid to unpaid work. While those who remain in the labour market face a heavier "double burden."

20 *ibid.*, p. 25

21 Christiane Marty: *Les femmes face à la crise et à l'austérité* (unpublished)

22 Eurostat

23 Brigitte Young and Helene Schubert 2010. *The Global Financial Meltdown and the Impact of Financial Governance on Gender*. Garnet Policy Brief number 10, January 2010

24 Francesca Bettio 2011. *Crisis and recovery in Europe, Labour market impact on men and women*. Presentation in the symposium "Women, gender equality and economic crisis", Athens 1-2 December 2011

2. Women's deteriorating working conditions – focus on wages

Cutbacks in the public sector lead to a loss of good quality employment for women. Even if the lost jobs are eventually replaced by the private sector, the new jobs are unlikely to have the same conditions as regards to work-life balance, pension rights, pay, and working conditions. Many women who have lost their public sector jobs are likely to take up precarious employment, such as part-time work, temporary contracts, or 'mini-jobs'. This will deteriorate the long-term living conditions of the women involved and decrease the already-low overall quality of women's jobs in Europe.

Cutbacks will also weaken working conditions in the public sector, notably with regards to wages. Public sector wages have been cut in Greece, Latvia, Romania, Lithuania, Spain, Ireland, Portugal, Estonia, Czech Republic, Slovakia, Slovenia, and Hungary. The UK and France, among others, have frozen pay.²⁵ These cuts have drastic impacts on women's livelihoods. For example, in Latvia the burden on cutting down wages has fallen heavily on teachers, almost 80 % of them women. In 2011 the minimum statutory teacher's salary was only about €6.000 EUR annually, 30% less than in 2008.²⁶ In the healthcare sector in Portugal, the new short-term contracts for nurses now have an hourly salary of €4, €2 less than in 2011.²⁷

Wage cuts and gender pay gap in Latvia

30% - The reduction in teacher's salary in Latvia since 2008 (in 2011 minimum salary €6000/year)

17.6% - The gender pay gap in Latvia in 2010. Up by 4.2 pp. since 2008 (13.4%)

An extensive public sector has tended to reduce the average gender pay gap, because the better salaries in the public sector where women are concentrated have balanced the pay inequalities in the private sector.²⁸ Wage cuts in the public sector have, therefore, a negative overall impact on women's pay and on the gender pay gap. Evidence from countries where public sector wages were cut early on in the crisis shows that progress in closing the gender pay gap has indeed been reversed. While in 2008 women in Latvia earned 13.4% less than men on average, by 2010 the difference had increased to 17.6%. In Romania, the gap between women and men's pay has grown from 9.0% in 2008 to 12.5% in 2010.²⁹ Latvia and Romania are exemplary of another concerning trend too: women's pay in the public sector has fallen more than that of men's in the public sector.³⁰

The crisis has widened the gender pay gap in Bulgaria, but for another reason. In harsh economic conditions, female dominated sectors have found it difficult to negotiate pay increases. In Bulgaria the average wage increased by 9.3% from 2009 to 2010, but because the growth rate for men was higher than for women, the gender pay gap widened by 2.8 percentage points.³¹

The average gender pay gap in the EU declined between 2008 and 2010, due to the general positive trend but possibly also the declining male wages early on in the crisis. However, it is possible that in the coming years, when statistics catch up with the full impact of the public sector cuts on women's wages, the overall positive trend will be reversed or slowed down.

3. Conclusion: What is at stake for women's rights and gender equality?

- The narrowing difference between women and men's employment rates is not a sign of increasing gender equality, or an improvement for women. It reflects the deteriorating employment situation of both women and men, and the sharper impact on male employment early on in the crisis. The gap is closing due to levelling downwards, not because of catch-up.
- The crisis has undermined years of progress towards women's integration in the labour market and equality in paid work. Decreases in women's employment rate may be difficult to overcome, because many women have been forced to shift from paid to unpaid work due to the erosion of public services and declining household income, and because currently labour market policies focus on reducing (male) unemployment rather than increasing (female) labour supply.
- Since 2010 women are similarly affected by unemployment than men. However, statistics hide the fact that when unemployed, women are more likely to be affected by poverty.
- The quality of women's jobs, already low, is deteriorating further due to the loss of public sector jobs. More women are left without income security, work-life balance options, and pensions.
- Wage cuts in the public sector threaten to turn back progress on closing the gender pay gap.
- The male-breadwinner model is losing ground, as women's activity rate increases and they shift from secondary earners to co- or sole earners. It is not yet possible to say whether this is a permanent change in gender relations, or a temporary impact of the crisis.

25 EPSU 2011. *Widening the gender gap: the impact of public sector pay and job cuts on the employment and working conditions of women in four countries*. A report for the European Federation of Public Service Unions prepared by the Labour Research Department, June 2011; EPSU 2010. *The wrong target. How governments are making the public sector workers pay for the crisis*; ILO 2012; Rubery 2012; OECD 2011;

26 Education in crisis <http://www.educationincrisis.net/learn-more/country-profiles/europe/item/420-latvia>

27 EWL Survey Portugal

28 Rubery 2012

29 Eurostat

30 EPSU 2011, p. 16-17.

31 ETUC 2011. *4th Annual ETUC 8 March Survey 2011*, p. 19

Chapter II: Cutbacks in public services and benefits

As the EWL/Oxfam report “An Invisible Crisis?”³² pointed out, the crisis was having a significant negative impact on women’s lives also outside the labour market already back in 2010. The recent austerity policies have had severe consequences for those whose livelihoods depend on various social benefits, such as maternity or parental leave benefits, pensions, and social welfare benefits. Those, both employed and non-employed, who rely on public services such as care services and women’s shelters, have also been affected.

