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GENDER EQUALITY COMMISSION (GEC)

**Activities in the member states on
men and boys and gender equality**

Received from member states

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AZERBAIJAN

The projects and campaign implemented in Azerbaijan which included activities engaging men are:

1. EU-funded regional programme on addressing gender-biased sex selection and son-preference in Asia and Caucasus:

a. Photo contest reinforcing fathers' crucial role in empowering girl children and promoting the ideals of responsible fatherhood. The information about this activity gained 10,729 views on social media platforms.

b. The "Fathers & Daughters" open air festival which took place on 11 March 2018. The festival aimed at enhancing emotional ties of fathers and daughters through day-long entertainment activities, such as a puppet show, a hair styling competition, puzzle solving, face art and theatre. Around 1,000 visitors attended the festival during the day.

2. UNFPA's collaboration with local faith-based organisations (FBO):

a. In 2015, UNFPA started collaboration with local religious groups and FBOs in Azerbaijan. The objective of this cooperation was to build trusty relationship with key actors of local religious communities, mainly comprised of male population, to be able to subsequently use their power in conveying to the general public the messages on the value of a girl child and unacceptability of gender-biased sex selection. The organisation managed to establish some good relations with the local authorities operating in the sphere of religious affairs as well as local religious leaders. As a result, 79 mosques and 4,500 believers participated in the community awareness-raising activities.

3. During the current COVID-19 pandemic, UNFPA implemented a celebrity male engagement campaign on social media bringing together about ten local male celebrities who shared their video messages on the importance of men's close participation in household chores. The campaign recorded thousands of engagements (likes, shares and views) from social media users both on Facebook and Instagram with a total number of about 20k. Some parts of the campaign were echoed on regional and global channels of the UNFPA, as well.

BELGIUM – GOVERNMENT OF FLANDERS

Since 1995 women have been an explicit target group of the Flemish equality policy. It was a policy aimed at reducing the inequalities between women and men (eliminating the social discriminatory mechanisms faced by women). In the past two legislatures, an evolution has taken place, in which we moved from a women's policy to a gender policy.

Rather than focusing solely on the social position of women, a gender policy is based on the conclusion that gender is a social construct with a major impact on the living conditions of both women and men. By gender we mean the social construction of femininity and masculinity. Indeed, we almost automatically associate with each of those concepts certain feelings, behaviours, even clothes and colours. For example, the concepts of “masculinity” and “femininity” are linked to social expectations that evolve over time. We call these expectations, or social constructs, gender mechanisms. Not only women are disadvantaged by this. Gender mechanisms are limiting to the life and development opportunities of anyone who does not act according to the prevailing gender norms. Just think of the different gender expression of LGBT people. Boys and men are also disadvantaged in several contexts. For example, in education we see how boys are often confronted with peer pressure to stereotypical cocky behaviour and the prejudices of teachers resulting in boys being more often punished than girls for the same behaviour. These and other observations have led to the inclusion of men as an explicit target group within the gender policy.

Gender mechanisms have an effect on private as well as public life. Gender has been incorporated into social structures and institutions and is thereby reinforced and further put into effect. For example, in a society based on caring mothers and career-making fathers, it is not surprising that a gynaecologist only has posters and booklets for the mothers-to-be, with hardly any advice for future fathers. When those norms evolve in society and mothers become more active on the employment market and dads start taking up more of the caring responsibilities, the same gynaecologist room is out of tune with reality and discourages the ongoing evolution towards greater gender equality.

Men too feel the impact of gender mechanisms and want to get rid of harmful gender patterns. Men are now (in the Western world) more than ever participating in the debate on gender equality, and initiatives to recognise and promote the positive contributions of men (and fathers) to society are being brought to the attention.

Policy initiatives:

The Flemish website www.genderklik.be clarifies how these gender mechanisms affect the lives of women and men. This website was developed to raise general awareness about gender. The website is continuously updated with recent articles and contributions and can be used in many ways, including in education.

In the past, the Flemish equal opportunities policy has taken initiatives aimed at men and boys, such as a brochure about fathers and parental leave¹ in 2011, the Gender click for boys² website, the project “Wanted: Femanists”³ in 2016, the campaign about male victims of domestic violence⁴ in 2018 and the financing of a number of projects for and by men in 2018, such as “Vaderklap”⁵ (Dad talks) for the promotion of active and constructive fatherhood and The Man Squad,⁶ an interactive play about being a man in the 20th century.

In 2020, Flanders will finance the implementation of the European Equi-x project⁷ in the Flemish education sector, as a multi-day training on gender equality with a focus on non-violent masculinity.

Flanders will continue its efforts with regards to the promotion of active paternity and eliminating the care gap. Another Flemish ambition is the higher representation of men in the care as well as educational sector.

