



Gender

and

generations



“Gender equality for generation Why in 2030: an EU perspective”

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BEPA: Bureau of European Policy Advisers of the European Commission

- BEPA activities concentrate on the early stage of the policy cycle, thereby helping to shape policy options in the medium and long term.
- Within the Commission, BEPA holds a unique position: it operates directly under the President's authority.
- BEPA provides the President of the European Commission, his College of Commissioners and the Commission services with strategic thinking and policy advice.



Outline

- Definitions (gender equality, generation why, future studies)
- Trends and Challenges ahead (ESPAS)
- Gender equality as a Game changer for a sustainable economy



Gender equality in the EU

- an EU Value (art1bis);
- to be promoted as a principle (art 2)
- which conditions sanctions(art7)and accession of new MS(art49);
- mainstreaming in all EU policies (art8)
- equal pay and equal treatment(art157)
- Charter of fundamental rights+Declaration 19 on violence

Treaty of Lisbonne

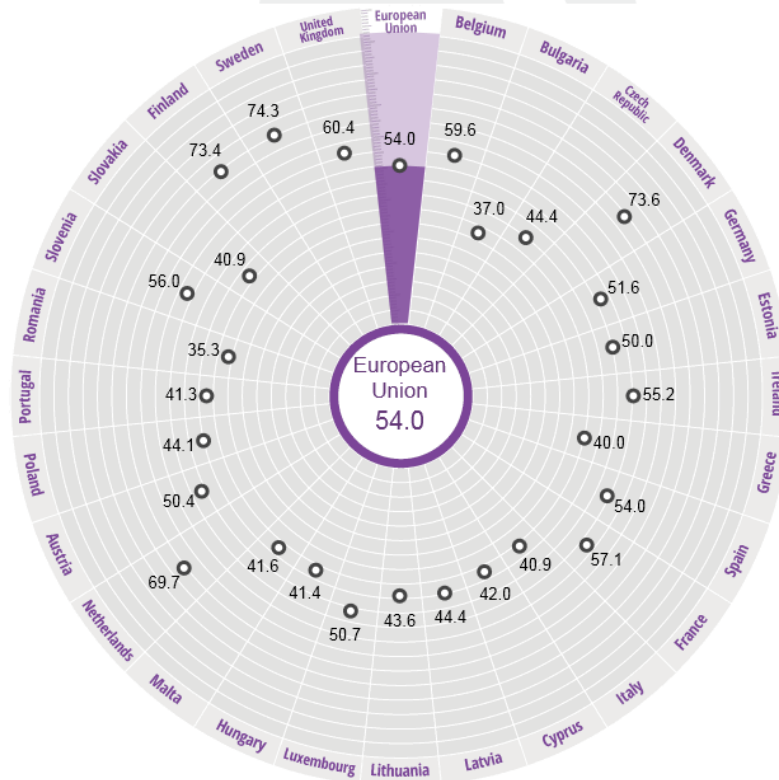
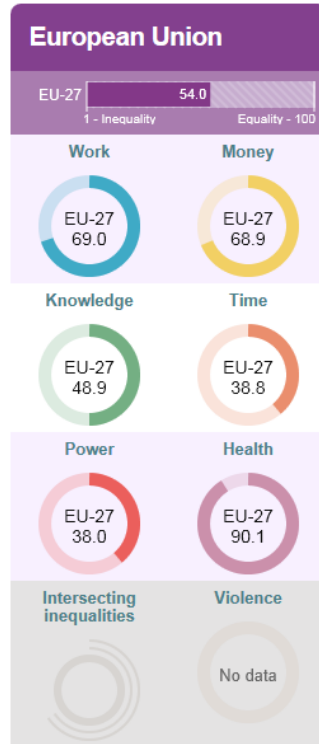
Gender Equality Index