Although cutbacks in public services and benefits affect everyone, the impact will be particularly felt by women, who use public services more than men and who rely more on social benefits. Cuts in public services and benefits have a double impact on women: on the one hand, women’s economic independence is compromised and their poverty heightened. On the other hand, women are forced to cushion the impact of cutbacks in public services as the services are transferred back to the households, i.e. women. Vulnerable groups of women, such as lone mothers, pensioners, and migrant women will lose the most.

1. From an economic crisis to a care crisis

Cutbacks in care services

The evidence from EWL members and recent research reveals sharp declines in the availability and affordability of care services for children and other dependents. EU Member States agreed on increasing the provision of affordable, good quality childcare facilities in 2002, and they renewed their commitment in 2011 in the European Pact for Gender Equality 2011-2020. However, instead of improving the availability of care services and making them more affordable, some countries are doing the opposite.

Austerity has reduced access to childcare services. In Greece and Portugal public kindergartens have been closed down.³³ In the Czech Republic more than 30.000 children were refused in state preschool institutions in 2011, this year the number is expected to be even higher.³⁴ Savings are being made by limiting the hours of kindergartens and primary schools: in Italy recent cuts have reduced the availability of full time classes in primary school and after school care), which are in high demand among lone mothers and families where both parents work.³⁵ In some countries access to public day-care has been reduced by new rules. These may require, for example, that both parents have to be employed, leading to an increased care-work load on the unemployed and limiting their possibility to look for a job.³⁶

At the same time, childcare is becoming increasingly expensive. In the Netherlands, as of January 2012 most parents have received a smaller proportion of their childcare costs back from the tax agency.³⁷ In the UK the level of childcare costs covered by the state has been cut from 80% to 70%. As a consequence, families with two children with weekly childcare costs of £300 will lose £30 (€37) a week representing £1560 (€2000) a year.³⁸ Care services for the elderly and other dependents have suffered too. In Ireland home helps for the elderly and disabled have been reduced: in August 2010 the government announced a €10million cut to personal assistance hours, which adds to the €1.7million cut for home care. Also public beds in nursing homes have been reduced.³⁹ In the Netherlands programmes to facilitate disabled persons have been cut down.⁴⁰ In all these cases, women are affected both as recipients of care and as unpaid carers.

The full impact of the cutbacks on care services on women’s lives across Europe is not yet visible in statistics. However, already in 2010 mothers of small children were less likely to be employed than before: the employment rate of women with small children (under 12) was on average 12.7 pp. lower than that of women with no children, against 11.5 pp. in 2008.⁴¹

Accordingly, more women than before said they are inactive or work part-time due to the lack of care services. In 2010 28.3% of women’s inactivity and part time work was explained by the lack of care services against 27.9% in 2009. In some countries the impact of the lack of care services has increased significantly. In Bulgaria it was up to 31.3% in 2010

32 Oxfam International/European Women’s Lobby 2010. Women’s poverty and social exclusion in the European Union at a time of recession, An Invisible Crisis? A GenderWorks paper, March 2010

33 EWL Survey Greece, EWL Survey Portugal

34 EWL Survey Czech Republic

35 European Parliament 2011, p. 138

36 EWL Survey Portugal

37 Nederlandse Vrouwenraad 2012, EWL members’ report, May 2012

38 Daycare Trust 2010. *Policy Briefing: The impact of the Spending Review on Childcare*. Quoted in Fawcett Society 2012, p. 29.

39 Barry & Conroy/TASK 2012, p. 6; National Council of Women in Ireland 2012, p. 27

40 Nederlandse Vrouwenraad, 2012.

41 Eurostat

Reconciliation – Progress interrupted?

In 2010 the employment rate of women with small children in the EU was 12.7% lower than that of women without children, up from 11.5% in 2008.

In 2010 28.3% of inactive and part-time working women in the EU were not able to work full time due to care responsibilities, up from 27.9 in 2009.

from 20.8 in 2008; in the Czech Republic up to 16.7% from 13.3%.⁴²

These figures, which are likely to worsen in the coming years, indicate that the crisis and austerity policies risk destroying years of progress towards a more equal division of care responsibilities between women, men, and society. Cutbacks in care services put pressure back on households, and make increasing demands on unpaid care work. When the crèche closes or limits its opening hours, when childcare fees become unaffordable, or when home help for an elderly relative is cut down, it is mostly women who drop out of paid employment to take over the care responsibilities.

The shift from public care services to unpaid care work within the household poses a severe threat to gender equality in Europe. Austerity is leading to reprivatisation of care and a shift towards more

‘familialist’ welfare systems, where family members – mainly women – are expected to take over responsibilities that were once public. Such a shift would also mean a return to more traditional gender roles.

Changes in statutory leave and care-related benefits

Several governments have made savings through worsening the payments and conditions of statutory care-related leave and other care related benefits.