We would also like to mention a number of initiatives from civil society with regard to men and the male dimension of gender. In 2018, the Men Engage Network Flanders⁸ was founded. The new organisation set up a raising-awareness campaign about masculinity #IkBenDeMan (#IAmTheMan) in co-operation with the women’s movement. In the same year several women’s organisations led a campaign about male victims of violence #OokMannenMakenHetMee (#ItAlsoHappensToMen).

DENMARK

Denmark considers gender equality as a fundamental value in society and a prerequisite for democracy and social cohesion. As a starting point, gender equality efforts have historically focused on women, as they have been predominantly exposed to discrimination and unequal opportunities. However, in recent years, there has been a growing attention towards the involvement of men in gender equality issues. This involvement has targeted both men's roles as active partners in promoting women's and girls' equal opportunities and empowerment, but it has also become clear that men can be beneficiaries of gender equality in their own right.

Men are statistically overrepresented at the top of society in, for example, management. They are, however, also overrepresented and at the bottom, for example when it comes to health and social problems. Especially the unskilled and single men are challenged; they die earlier, earn less and have fewer children. Men thus also need special gender equality initiatives, for example, when it comes to health, fathers' access to paternity leave and the education of boys and young men.

¹ https://gelijkekansen.be/Portals/GelijkeKansen/vaderboekje_2012.pdf

² <http://www.genderklikvoorjongens.be/>

³ <https://www.zij-kant.be/wp-content/uploads/2015/11/Gezocht-femanisten-Mannendag-2016-definitief-interactief.pdf>

⁴ <https://www.absoluut.be/partnergeweld-op-mannen/>

⁵ <https://www.vaderklap.be/>

⁶ <https://stichtingnieuwehelden.nl/project/the-man-squad-be/>

⁷ <http://equixproject.eu/>

⁸ https://www.facebook.com/MenEngageVlaanderen/?ref=page_internal

A modern gender equality policy should therefore be aimed at both women and men.

Men and health

Data from Denmark indicate the following conditions:

- In Denmark, there is equal access to health services, but Danish men live on average 3-13 years less than women.
- 28% more men die of the same cancer diseases that women also get.
- 45% of unskilled men are single, and single men live about 7 years less than men in relationships.
- More women than men are diagnosed with depression, while men are more often diagnosed with substance abuse. At the same time, only half of the men who have depression are in treatment for it.
- Men commit suicide three times as often as women. Especially men aged 40-59 years have a high risk of suicide. It is especially factors such as unemployment and loneliness that are associated with suicidal behaviour among 40-59 year old men.
- Men make up more than three quarters of the homeless in Denmark.

Examples of activities:

Municipal project: "Better mental health for men"

The purpose of the project was to train the municipal health workers who work with services, recruitment and activities aimed at men with a focus on promoting mental health. The background was that the municipalities generally express difficulty in recruiting men for relevant services. Studies show a need to work more purposefully with vulnerable men, for example due to loneliness or signs of depression.

Loneliness and dissatisfaction among older men

The aim of the project was to prevent loneliness and unhappiness among the elderly with a special focus on older men. A number of projects have been carried out, including with a focus on: "Older men's well-being", "Sports and communities - in vulnerable housing areas" and "Green communities for older men".

Process regarding prostate cancer treatment

This effort helps to ensure assessment and treatment as well as reduce the over diagnosis of men by creating recommendations regarding rational use of measurement of Prostate Specific Antigen (PSA).

Process regarding penis cancer treatment

Make GPs aware of the symptoms of penis cancer and ensure that assessment and treatment are concentrated in a few places in the country.

Human papillomavirus vaccination for boys

This effort reduces the risk of getting anal cancer and genital warts. The effort is part of the childhood vaccination programme and is recommended at the age of 12.

Men and paternity leave

Data from Denmark indicate the following:

- Men and women are becoming more and more equal in family life. For example, they spend more and more time with their children, and both men and women are increasingly demanding a balance between family and work life.
- In Denmark, parents are jointly entitled to 32 weeks of parental leave with benefits. However, women continue to take the majority of the leave, although many men would have liked to take more leave.
- **Men** who became fathers in 2018 took an average of **31.5 days off**. **Mothers** took an average of **274 days'** leave.

Examples of activities:

Action Father's leave

The government's campaign "Action Father's Leave" was launched in November 2017 in collaboration with a number of large companies, including TDC, Novozymes, Maersk, etc. and a number of professional organisations (including the Danish Trade Union Confederation and Confederation of Danish Employers), which have signed a declaration to support paternity leave. The campaign runs on social media, where both fathers, mothers, grandparents and companies are encouraging fathers take more leave.

Digital post to both parents

A bill will be introduced in the autumn of 2020 to ensure that public authorities, when sending digital posts about a child's relationship with both parents, send it to both parents who have custody. The bill aims to increase equality between parents in order to have a greater opportunity for equal co-operation concerning a child they have together

Father for life

The project will create good conditions for strong relationships between father and child through various initiatives, including, new concept for joint parent preparation, "Father's playrooms" throughout Denmark, where fathers can meet in play and talk with other fathers and their children. Additionally, the project have created a new portal where fathers can seek knowledge about birth preparation, birth depression, and the role as father, and where they can find activities for fathers in the local area.

