

Gender Equality in Social Economy Enterprises' Structures of Governance

European Day of Social Economy Enterprises –
„How to scale up?“

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 MADE FOR
EQUAL OPPORTUNITIES
AND GENDER EQUALITY

WHY IS GENDER EQUALITY AN ISSUE IN SEE?

- ▶ ~70% of employees in the third sector are female
- ▶ Horizontal segregation
- ▶ Voluntary work
- ▶ Vertical segregation
- ▶ Gender time gap
- ▶ Gender pay gap
- ▶ Reconciliation of work, family and private life

WHAT ROLE DO SEE PLAY IN GENDER EQUALITY?

- ▶ Implement gender equality in their own corporate structures
- ▶ Improve gender equality on an individual level (target groups)
- ▶ Promote gender equality in politics, economy, education
- ▶ **Gender equality promotes social innovation!**

HOW TO IMPLEMENT GENDER EQUALITY IN SEE

- ▶ Flexible work and leadership models
- ▶ Promotion of women in management positions
- ▶ Measures for a better work life balance
- ▶ Promotion of paternity leaves, part time for fathers
- ▶ Include gender mainstreaming in the development of products and services

ABZ* SERVICES TO PROMOTE GENDER EQUALITY IN ENTERPRISES

- ▶ Workshops for companies to promote paternity leave
- ▶ RoadMap – digital tool to manage parental & other leaves of absence
- ▶ Consulting on how to implement equal opportunities
- ▶ Gender check to evaluate the current status on gender equality within corporate structures

ABZ* AUSTRIA BEST PRACTICE

- ▶ Flexible working time models
 - ▶ Innovative leadership models, i.e. part-time management and top sharing
 - ▶ Active management of parental, educational, care-related and other leaves
- Better work life balance, less fluctuation, higher motivation and productivity, employer branding

RECOMMENDATIONS TO PROMOTE GENDER EQUALITY IN EUROPEAN SEE

- ▶ Promote and monitor gender equality in SEE, follow a strategy and define measurable goals
- ▶ Promote and monitor gender equality in your networks on a **national & EU-level**
- ▶ Participatory governance structures

RECOMMENDATIONS TO PROMOTE GENDER EQUALITY IN EUROPEAN SEE

- ▶ Make sure calls and funding for SEE focus on gender equality
- ▶ Connect European best practice examples, encourage peer learning, peer reviews, expert groups of the European Commission

THANK YOU FOR YOUR ATTENTION!

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