In Romania in 2010 the government cut the maternity leave benefit to 65% of the previous payment and reduced the length of the leave.⁴³ In Macedonia the benefit was in 2010 reduced from 100% to 75-80% of the previous salary.⁴⁴ In Portugal the value of the maternity allowance has decreased significantly, because holiday and Christmas allowances, which correspond to two month’s salary, are no more included in its calculation.⁴⁵ Infringements of the right of pregnant women to maternity leave and benefits, or to resume their job after maternity have been reported in Greece, Portugal, Italy, and the Czech Republic.⁴⁶

In Slovenia the parental leave benefit has been reduced from 100% of the former salary to 90%.⁴⁷ In Germany the benefit has been cut from 67% to 65% of the former salary for persons earning more than €1200 net, while those with medium-level and high monthly earnings are not affected by the saving. Also the planned doubling of the duration of partial parental leave benefits for parents working part-time, most of whom women, are put on hold.⁴⁸

Austerity measures have slowed down the efforts to establish paternity leave and other measures to encourage men to share care responsibilities. In Spain there has been a delay in the already agreed extension of paternity leave from 13 to 28 days.⁴⁹ In Estonia the paternity leave benefit has been suspended until the end of 2012, and only a few men are taking the leave option unpaid.⁵⁰ In Germany the doubling of the ‘partner months’ of parental leave from two to four has been put to hold.⁵¹

Also other care-related benefits have been subjected to cuts and tightened conditions. In Estonia benefits paid to parents taking care of a sick child were reduced from 100% to 80% of the salary.⁵² In the Czech Republic the benefits given to those taking care of dependent family members (mainly disabled people) have been reduced,⁵³ and in Portugal benefits for the care of disabled children were cut by 30%.⁵⁴ In Ireland the carers’ allowance, mainly used by middle-aged and older women for whom it is an important source of income, was reduced by €8 per week for less than 66 year olds.⁵⁵

Reductions in care benefits have reduced permanently the real income of women with care responsibilities, and weakened their economic independence during care periods. Lone mothers in particular are being pushed into economic insecurity. Savings from care-related benefits targeted at men, such as withdrawing pay for paternity leave, constitute a severe obstacle for equal sharing of care responsibilities between women and men. They are a threat to gender equality in particular at a time, when cuts in care services shift a larger part of care responsibilities to households.

Reduced child and family benefits

Several governments have reduced child and family benefits and tightened the conditions for receiving them. The cuts have a drastic impact on low-income families, and as child benefits are in most countries paid to mothers, they also have a negative impact on women’s economic independence.

In Ireland child benefit was reduced in the budget by €10 per month for the two first children, €19 for the third child and €17 for the fourth and subsequent children. From January 2013, the rate will be standardized at the rate of the first child, €140. A family with five children, for example, will see a drop in Child Benefit from €801 a month in 2011 to

42 Eurostat

43 EWL Survey Romania

44 EWL Survey Macedonia

45 EWL Survey Portugal

46 Bettio 2011.

47 Sonia Lokar, former EWL President

48 Jepsen and Leschke / ETUI 2011, 52

49 Gonzales Gago 2011.

50 European Alliance for Families 2011, http://europa.eu/familyalliance/countries/estonia/index_en.htm

51 Jepsen and Leschke / ETUI 2011, 52

52 European Alliance for Families 2011

53 EWL Survey Czech Republic

54 EWL Survey Portugal

55 EWL Survey Ireland

€700 a month in 2013.⁵⁶ In addition, supplements paid at 4 and 12 years of age to mothers of twins and triplets have been withdrawn, and the additional payment to lone parent families has been reduced by €8 per week. Child benefit has also been reduced in Denmark: the ceiling limiting the maximum amount of universal child allowance was reduced to €4600 (35000 DKR) per family per year, irrespective of the number of children.⁵⁷

In the UK the level of child benefit has been frozen until April 2014. With inflation, this means that the value of the benefit will be cut by over 10% by 2014. A family with one child will be around £130 (€165) worse off than if the benefit had been increased in line with inflation.⁵⁸ Child benefit has been frozen also in Finland.⁵⁹ Freezes for a certain period of time have a long-term impact, as they permanently reduce the value of the benefit.

Some countries have tightened the conditions for receiving child benefit. In the UK from 2013, the universal child benefit payable to the mother will be abolished, as families with at least one parent who is a higher rate tax payer will recover their benefit back from the tax system. In particular women who do not work, for whom the benefit is an important source of independent income and a source of pension entitlement, lose out.⁶⁰ The universality of child benefit is under attack also in Ireland.⁶¹

2. Cuts in services and welfare benefits hit the least well off

Health and education

In the aftermath of the crisis, public spending on education and health services has reduced significantly in EU Member States. In Romania, after the cutbacks only 3.84% of the public budget is allocated to health, the lowest share in the EU.⁶² In Latvia in 2009, severe austerity measures resulted in the reduction of the education budget by 50 per cent.⁶³

As regards to healthcare, the cutbacks have reduced access to services and downgraded their quality. In Romania many public hospitals were abolished due to the crisis and replaced by private clinics.⁶⁴ In Greece many public hospitals have been closed or merged and most remaining ones lack staff and healthcare material, with the result that the services are no longer able to cover the full range of medical needs of all people.⁶⁵ In Portugal the most important maternity hospital in Lisbon has been closed down, and another big one in Coimbra is under threat of closure.⁶⁶

Reductions in the availability and affordability of healthcare have gendered consequences, because women use these services to a higher extent than men. In addition, they may affect the gendered division of paid and unpaid labour to the disadvantage of women.