Men and partner violence

Data from Denmark indicate the following:

- It is estimated that approx. 38,000 women and approx. 19,000 men is exposed to physical partner violence annually.
- Since 2005, there has been an increase in the number of abused men. For 94%, it is a woman who is the perpetrator.

- Within a one-year period, 1.6% of women and 0.8% of men have been exposed to physical partner violence, and 3.9% of women and 1.2% of men have been subjected to psychological partner violence
- The physical partner violence to which men are exposed is on average less severe than that of women.
- Domestic violence continues to be taboo in our society. Violence against men by their female partner is particularly taboo and stigmatising. Traditionally, they are not taken seriously by the authorities (caseworkers, police, health care, etc.) or in society (media, close relationships, etc.).

Counselling services for victims of intimate partner violence

The government allocates permanent funding for NGO's providing counselling services for men and women victims of intimate partner violence. The national helpline on intimate partner violence provides immediate counselling and support for women and men victims of intimate partner violence and directs them to other relevant services. Calls are anonymous and free of charge.

Awareness raising campaigns on intimate partner violence

As part of national actions plans against intimate partner violence the government has run state-wide awareness raising campaigns on psychological intimate partner violence 2017 and 2019 showing both male and female victims and informing about support services for male and female victims.

GERMANY

My Testing Ground– facilitating encounters – fighting prejudice – promoting participation (mein Testgelände 2.0)

Since 2013. Internet www.meintestgelaende.de

The online magazine is a cooperation project of the Federal Association of Work with Boys (*Bundesarbeitsgemeinschaft Jungenarbeit*) and the Federal Working Committee on Girls' Policy (*Bundesarbeitsgemeinschaft Mädchenpolitik*). It is the only website in Germany and the German-speaking countries to publish authentic and unedited posts on gender and equality by youths and so triggers discussions not only among young people, but also with professionals.

The posts are about topics such as what it means to be a girl, a boy or LSBTQI*. Moreover, the young readers address gender roles and inequalities based on sex, colour, religion, disabilities, culture or beauty and body concepts. In addition, they discuss life paths and plans for the future, school and work, youth culture and women's rights. The aim is to engage both girls and boys in the discussions.

Some 5,000 professional youth workers exchange views on, and experiences of, anything to do with "gender" in a Facebook account connected to the website.

The project is funded by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth at least until 2022.

Career Change – Men and Women in Early Childhood Education and Care (ECEC)

The federal ESF pilot programme "Career Change – Men and Women in ECEC" (*Quereinstieg – Männer und Frauen in Kitas*) provides support to pilot projects that create or optimise training formats for adults aimed at male and female career changers wanting to become state recognised educators. The training is combined with paid employment in child day-care centres in order to safeguard the trainees' livelihood.

The previous federal ESF-programme "MORE Men in ECEC" (2011 – 2013) showed that not only many women but also men, and in particular men over 25, want to change their careers to become educators. Seen on a nationwide basis, however, the number of those having re-qualified has so far been relatively low, since, at the moment, the three-year training period is unpaid and people cannot go without income for such a long period. This is set to change with the new federal ESF-programme.

The aim is to give men and women the opportunity of life-long learning while at the same time earning their livelihood – regardless of their previous employment status. Thus, both employed and unemployed persons are able to individually adapt to a changing labour market by qualifying as a state-recognised educator without having to depend on state funding.

Some of the projects have already started additional courses not funded by the ESF.

Thematic objective: Investing in education, training and vocational training for skills and life-long learning, reducing gender segregation of the labour market.

Target group: Men and women wishing to change their careers regardless of their status 682 participants, of which 236 men (i.e. 34.7%, double the percentage usually found in training courses for educators).

Implementation period: 2015 – 2020

Budget: 17 million € from the ESF/some 34 million € overall

Responsible: Federal Ministry for Family Affairs, Senior Citizens, Women and Youth

Website: www.chance-quereinstieg.de

Supporting Male Victims of Violence

75% of perpetrators of violence are men. However, boys and men are also victims of violence (mainly in the public sphere, but also in the private sphere, in care situations, and in children and youth institutions).

Findings of the German Federal Criminal Police Office show that 20% of known victims of marital violence or violence against a partner are men. Due to persisting gender stereotypes – both internal and external ones – these men quite often do not seek help. It is therefore very likely that the hidden figure of these crimes is significant

According to official police statistics, 60% of victims of violent crimes are male. The Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) includes men as victims of domestic violence.

Measures taken:

Gender stereotypes often block the view on men and boys as victims of violence.