Gender Equality Index

INDEX EU MAP COUNTRIES DOMAINS ABOUT

Index



<http://eige.europa.eu/content/gender-equality-index>

The Generations

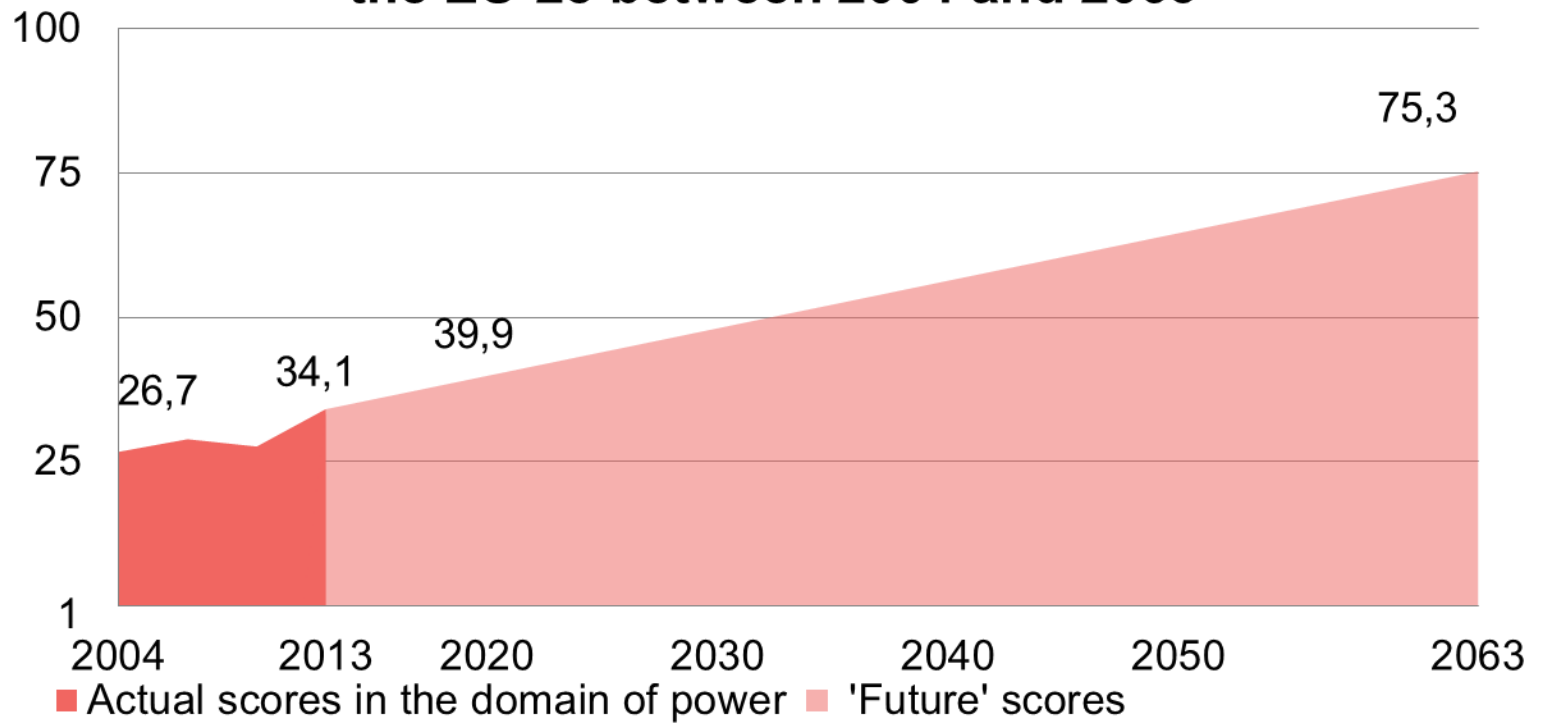
- **Traditionalists** (pre-'46)
 - “The Greatest Generation”
 - Responsible
 - One firm for life
 - Only 5% remain in firms
 - All will retire in next few yrs
- **Boomers** ('46-'64)
 - Idealistic
 - Workaholic
 - Dominant: 80 million of them
 - Starting to retire
 - 70% of law firm partners
- **Gen “X”** ('65-'79)
 - Independent
 - Change is a constant
 - Only 40 million of them
 - Loyal to individuals, not firm
 - Job security: “my skill”, not my firm
- **Gen “Y”** ('80-present)
 - Raised by Boomers
 - Not used to negative feedback
 - Will be big: 80 million of them
 - Live for “now”, not tomorrow
 - Multi-taskers
 - Want lifestyle balance



Generation Y and gender



Scores in the domain of power on average in the EU-28 between 2004 and 2063





18/02/2014 - President Barroso at the ESPAS Conference on Global Trends 2030: Key Challenges ahead for the European Union"

President Barroso participated in one-hour 'In Conversation' session of the conference, moderated by John Peet, the Europe Editor of the Economist.