Services targeted at vulnerable groups such as the disabled, migrants, and Roma have been reduced in some countries. In Ireland financial support for Travellers' health and education programmes has been reduced, the first as much as by 70%.⁶⁷

Reports from EWL members and other sources reveal that austerity has curtailed services designed to end violence against women (VAW) and support the victims of violence. In the UK the funding to VAW services from local authorities was cut by 31% of from 2010/11 to 2011/12.⁶⁸ In Greece austerity measures have stopped local government funding for women's shelters,⁶⁹ and in Spain the region of Castilla-la-Mancha alone is planning to close 85 support centres and 13 shelters in 2012.⁷⁰ In Belgium the local government of Brussels has threatened to stop funding the rape crisis centre SOS Viols.⁷¹ In other countries the crisis has been used as an excuse for not increasing the provision of services and shelters required to meet international minimum standards and commitments.⁷²

Saving money through cutting down on resources for women's shelters and other support services is a serious threat to women's rights, as the economic crisis is increasing reported incidences of violence against women.⁷³ For example, EWL members from Greece and Portugal report that domestic violence cases have increased in 2012.⁷⁴ Curtailed services are not able to answer to the increasing demand: For example, in the UK 9% of women seeking refuge were turned away on a typical day in 2011 due to lack of space.⁷⁵

56 National Women's Council Ireland 2012. *Pre-Budget 2013 Submission*, p. 12-13

57 Jepsen, Maria and Janine Leschke / ETUI 2011, p. 56

58 Fawcett Society 2012, p. 25

59 EWL Survey Finland

60 Fawcett Society 2012, 26

61 National Women's Council Ireland 2012, p. 12-13

62 EWL Survey Romania

63 Education in crisis, <http://www.educationincrisis.net/learn-more/country-profiles/europe/item/420-latvia>

64 EWL Survey Romania

65 EWL Survey Greece

66 EWL Survey Portugal

67 NWC 2012, p. 28

68 Towers, Jude and Sylvia Walby 2012. *Measuring the impact of cuts in public expenditure on the services to prevent violence against women and girls. Report for Northern Rock Foundation and Trust for London*, 1 February 2012, p.3

69 EWL Survey Greece

70 WAVE-Network 2011. <http://www.wave-network.org/start.asp?ID=23879>

71 Le Soir 22 septembre, *L'ASBL SOS Viols menacée de fermeture*, p.8

72 EWL Survey Romania, EWL Survey Portugal

73 EWL/Oxfam 2010, p.20-21

74 EWL Survey Greece

75 Towers & Walby 2012, p. 3

Welfare benefits and pensions

Women rely more on social benefits than men, due to their caring responsibilities, but also to their relative income inequality and poverty. Because welfare payments and benefits constitute a larger part of women's income in comparison to men's, women will be the majority among those who will feel the effects of the cuts in their everyday lives. The cuts in benefits will also affect women in general, widening the income differences between women and men.

Most European countries have implemented cuts in various social assistance and welfare benefits. Of particular concern from a gender perspective are cuts in benefits that support vulnerable groups. In Ireland the disability payment and the blind pension were reduced by €8 a week, in Portugal the disability benefit has been cut by 30%. Also the benefits used by those who are the least well-off are being reduced: in Ireland there was an increase of €2 per week contribution from those receiving a Rent Subsidy and a reduction in heating fuel subsidies.⁷⁶

Cuts in unemployment benefits and their increasing conditionality have a gendered impact. For example, in Romania, unemployment benefit was reduced by 15%;⁷⁷ in Portugal the benefit is cut by 20% after the first six months, and it is much more difficult to access.⁷⁸ In Denmark the maximum length to receive benefit was reduced from four to two years. The stricter conditionality of the benefits is problematic from a gender perspective, because care responsibilities limit women's possibility to take up offered employment or participate in activation programmes.

State pensions have been a popular target for savings in many European countries, and the measures implemented will have consequences for both current and future pensioners. Older women and men suffer in particular from cuts and freezes in their pension entitlements. In the Czech Republic in 2012 the level of pensions was frozen for the first time in history.⁷⁹ Greece has introduced a special tax on pensions, ranging from 3% to 9% depending on the level of pension income.⁸⁰

Many countries have changed pension rules in a manner that will have a long-term negative impact on women's economic independence. Increases in the minimum contribution period for retirement on full pension (e.g. FR, GR), and the calculation of pension on average- career-earnings rather than final salary (e.g., GR, IR) penalise women because of their shorter working life and irregular working patterns. Increases in official retirement age, heavy penalties for early retirement have gendered implications too (FR, GR, IR, BE).⁸¹

Unemployment benefits and conditionality – a case study from Portugal

The lone mother of two children (3 and 7 years) used to work in a textile manufacture, but the company closed and she is left unemployed. She gets the unemployment benefit for 2 years and she struggles to find a job; meanwhile she finishes her secondary school studies. The only job that is offered has a rotated-shift schedule, but she cannot find a way to support the costs for night-time childcare and declines the job. Because of her declination, she loses the right to unemployment benefit.

Taxation

The social and economic situation of families/women is getting worse due to increases in value added tax (VAT), implemented across Europe. One of the most significant hikes in VAT took place in Romania in 2010 when the VAT of all products was increased from 19% to 25%. VAT has also been increased in Greece, Ireland, Portugal and the Czech Republic. These increases mean that food and household necessities that make a large part of the expenses of low-income individuals and families have become more expensive.