- The project “**Men and Change**” aims at including boys, men, and fathers in every gender equality policy under a life course perspective. Issues of particular importance are – among others:
 - (self-)care,
 - life planning,
 - career choice,
 - men as perpetrators and victims of violence,
 - reconciliation of working and private life.

Activities include lobbying, research, networking and PR. The realisation of the concept of “caring masculinities” can – in the long run – play an important part in the redistribution of work in society, in reducing the gender pay gap, and in improving men’s health.

- Two other projects address the question of violence more directly:
 - In order to offer specific counselling for men a **training of male counsellors as disseminators** of information started in 2019. Existing counselling institutions are to be contacted in order to spread specific counselling for men nation-wide. The two-year project should finally turn into a growing training system. It is to be monitored and standards will be developed.
 - A **national co-ordination centre for the protection of men against violence** is being created in the course of a two-year project. Its aims are:
 - Sensitisation of the public to violence against men,
 - creation of shelters for male victims and their children,
 - creation of low-threshold counselling for men,
 - coordination and networking on a national level.

Various institutions will be implied on the basis of already existing recommended procedures. Telephone helplines and online counselling in the various Länder will be promoted.

Further Requirements

Reliable data on what kind of help and support boys and men need when they have become victims of violence.

Male victims need specific professional support.

First findings: there are too few places where male victims of sexual violence or violence against a partner find understanding and support. Existing structures have to be highlighted.

Next Steps

A **dossier** on gender equality policy for boys and men is being prepared for publication in 2020. Main topics are men's specific problems and needs, a list of relevant current measures and existing support institutions, and a look ahead with recommendations.

Research: In 2004 the Federal Government published a broad study on violence against women as well as a pilot study on violence against men. No follow-up study has so far been done.

Regular national surveys on violence against both women and men are being planned.

Beside the well-known projects *Boys' Day*, *Girls' Day*, and *meinTestgelaende 2.0*, the Federal initiative "No clichés" (*Klischeefrei*), which was set up in 2016, aims to establish non-clichéd vocational and study choices, free from restrictive gender stereotypes. To all those involved in the vocational choice process (early childhood education, schools, universities, companies, institutions, vocational guidance centres, and parents) it offers wide-ranging support enabling them to help girls and boys make vocational choices that match their strengths – and not gender stereotypes.

The service centre advises and networks all those involved and manages the initiative's website (www.klischee-frei.de). It provides practice-oriented material, background information and success stories on gender-sensitive vocational guidance. A growing number of partner organisations (258, as of July 2020) is joining the initiative and have committed themselves to providing non-clichéd vocational guidance within and outside their institutions.

The patron of the initiative is Elke Büdenbender, spouse of Federal President Frank-Walter Steinmeier.

Boys' Day – Future Prospects for Boys

Held annually since 2011

Internet: www.boys-day.de

Boys' Day – Future Prospects for Boys is to motivate boys and young men aged 10 to 17 to opt for training or studies in fields traditionally not taken into consideration by men, in fields such as nursing, care, education or the service sector. In addition, they can take part in a variety of workshops with regard to social skills and life planning unhampered by traditional gender roles.

Just as *Girls' Day*, it is usually held on the fourth Thursday in April.

Since 2011, almost 300,000 boys have taken part.

Due to the COVID-19 pandemic, *Boys' Day* had to be cancelled in 2020, but will be continued in 2021.

The project also provides a network for professionals working with boys.

In 2018, 94% of boys participating enjoyed the event and two in three boys said to have looked into quite an interesting career area. Some 80% of the institutions involved marked *Boys' Day* 'good' or 'very good'.

NORWAY

Norwegian gender equality policies are based on the notion that both women and men should be able to exercise their rights and have equal opportunities regardless of gender, ethnicity, religion, sexual orientation, gender identity and gender expression. A gender equal society facilitates a larger room for opportunities for both men and women. Overcoming gender equality challenges is important also for men. Norwegian policies acknowledge that there are areas where men do not have equal opportunities, and that men are important in the work on gender equality. The government's White Paper *Equality in practice* from 2015 stated that gender equality challenges also concern men.

The male perspective in gender equality work has been a priority in the Nordic Council of Ministers for the last ten years. It is stated in the current co-operation me as one of four priority areas (see, for example, the report [State of Nordic Fathers | Nordisk samarbeid \(norden.org\)](#) or this link to this barbershop conference <https://www.facebook.com/watch/?v=1606307796057704>). Norway and the Nordic countries also promotes the male perspective internationally - through CSW and through conferences such as the ICMEO.

Listed below are some of the efforts and examples initiated or supported by the Norwegian Government concerning men's gender equality issues.