INSTITUTIONAL PARTNERS



The European Union needs a strategic capacity to carry out effective foresight across key long-term trends shaping society. This has led to the creation of the European Strategy and Policy Analysis System (ESPAS), a unique inter-institutional project aimed at strengthening the EU's efforts in the crucial area of forward planning. ESPAS brings together the European Commission, the European Parliament, the Secretariat General of the Council of the European Union and the European External Action Service to strengthen the Union's collective administrative capacity to identify and analyse the key trends and challenges, and the resulting policy choices, which are likely to confront Europe and the wider world in the decades ahead.

[More](#)

WORK IN PROGRESS



The global economy and its likely evolution; growth, trade, competitiveness and the impact of technological change.



Demographic change and the sustainability of migration; the empowerment of individuals through technological change.



What prospects for multilateralism and global governance? The changing nature of power and changes on the international stage.

ORBIS



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Megatrends

- A globally growing and ageing population (8.3billion)

- Empowerment (education, technologies and participation)
- Inequalities: less globally, more inside countries
- Migrations and urbanisation
- Rise of the global middle class (3b asia pacific/EU680/US322)
- Enduring impact of the crisis
- Not greener world
- Governance legitimacy and transparency

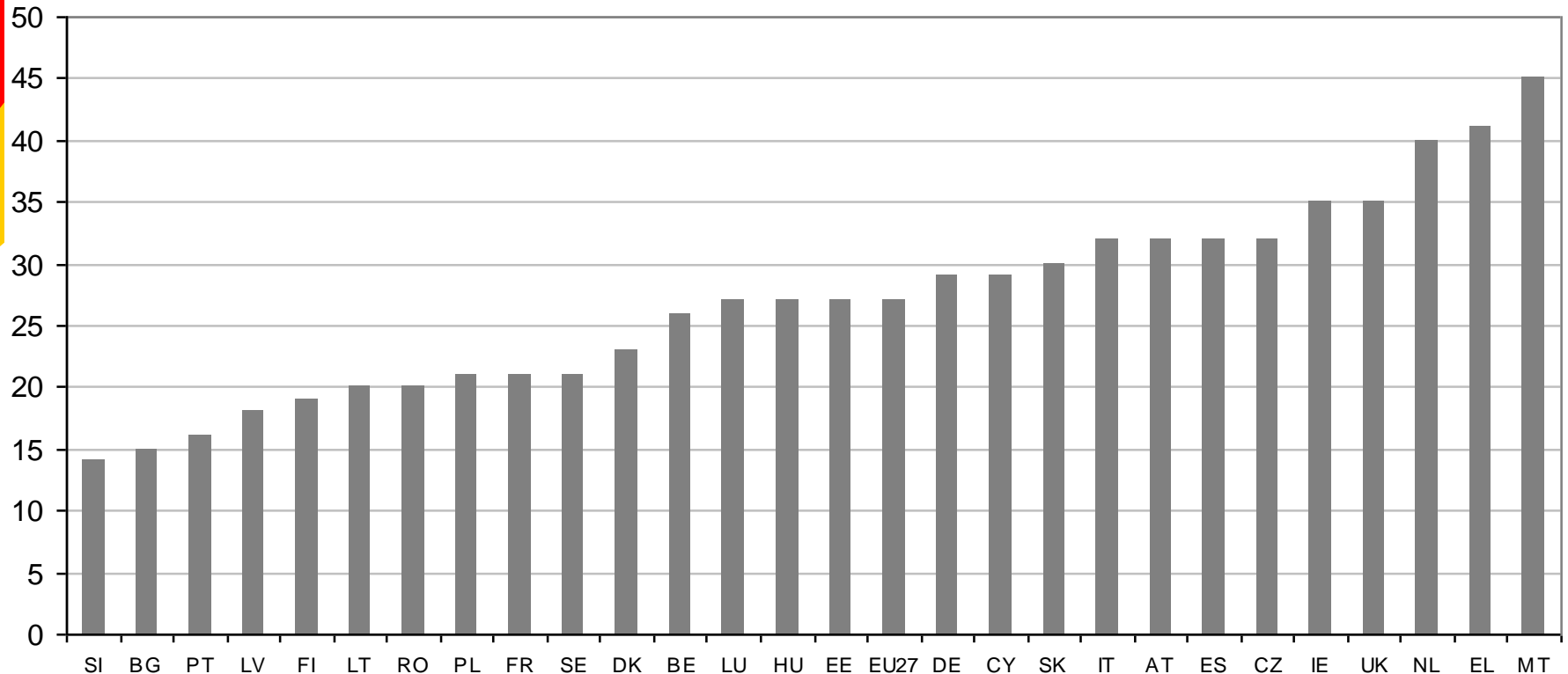


Challenges post crisis in the EU

- Restarting growth and ensuring long term sustainability
- Fighting unemployment and reinforcing social cohesion in an ageing society
- Ensuring security
- Reinforcing EU democracy and participation
- Turning the challenge of a sustainable Europe to our competitive advantage

Growth

Potential growth in GDP in the EU Member States following a transition to full equality in the labour market, in % of GDP



Source: A. Löfgren, Gender equality, economic growth and employment, 2009. This report has been presented at the conference under Swedish Presidency "What does gender equality mean for growth and employment?", 15-16 October, Stockholm. These figures are an estimation of the potential increase in the GDP that would occur following the elimination of gender gaps, i.e. if women's rates were to reach the level of men's rates in terms of employment rate, part-time rate and productivity (measured by wages).



EUROPE 2020: 3 priorities

Europe 2020 puts forward three mutually reinforcing priorities:

- Smart growth: developing an economy based on knowledge and innovation.
- Sustainable growth: promoting a more resource efficient, greener and more competitive economy
- Inclusive growth: fostering a high-employment economy delivering social and territorial cohesion.
- BUDGETARY CONSTRAINTS



EUROPE 2020 mid term Review

- A first critical step in designing a post-crisis growth strategy for the EU is to **understand clearly the full impact of the crisis and to share a common diagnosis of where Europe stands**. In so doing, it is also important to bear in mind that seeking to return to the growth "model" of the previous decade would be both illusory and harmful: *fiscal imbalances ; real estate bubbles ; widening social inequalities ; lack of sufficient entrepreneurship and innovation ; dysfunctional financial systems ; growing energy dependency ; multiple pressures on the use of resources and the environment; sharp increase in unemployment; weaknesses in education and training systems; underperforming public administrations* – these were issues that could be observed but that were not resolved in the past. They contributed to the collapse of parts of our economies when the full crisis hit.
- **Behind headline figures on GDP, it is also essential to look at, and sometimes rediscover, the underlying trends and structural changes determining Europe's ability to grow**. This is also why understanding and stimulating the factors that drive progress towards the Europe 2020 targets is of critical importance.



Europe's ability to grow beyond GDP

- The current materialistic culture is not sustainable
- Contributions to well being are ultimately the basis of the real economy value creation in products and services
- Could Europe/US lead the way towards a more sustainable growth



game changers: Gender equality and social innovation.....

- For a competitive Europe invest in human resources (jobs, care, education, youth, poverty, wellbeing)
- For a democratic Europe: equity, representation of women, youth participative society
- For promoting change: gender mainstreaming (reorganisation to integrate users needs)
- For resetting the welfare state: social innovation



Generation Why

- New technologies , music, films, creativity
- Social networks, the share economy
- Needs Time for facebook, twitter, friends
- Professionnal identity only part of the story
- Need meaning and what money cannot buy



Conclusion

- « emerging of the crisis means entering into a different world: there is no going back to business as usual»

Jose Manuel Barroso

- " As a feminist, I have always assumed that by fighting to emancipate women, I was building a better world, more egalitarian, just and free"

Nancy Fraser