Cumulative effects

Calculations made in the UK give an indication of the overall financial impact that cuts in benefits and services have on women. It has been estimated that women will pay more than 70% of the savings made through cuts in benefits and tax reductions.⁸²

As regards to cuts in public services, the Trade Union Congress has estimated that for the year 2012-2013, families with children, both couples with children and lone parents, are the biggest losers: both couples with children and lone parents are losing services worth £1900 (€2355).⁸³ By 2015, the losses of working lone parents will have increased up to £3132 (€3880) a year.⁸⁴ According to the UK Women's Budget Group, the proportionate losses will be greatest for lone parents and single pensioners the majority of whom are women. By 2015 lone parents will lose services worth 18.5% and female single pensioners worth 12% of their respective incomes.⁸⁵

The effect of the cuts is not yet fully reflected in statistics on poverty and living standards, which lag a few years behind. While at the EU level the at-risk-of-poverty rate of women in general and of older women in particular as well as the degree of women's material deprivation, have remained at the same level or decreased slightly from 2008 to 2010, the at-risk-of-poverty of lone parents has already increased slightly.⁸⁶ More recent figures might reveal that more women of all age groups are affected by poverty and that their living standards are deteriorating.

76 Barry & Conroy/TASK 2012, p.15

77 EWL Survey Romania

78 Barry & Conroy/TASK 2012, p. 15; EWL Survey Portugal

79 EWL Survey Czech Republic

80 EWL Survey Greece

81 Rubery 2012, p. 32; Barry & Conroy/TASK 2012, p. 15; EWL Survey Greece; EWL Survey France; EWL Survey Belgium

82 Cooper, Y 2010, Women bear the brunt of budget cuts <http://tinyurl.com/38pzgccc>

83 TUC 2010. *Where the money goes: How we benefit from public services*, 12 September 2010, p.49-51.

84 TUC 2010. Press release: *Spending review will hit the poorest 15 times harder than the rich*, says TUC

85 UK Women's Budget Group 2010. *The impact on women of the Coalition Spending Review 2010*, p. 2

86 Eurostat

3. Conclusion: What is at stake for women's rights and gender equality?

- Cutbacks in care and health services may lead to the reprivatisation of care and a return to traditional gender roles, as they transfer the responsibility for care from the society to households, i.e. women. People with care responsibilities – mostly women – are forced to leave/reduce paid employment in order to take over services that are no more provided by the state, or that they can no more afford.
- Savings on measures that can enhance equal division of care between women and men, such as paid paternity leave can have a long-term negative impact on gender equality at a time when the demand for unpaid, private care is increasing.
- Savings on maternity and parental leave payments, child benefits and other care and family related benefits have permanently reduced the income of all women with care responsibilities.
- Women's economic independence is compromised and their poverty heightened, because benefits constitute an important source of women's income and because they rely on public services more than men. Lone mothers and female single pensioners face the biggest losses when benefits and services are cut.
- VAW services have been reduced in many countries, and the crisis has been used as an excuse for not increasing/improving inadequate services.

Chapter III: Reduced funding for women's rights

At the precise time when women's rights advocates in Europe would most need to push and make their voices heard at national finance ministries and at the EU level, funding for women's rights is being reduced in an unprecedented manner. Public equality bodies and state departments for gender equality and women's NGOs at all levels are struggling for survival. Many have been forced to close down.

1. Disintegrating gender equality institutions

Austerity policies have had a drastic impact on national gender equality bodies and the equality ministries/departments. In some countries equality institutions have experienced severe budget cuts, in others they have been merged with other departments or institutions, resulting not only in loss of funding but also of visibility and focus. In some countries equality institutions and bodies have even been abolished. As a consequence, the institutional safeguard for women's rights, gender equality and equality has been reduced significantly.

In Romania in 2009 the government decided for financial reasons to abolish the National Agency for Equal Opportunities, created in 2007 as part of the EU adhesion conditions.⁸⁷ In Spain the Ministry for Equality, established in 2008, was eliminated after only 3 years in operation and also regional gender institutions have been abolished.⁸⁸ In Turkey the state ministry responsible for women and family affairs was turned into the ministry of family and social affairs.⁸⁹

In Ireland the entire architecture of public and statutory equality bodies has been restructured. In 2009 the budget of the Equality Authority was cut by 40% (from €5.5 m to €3.3m), and in 2012 the Authority risks disappearing completely due to a merge with the Human Rights Commission. The Women's Health Council and the Crisis Pregnancy Agency were closed down already in 2009, some of their functions taken over by other institutions.⁹⁰ In the Czech Republic the Government Council for Equal Opportunities for Women and Men – the advisory body of the government – was in 2012 transferred from the Office of the Government to the Ministry of Labour and Social Affairs. After the restructuring the number of staff in the Council Secretariat – the national equality body – was reduced and consists now of two employees.⁹¹

In some countries, drastic budget cuts have hampered the ability of the equality institutions to conduct their work. In May 2012, the UK government announced that the Equality and Human Rights Commission would have its budget halved to £26m and its staff reduced from 455 in 2010 to 180 by 2015.⁹² In Greece more than 30% of the budget of the General Secretariat on Equality, the only public mechanism on equality, was cut.⁹³ In Portugal the funding for institutional mechanisms was reduced as part of an across-the-board cut for the funding of public institutions.⁹⁴ In Belgium the budget of the Institute for Gender Equality has also been cut.⁹⁵

Where no cuts have been implemented, austerity has been used as an excuse for not increasing funding. For example, in Estonia the Equal Treatment Commissioner and gender equality department in the responsible ministry are understaffed and underfunded. Although the Equal Treatment Commissioner's responsibilities have expanded in the past years, the office still has only two employees: the Commissioner and one assistant.⁹⁶

Public resources to support gender equality projects have been decreased too. In Ireland in 2010 the €9 million budget for gender equality activities was used for non-gender actions such as payments to the police force. Of the reduced €5 million budget for 2009, almost €4 million was diverted to non-gender related areas.⁹⁷ In the Czech Republic the state has given some grants related to gender issues in the past, but no financial support for gender equality projects is foreseen for 2013.⁹⁸

Cuts in funding for gender equality bodies and projects indicate that supportive policies and funding from the national governments and the EU seem to have been linked to the down turn economic cycle.