- The government (through the Norwegian Directorate for Children, Youth and Family Affairs (Bufdir)) gives basic grants to [Reform – resource centre for men](#). Reform is a politically independent non-profit organisation. The organisation works towards gender equality from a male perspective. Reform:
 - influences decision-making processes that affect men and gender equality
 - collaborates with organisations on increased awareness and visibility of men's positions in the field of gender equality.
 - assists men who are in a difficult life situation.
 - contributes to improving men's living conditions and quality of life.
 - documents and disseminates knowledge about men's life situation.
 - initiates knowledge development projects, such as a current project on recruiting men to care professions.
- Bufdir gives grants to organisations and activities on the gender equality field. In recent years, one of three priorities for the activity grants has been activities that focus on men's issues or promote men's participation in gender equality work.

- In 2019, two officially appointed commissions submitted reports concerning gender equality for girls and boys in school and other arenas:
 - *New chances – better learning – Gender differences in school results and education* (NOU 2019:3) investigated the reasons why boys on average get lower points in school than girls and propose several measures to contribute to solving this issue.
 - The report *Boys' rooms, girls' rooms, and rooms of opportunity. Gender equality challenges for children and youth* (NOU 2019:19) assessed gender equality challenges for girls and boys in the different arenas where girls and boys live their lives (family, kindergarten, school, spare time activities and media, including social media), and what kind of gender stereotypes young people meet on these arenas. The commission was also asked to especially look at gender divided educational choices. The commission found that girls and boys do meet stereotypes in all the above arenas. It outlines how girls and boys in many situations are met with different expectations because of their gender, from birth, throughout school and in educational choices. They conclude that while girls seem to experience high demands, boys experience narrow male norms, limiting their options for how they can act, who they can be and what they can choose as boys. The commission suggests a long range of measures to challenge gender stereotypes and open the room of opportunity for both boys and girls.
- Bufdir has developed webpages showing gender equality statistics that highlights challenges for both women and men. Areas where men's issues are especially relevant are school dropout rates, educational choices, health and risk factors and issues regarding violence.

Gender segregated educational choices

- The government is working on a strategy for more gender equal education and work-life. The strategy will, among other things, include challenges concerning recruiting more men and boys to the health care sector, the kinder garden sector, and the primary school sector. Some universities are already working on these challenges and have implemented measures targeting men and boys.
- *Men in Health* (Menn i helse) is a national project that aims to recruit more men to work in the health and care sector and ensure that more unemployed men receive the training they need to get into this area. The measure is aimed at men between the ages of 25 and 55. The measure is a collaboration between municipalities, the Norwegian Labour and Welfare Administration (NAV), county municipalities, the county governor, the Norwegian Association of Local and Regional Authorities (KS) and the Norwegian Directorate of Health. The measure is financed from the state budget, and the participating municipalities and county municipalities. A total of 65 municipalities are participating in the project.

Violence in close relationships

Violence against men in close relationships has been and still is a challenge that is not fully acknowledged due to gender stereotypes and narrow male norms.

From 2010, all Norwegian municipalities were required by law to offer crisis centre services to both women and men. Still, research shows that many men are not aware that this service is available also for male victims.

The Norwegian centre for violence and traumatic stress studies (NKVTS) has done some research projects concerning men as victims of violence, as perpetrators, and as receivers of help services. A Bufdir-initiated report from 2017 investigates men's experiences with partner violence. Measures targeting men:

- The Alternative to Violence Centre is a treatment and competence centre on violence, especially violence in close relationships. The foundation receives funding from the government to run a treatment service to perpetrators of violence in close relationships.
- The [men's helpline](#) is associated with [Reform – resource centre for men](#). Calls to the men's helpline are answered by someone the caller can talk to about most issues, including violence or sexual abuse.
- In 2018, Bufdir organised a campaign about violence against men in close relationships, referring to www.dinutvei.no – a national guide for assistance, information, and knowledge available on rape and violence, where men can find help. Short videos were distributed via social media, and audio versions were sent as radio commercials.
- Reform's project "Men too!" is a measure to make crisis centres' services to men better and more accessible.
- The website www.littsint.no, with a free e-book and smartphone app is self-help for parents who want to get out of anger/physical and verbal abuse spirals harming a child or intimate partner.

Family policies

The parental leave scheme is a central gender equality policy instrument in Norway. In 1993, the father's quota was implemented. Today, parents are entitled to 49/59 weeks of parental leave. Of these, 15 weeks are reserved for the father, and the family lose these weeks if the father does not take them. The parents can divide 16 weeks as they like between them. Most fathers (71 %) use the father's quota or more.

The work and welfare authorities register how fathers and mothers use the parental leave. In addition, as part of the duty to work actively to promote gender equality and anti-discrimination – all public and most private employers are required to map the number of weeks' women and men in the enterprise take parental leave.

The government's strategy for parental support states that fathers are "invisible" as parent in research on parental support and as a participant of parental support programmes. The government aims at improving this by strengthening father's perspective and participation.

An example of an initiative by the government sector to support fathers as parents is the universal online resource run by Bufdir, that provides advice and guidance to parents with children from 0-18 years. The website uses a language and has pictures that fathers can also relate to, and articles such as "Dad, you are important for the newborn baby" are included. To create engagement with fathers, the podcast *Pappahverdag* (Dads everyday life) has been established, where two fathers talk about small or big things that parents and fathers are concerned about. In each episode, they talk to a psychologist from a family welfare office about things they are wondering about or find difficult.