87 EWL Survey Romania

88 González Gago 2011.

89 EWL Survey Turkey

90 Barry & Conroy/TASK 2012, p. 18

91 EWL Survey Czech Republic

92 The Guardian 15 May 2012. *Equality and Human Rights Commission has workforce halved*

93 EWL Survey Greece

94 EWL Survey Portugal

95 EWL Survey Belgium

96 EWL Survey Estonia

97 National Women's Council of Ireland, 2009. *The impact on women: NWCI responds to the Report of the special group on public service numbers and expenditure programmes*, p. 70

98 EWL Survey Czech Republic

2. Struggling women's organisations

The campaigns and services of women's organisations – national umbrellas, local organisations, NGO-run services for victims of violence, advocacy organisations – have been affected by the lack of money and human resources. Many are struggling for their survival, some have closed down. The situation is worrying for two reasons. First, the cuts are silencing women's voices and the struggling women's organisations are less able to react to austerity policies. Second, many of the organisations affected are providing vital support services (e.g. shelters for victims of violence) and many have had to curtail their services at a time when the demand for these services is increasing considerably.

The crisis has caused problems in particular to organisations, which depend on state funding, either operating grants or equality related project grants. In the UK the government has proposed a further £10m cut of grants from the Equality and Human Rights Commission budget, which had been used to fund local equalities groups. In Belgium the reduced budget of the Institute for Gender Equality means that the Institute has cut its financial support for equality organisations.⁹⁹

The consequences for NGOs are drastic. For example, in Ireland the National Women's Council of Ireland (EWL national coordination) had its budget cut by 15 per cent from 2008-2011 and 38 per cent in 2012. The Rape Crisis Network Ireland and SAFE Ireland network of Women's Refuges and Support Services had their core funding by the Health Authority removed in 2011.¹⁰⁰ There have been cuts of up to 20% to grass roots women's groups working to provide education, training, childcare, a range of services and a voice to women who are most marginalised.¹⁰¹

Struggling women's organisations in the UK

In 2011 52% of women's organisations have been forced to reduce their service provision. 95% of the organisations surveyed said they face further cuts or a funding crisis in 2012. 25% said further cuts might result in closure.

The situation has worsened also in countries where NGOs do not receive government core funding, but rely on public and private project grants. EWL members in Portugal report that the sums granted for women's/equality projects by the public authorities have diminished, and the budgets of accepted projects are often reduced to 1/3 of those planned. Authorities show very little interest in the content of the projects, and reimbursements often come late and require several rounds of justification. At the same time, the controls have tightened, and the projects of some small NGOs have been suspended.¹⁰² EWL members in Belgium estimate that in the future it will be more difficult to raise funding for studies, events, and activities.¹⁰³ In Central and Eastern Europe where women's

organisations have relied on foreign foundations, the danger is that the foundations will withdraw their support.¹⁰⁴

The crisis has also reduced the availability of volunteers, on which many women's organisations rely. For example, in Portugal women's organisations have always been working based on volunteer work, but due to the crisis it is hard to motivate people. Many have to work more to maintain their standards of living and have less time to spend volunteering.¹⁰⁵

3. Conclusion: What is at stake for women's rights and gender equality

- Public gender equality institutions are being destroyed on the pretext of austerity. The erosion of the public gender equality machinery is an infringement of EU and international level commitments to women's rights and gender equality.
- Cuts in funding for women's organisations undermine women's civic and political participation and make women's voices even less heard in society.
- NGOs providing vital services to women have been forced to reduce their services, although the crisis has increased their demand.
- Cuts in government funding for gender equality bodies and projects and women's organisations indicate that supportive policies and funding from the national governments and the EU seem to have been linked to the downturn economic cycle.

99 EWL Survey Belgium

100 Barry & Conroy/TASK 2012, p. 18-19

101 National Women's Council of Ireland 2012, p. 38

102 EWL Survey Portugal

103 EWL Survey Belgium

104 EWL Survey Czech Republic

105 EWL Survey Portugal

European Women's Lobby Recommendations

It is crucial to assess the gendered impacts of the already implemented cutbacks and, more importantly, to correct the imbalances as soon as possible. Based on the findings of the present report, the EWL addresses the following recommendations to EU Member States, the European Commission, and women's organisations across Europe.

To EU Member States

Short term: mitigate the most harmful effects of austerity on women's rights and gender equality

- Ensure effective functioning of state gender equality institutions through no further cuts and/increased funding and human resources. Investing in women's rights and gender equality should not be linked to economic prosperity only: it is even more crucial in times of crisis.
- Take targeted measures to improve the living conditions of those groups who have suffered most from the cutbacks, including lone mothers and female single pensioners.
- Avoid further cutbacks which would have a long-term negative impact on women's rights and gender equality and allocate emergency funding to compensate for measures already implemented (e.g. to ensure the availability and affordability of care and health services if cuts have been made).
- Ensure there are no further cuts in public funding for women's organisations in order to enable their functioning.
- Ensure that planned job losses and wage cuts in the public sector do not target specifically the most female-dominated sectors and develop re-training programmes for those that are laid-off.
- Protect vital services (crèches, women's shelters...) from local authority cuts through requiring that local authorities' ring-fence an adequate level of funding for these services.
- Gather information: Commission an assessment of the gendered impact of the previous budgets and economic policy reforms. The assessment should consider both individual measures and their cumulative impacts, and assess their impact on women and men in general, as well as on specific groups in order to provide a holistic understanding to inform policy making, particularly budgetary decisions.
- Strengthen the women's rights and gender equality dimension in all the facets of the Multiannual Financial Framework 2014-2020.

Long term: Establish a permanent system of gender budgeting

- Subject all budgetary and taxation measures under consideration to a gender impact assessment, where by a full distributional analysis is undertaken to identify how women and men and different groups are likely to be affected. The assessment must include consideration of how the unequal effects identified can be mitigated and eliminated.
- Correct proposed budgets in light of gender impact assessments to ensure a fair and equal outcome.
- Establish a specific permanent gender budgeting unit within the ministry of finance, which works in collaboration with the state machinery for gender equality and women's NGOs.
- Develop gender segregated data and methods of analysis, which allow to monitor the impacts of changes in taxes and benefits on individuals, not only on a household basis.

To the European Commission

- Take leadership in mitigating the gendered impacts of austerity policies in Europe; use the European Semester process and country specific recommendations to ensure the negative effects of austerity on women and gender equality will be mitigated and eliminated at the national level.
- Ensure there is no further degradation of funding for women's rights and gender equality, neither at the EU-level, nor at national level. Issue warnings to countries where the gender equality architecture has been degraded due to austerity.
- Draft a new long-term vision for the future and replace EU-level policies aiming to achieve short-term fiscal stability with policies that will provide equality and solidarity driven prosperity in the long term and safeguard the economic positions of both women and men.
- Enhance the coordination between gender equality, employment, and economic policies at the European Commission in order to ensure the EU employment and economic policies are in line with its gender equality goals and commitments.
- Gather at the EU-level data that is crucial to assess the impact of the crisis on women that is still lacking: increases in unpaid work and changes in the gender division of unpaid work, changes in public sector jobs and wages and their gendered dimension; develop gender disaggregated data.
- Allocate project funding related to the gendered aspects of austerity and of economic governance for women's NGOs at the European, national and local levels and within research funding.
- Strengthen the women's rights and gender equality dimension in all the facets of the Multiannual Financial Framework 2014-2020.

To women's organisations

- Draft a pre-budget submission to the government in order to have an impact on the forthcoming budgetary plans.
- Conduct independent gender impact assessments of draft budgets when they are published.
- Mobilise Members of Parliament to address gender imbalances of budgetary proposals prior to and when they are discussed in the Parliament.

Annex: MANIFESTO¹

The effects of the economic and financial crisis on women in Europe

We, members of the EWL recall that the on-going financial and economic crisis has a much higher and differentiated impact on women in Europe especially women living in the South of Europe: Greece, Italy, Spain, Portugal as well as Ireland.

Recovery plans and structural adjustment programmes have not integrated a gender perspective while austerity measures do not offer sustainable solutions to the crisis with disastrous effects on people's lives, especially women's lives.

In light of the above and many other considerations we call on the European Commission, the European Parliament and national governments to implement the following measures in order to rectify the impact of the crisis on women.

- Systematic gender sensitive analysis of the impact of the crisis and prior to implementation, the responses thereof.
- Gender budgeting as a standard methodology of all public budget processes.
- Create jobs especially in the public sector and invest in social infrastructure (education, health, child and dependent persons care) which would also ease the disproportionate burden on women to enable them to participate in the labour market.
- Attribute higher value to jobs in the caring sector
- Commit to work around the deconstruction of the stereotyping of women in education, work, the family and society in general.
- Guarantee the individualisation of social security and taxation rights in order to break women's dependency on their partners and/or the state.
- Cooperate with EU-level trade unions to support/enforce gender equality.
- Close the gender pay gap by 2020.
- Implement measures to combat the on-going process of feminisation of poverty which has been exacerbated by the recession.
- Develop alternative accounting measures to ensure that women's unpaid care work is recognised in national accounts systems with the aim of ensuring that the redistribution of unpaid domestic work is equally shared with men.
- Implement all directives and policies developed on gender equality with an emphasis on outcomes.
- Adopt binding legislative measures, including at the EU level concerning the equal participation of women and men in private boards and in the political sector, promote parity in decision making in the economic and financial sector as well as private companies in order to ensure democracy and better governance, particularly financial governance.
- Set up a liaison network among EWL and civil society organisations to become involved in the G20 process and meetings in order to ensure that gender equality is duly taken into account.
- Take strong measures to combat all forms of violence against women including the financing of support services for women victims of violence and ratify the CoE Convention on the prevention and combating of violence against women and domestic violence.
- Strengthen the voices of women in Europe who call for an immediate reform of the global financial architecture to fully integrate gender equality and women's rights, and put an end to the constant search for unlimited growth and maximisation of profits.