Health care sector

- The title *health sister* (helsesøster in Norwegian) is now replaced with a gender-neutral title (helsesykepleier). The *helsesykepleier* is a nurse with further education in health promotion and disease prevention amongst children and youth. The purpose of a gender-neutral title is to recruit more men into the profession, and to lower the threshold for young boys to seek advice and health care.
- The health authorities strongly recommend the municipalities to have special attention to reach the boys with the service. Boys use this service to a much lesser extent than girls.

SERBIA

Gender Analysis of the Economic Value of Unpaid Care Work in the Republic of Serbia

Summary

The Gender Analysis of the Economic Value of the Unpaid Care Work was conducted within the project “Gender Responsive Governance”, implemented by UN Women Programme Office in Serbia and funded by the UK Good Governance Fund.

The main objective of this analysis was to estimate data and evidence on the costs of the unpaid care work and calculate its contribution to Serbia’s Gross Domestic Product (GDP) and growth, through the systematic and comprehensive gender analysis of the economic value of unpaid work. The analysis has thoroughly reviewed the gender patterns of time allocation to paid and unpaid work, and non-work activities, and has assigned the monetary value to various reproductive activities in the society and households.

Unpaid domestic work comprises the labour involved in maintaining living spaces, buying and transforming the commodities used in the family, supplementing services provided to family members by the public and private sectors (e.g. health, education, transport, administration), and managing social and personal relationships. Data show that differences between men and women in the distribution of unpaid care work are highly significant and that they spill over into the labour market and the distribution of income, affecting both the level and type of income.

The magnitude of unpaid care work is enormous and often compensates for a lack of public expenditure on care services and infrastructure. It represents a transfer of resources from women (and very few men) to society and the economy. Despite its contribution, unpaid care work is excluded from the main measurement of national wealth, as calculated by the GDP. This results in an underestimation of overall economic activity, as well as a down-playing of the value of individual, family and overall societal well-being.

While the world has achieved progress towards gender equality and women's empowerment under the [Millennium Development Goals](#) (including equal access to primary education between girls and boys), women and girls continue to suffer discrimination and violence in every part of the world.⁹ That is the reason why within its Sustainable Development Goals (SDGs), the United Nations still recognises a space for improvement. SDG Target 5.4 is fully devoted to the recognition and valuation of unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and promotion of shared responsibility within the household and the family, as nationally appropriate.¹⁰

According to recent data from some 90 countries, women devote, on average, approximately three times more hours a day to unpaid care and domestic work than men, limiting the time available for paid work, education and leisure, and further reinforcing gender-based socioeconomic disadvantages.¹¹

Unpaid care work – the context in the Republic of Serbia

The Time-Use Survey conducted by the Republic Statistical Office (RSO) in 2015,¹² showed significant differences in the workload of women and men, particularly based on differences in unpaid work in the Republic of Serbia. Although men are spending more time on paid work, women spend significantly more time on unpaid work,¹³ and the overall amount exceeds men by one hour per day. In total, 95% of women and only 77% of men participate daily in unpaid work. These women spend 5.07 hours, while men performing unpaid work spend 2.58 hours, i.e. around 40% less.

The Report on Gender Equality Index in the Republic of Serbia¹⁴ indicates that there are no changes in the domain of time, the area that relates to unpaid domestic work and care for the family and that this is the area of significant gender inequality. According to the data, 67.9% of women and only 11.5% of men cook and/or perform work in the house every day. When it comes to taking care of the elderly, children and family members with disabilities, the gender gap is slightly smaller, but still very significant, because 41.2% of women aged 18+ and only 29.5% of men of the same age perform these activities daily.¹⁵

⁹ United Nations Sustainable Development Goals, Goal 5: Achieve gender equality and empower all women and girls, <https://www.un.org/sustainabledevelopment/gender-equality/>

¹⁰ United Nations Resolution Adopted by General Assembly on September 25, 2015, https://www.un.org/ga/search/view_doc.asp?symbol=A/RES/70/1&Lang=E

¹¹ United Nations Economic and Social Council, Special edition: progress towards the Sustainable Development Goals, 2019, <https://undocs.org/E/2019/68>

¹² Time Use in the Republic of Serbia, 2010 and 2015, Republic Statistical Office, Belgrade, 2016

¹³ Unpaid activities involve so-called housework: dealing with food, maintaining the household, care for the child/children or adult household members, production and care for textiles, shopping and services, repairs, gardening, as well as travel regarding the above activities.

¹⁴ Gender Equality Index in the Republic of Serbia: Measurement of gender equality in the Republic of Serbia 2016, Social Inclusion and Poverty Reduction Unit, Belgrade, 2018

¹⁵ Ibid.

The gender stereotypes and family roles, as well as inadequate social and community services (from childcare to elderly care) lead us to the current situation. Women find themselves in an unfavourable situation in all types of families, but it is most evident in families with children of up to six years of age, as well as in cases of single parents who are mostly women.

Data and methodology

The gender analysis of the economic value of the unpaid care work has been based on several surveys and datasets. The main source of information regarding the different use of time among women and men and their involvement in the unpaid care work has been Time-Use Survey, conducted in 2010 and 2015 by Republic Statistical Office (RSO). An additional valuable set of information that has been combined with Time-Use Survey, is a range of indicators from the Labour Force Survey (e.g. employment rate, unemployment rate and inactivity rate by gender, employment rate by industry and gender, reasons for inactivity by gender), as well as data on wages by industry, educational level and gender.

Various methods exist for assigning an economic value to unpaid care work beyond its intrinsic individual and societal value, and thereby make it visible.¹⁶ Input evaluation methods attribute a monetary value to time devoted to unpaid care work by using as time-cost one of the following options: (a) the market wage of the person performing the unpaid work; (b) the average earnings (or minimum wage) for all people participating in the economy (known as opportunity cost approaches); (c) the average wage paid to a domestic worker; or (d) the average wage paid for each unpaid task as though the household had employed a specialist care worker (for instance, a cook, a nurse, a teacher, etc.) to do it (known as replacement cost approach).¹⁷ An output evaluation instead attributes a market worth value to the public good resulting from unpaid care work (for instance, healthy children and adults, nutritious food, clean houses, etc.).

Within this analysis an input evaluation method, more specifically a replacement cost approach as defined by the International Labour Organization, has been used.

Findings

The Time-Use Survey, conducted in the Republic of Serbia in 2015¹⁸ has shown that regardless of whether they are employed or not, most of the housework is performed by women. Women on average spend almost four and a half hours a day (4.36) on unpaid work, and men a little more than two hours (2.05). This means that women spend twice as much time on household unpaid work than men.

Women spend most of their time in activities such as cooking or baking or preparing a meal - nearly an hour and a half, while men spend only 10 minutes on these activities. The following activities are related to housekeeping, cleaning and tidying up the apartment or yard, and in these activities, women spend more than an hour and men only a quarter of an hour.

¹⁶ Care Work and Care Jobs for the Future of Decent Work, ILO, Geneva, 2018

¹⁷ Ibid.

¹⁸ Time-Use in the Republic of Serbia, 2010 and 2015, Republic Statistical Office, Belgrade, 2016

In terms of caring for their own children (aged 0-17), women spend on average twice as much time as men: 38 minutes versus 17. On average, women spend half an hour on laundry and ironing, while men do not engage in these activities (an average of 1 minute). When it comes to caring for other people, women work harder in this area - 20 minutes versus 7.

The Time-Use data disaggregated by settlement type (urban/rural¹⁹) illustrates that women in rural areas spend most of their time on unpaid household work – 21.1% of their time, while women in urban areas spend a little bit less time on these activities – 17.9%. Men, both in rural and urban areas, spend only 8.7% of their time on these kinds of activities. This leads us to conclude that the biggest burden of unpaid work is still on women in rural areas, and while gender equality is being achieved in small steps in urban areas, rural areas are being neglected.

In order to understand the relationship between paid and unpaid work it is essential to look at data from the Labour Force Survey on activity/inactivity rates, employment/unemployment rates, and the breakdown of employees according to working hours by gender.

The overall labour participation rate raised from 63.3% in 2014 to 67.8% in 2018 (for the working age population). The rise in the female labour force participation rate is higher at 5.3 pp over a relatively short span of four years (from 55.3% in 2014 to 60.6% in 2018) versus a 3.8 pp rise in the male participation rate (from 71.3% to 75.1% in the same period).

Despite a faster rise in activity rates and rise in total employment, women are still lagging behind men when it comes to employment. The gender employment gap remained stable at around 14pp for the whole period.

When it comes to the quality of employment in the Republic of Serbia, women, in greater amount, tend to have part-time and underpaid jobs. Namely, in every single age category, women tend to work more on non-full-time jobs, while men are more working at full time jobs. Women stated that caring for their own children or other persons in need of care was the main reason for this situation; 95% of women indicated this reason and only 4% of men.

Unpaid care work is in greater extent a reason for inactivity among women than among men. Inactivity rates are still almost double for women. In 2018, the inactivity rate for women amounted to 39.4%, as opposed to 24.9% for men. Care for own children or dependent persons is the reason for women's inactivity for 7% of women and for 0% of men.

Looking at the latest sex-disaggregated data on wages in public and non-public sector from September 2018, we can see that gender pay gap is still significant in the Republic of Serbia. Women are less paid both in the public and non-public sector, and in almost all areas of public sector (except in Public Local Enterprises where an average women's wage is slightly higher than men's). In the public sector, the difference between women's and men's wages amounts to above 9,000 RSD, while in the non-public sector, it is almost 6,900 RSD in favour of men.