¹ Developed in the Issue Group on the crisis, EWL General Assembly, May 2012

VIII JORNADA FORMATIVA PER A PROFESSIONALS

CRISI ECONÒMICA I CONSEQÜÈNCIES PER A LES DONES

**(Impacte sobre els drets, sobre els recursos i la
intervenció professional)**

**Maria Jesús Soriano Soriano
Psicóloga Clínica**

*La intervenció professional davant
la crisi*

**CUIDARSE, CUIDAR Y SER
CUIDADA:
RECURSOS PARA SALIR
BIEN PARADAS DE LA
CRISIS**



Efectos de la crisis en las mujeres



De la crisis al cambio

De la crisis al cambio

- **Considerar el cambio en la consideración del “cuidado” como un derecho básico para el desarrollo.**
- **Modificación de la propia concepción de la vida económica.**
- **Las mujeres siendo tratadas como actoras y sujetos principales en la vida socioeconómica.**

De la crisis al cambio

***“Las cosas son imposibles
mientras lo parecen”.***

(Concepción Arenal)

La intervenció professional davant la crisi

**Recursos para I@s
profesionales que trabajamos
con mujeres en situaciones de
violencia.**

RECURSOS PARA L@S PROFESIONALES

Pensar en esos efectos es hacerlo desde la prevención. Es poder pensar en estrategias de protección y resguardo, tanto para la salud de las profesionales como para su desempeño profesional.

RECURSOS PARA L@S PROFESIONALES

“El contacto directo con seres humanos, como tales, enfrenta al técnico con su propia vida, con su propia salud o enfermedad, sus propios conflictos y frustraciones. Si no gradúa ese impacto su tarea se hace imposible: o tiene mucha ansiedad y entonces no puede actuar o bien bloquea la ansiedad y su tarea es estéril.”

(Bleger, 1977)

Antes estas dificultades podemos encontrar salida dando respuesta a una serie de interrogantes

- ¿de qué forma afecta al profesional la violencia narrada?
- ¿Qué es lo que puede soportar, escuchar y qué es lo que pareciera que escapa a lo verosímil por el horror que despierta?
- ¿Qué imágenes se imponen en la mente del profesional como efecto de la narración que escucha?
- ¿Cómo articular los efectos de la palabra escuchada con las imágenes que suscita, de modo de no quedar atrapado en la escena de violencia?

FACTORES PROTECTORES

- **Sensibilización en el autoconocimiento.**
- **Reconocerse en los puntos fuertes como en los vulnerables.**
- **Regulación de los sentimientos**
- **Asumir las dificultades que conlleva la tarea asistencial.**
- **Llevar un registro de emociones, pensamientos para visibilizar el malestar.**
- **Pedir ayuda mediante la creación de sistemas de apoyo.**

Ámbitos para la elaboración de los factores protectores

- **El propio grupo de trabajo**
- **La supervisión de la tarea**
- **El intercambio con otros profesionales y/o grupos**

Los efectos del ser testigo y el desgaste profesional

- **Son formas de trastornos laborales que pueden padecer quienes trabajamos en violencia.**
- **Los síntomas visibles y la dinámica de su producción son similares a los descritos por otras formas de estrés.**
- **La diferencia es que ambos afectan directamente la identidad del profesional**

Síntomas del burnout o efecto de estar quemado

- **Físicos**: fatiga, problemas del sueño, dolores de cabeza y gastrointestinales.
- **Emocionales**: irritabilidad, ansiedad, depresión, desesperanza, distracción, intolerancia y labilidad emocional
- **Conductuales**: actitudes agresivas, actitudes defensivas, cinismo y abuso de sustancias tóxicas.
- **Relacionadas con el trabajo**: absentismo, falta de rendimiento, incremento de conflictos y conductas impulsivas con usuarias y/o compañeras-os.
- **Interpersonales**: aislamiento, comunicación pobre, falta de interés y sensibilidad por la tarea y las personas, falta de concentración y atención.

Recursos personales para poder hacer frente a ese malestar:

- **Responder a las señales de malestar físico y emocional – el dolor nos permite protegernos ya que los estamos detectando.**
- **Estar atentas y sensibilizadas a la aparición de síntomas e implementar conductas de cuidado.**
- **Que nuestra profesión, actividad o trabajo no sea nuestra identidad.**

el trastorno por estrés postraumático

Los términos “traumatización vicaria” estrés traumático secundario o desgaste por empatía se utilizan para denominar al estrés postraumático que suelen padecer las y los profesionales que se enfrentan a diario con situaciones altamente estresante.

Síntomas del estrés postraumático secundario:

- ❑ **Re-experimentación (revivir, recordar con una gran carga emocional.**
- **Evitación y embotamiento psíquico (actitudes de distanciamiento tanto físicos como afectivos de las personas, no solo de las usuarias)**
- **Hiper-activación (arousal) (estado de tensión y alerta permanente y reactividad)**

Que podemos hacer para no quemarnos, no estresarnos

- **En lo personal:** revisar las expectativas profesionales, altruistas y sociales que están en juego en dicha actividad y en la vida.
- **En lo profesional:** revisar las características específicas de la actividad y la percepción de eficacia “saber lo que hay que hacer y poderlo hacer”.
- **En lo institucional:** revisar la situación respecto a la alta exigencia de tiempo, demandas excesivas, burocracia, escaso trabajo en equipo y pobre apoyo institucional

Cuidarse, cuidar y ser cuidada

“No usemos nuestra inteligencia sólo para I@s demás y la dejemos en nuestros lugares de trabajo: desarrollemos nuestra comunidad terapéutica personal”.