¹⁹ Giving that Republic of Serbia still did not adopt an official definition of rural/urban differentiation, every institution dealing with this matter use its own definition. RSO thus use its definition and settlements differentiate to urban and other. This is the reason why we in the analysis use urban/other terminology.

Bearing in mind that the minimum gross wage in September 2018 in the Republic of Serbia was 30,499 RSD,²⁰ these wage gaps are significant.

Monetisation of Unpaid Care Work

For the implementation of a replacement cost approach, we used the average time spent by women on certain activities within unpaid household work and the average gross and net wage for selected sectors of industry corresponding to the type of conducted activities (e.g. food and beverage serving activities, facility and environmental maintenance services, education, social services with accommodation, social services without accommodation, other personal service activities).

Each woman that spent time on unpaid care work²¹, failed to earn net 2,918 RSD or gross 4,030 RSD per day. In net terms, every woman that was engaged in unpaid care work failed to earn more than 6,500 EUR per year. Each man that spent time on unpaid care work, failed to earn as much as gross 3,206 RSD (net 2,322 RSD) per day. In net terms, all man, by engaging in unpaid household work, failed to earn more than 5,200 EUR per year.

The total value of unpaid care work has been estimated at 21.5% of Serbian GDP (14.9% GDP from women's and 6.6% of GDP from men's unpaid care work).

ILO estimates founded on data from 53 countries representing 63.5% of the global working age population, show that unpaid care work would amount to 9.0% of global GDP should a monetary value be given to the hours dedicated to these activities, based on the hourly minimum wage (opportunity cost approach). The value of women's unpaid care work represents 6.6% of global GDP, while men's contribution accounts for 2.4% of global GDP.²²

Policy experimentations

In order to assess how different policy options would influence individuals and the state, we have implemented a policy experimentation. The policy experimentation was aimed to answer the question "What if care work is replaced by community services that are available and affordable?". For this experimentation three scenarios were created with different levels of community services provided and needs met – one with low level of needs for services met, second with reasonable (for Serbian conditions) realistic modest expansion of community services provision and needs met, and third with high level of needs for services met.²³

²⁰ https://ipc.rs/statisticki_podaci/2018/minimalna-zarada

²¹ The Time-Use Survey data reveal two types of average time spent: average for people that did certain activities and average for the whole population (aged 15-64). By using average for people that did activities of unpaid care (took care of their children or other adult members within household) we calculate the average amount of their individual missed earning. By using average time for whole working age population, we calculate the average missed earning per women/men in the Republic of Serbia.

²² Care Work and Care Jobs for the Future of Decent Work, ILO, Geneva, 2018

²³ The similar methodology has been used in Issue Paper: Investing in Early Childhood Education and Care in Kyrgyz Republic: An Assessment of Care Deficits, Costs and Impact on Employment, Gender Equality and Fiscal Returns, UN Women, New York, 2019

The expected benefits of all three scenarios would inevitably be a raise in the activity rates of both women and men, given that they would have more time to spare on paid activities. The difference in free time gave a higher growth of activity and employment rates to women as opposed to men.

Additionally, provided that the economy rests on a solid basis and can generate more jobs, the effects on employment of the investment in community-based services would be threefold:

- direct creation of jobs in the childcare and adult and elderly care sector;
- indirect creation of jobs in industries supplying the care sectors;
- induced job creation stemming from increased consumption out of the earnings of the newly employed staff in care sectors and indirect jobs.

The results of undertaking policy experimentation show that if we choose the option of a low expansion of meeting the needs for community services and childcare, it would cost the Republic of Serbia EUR 77.6 million. The raise in employment would induce a rise in public revenues from taxes from employment (EUR 13.29 million) as well as revenues from value-added tax (EUR 118 million). This would result in a total rise of public revenues in the amount of EUR 131.29 million. If we consider, the estimated rise in employment and rise in income (as a consequence of new employment), for the low level of needs met, we estimate that the poverty rate would have been reduced to 23.07% (compared to 24.3% in a situation with no interventions), and that expenditures for social protection could be reduced by EUR 14.3 million.

The full benefit from a low increase of community services has been estimated at EUR 145.6 million. Compared to estimated costs of this policy measure (EUR 77.6 million), we conclude that this measure would have had multiple benefits for both the state and individuals.

The second scenario of having a reasonable expansion of community-based services, the realistic one, resulted also in rise of costs and in a modest rise of activity and employment rate.²⁴ In this case, the costs of raising the capacity of kindergarten would amount to EUR 27.6 million, while the cost of introducing new community services that would take up some of the unpaid activities would amount to EUR 184.9 million. The total costs of introducing this scenario would have been EUR 215.5 million.

On the other hand, it would result in a rise of public revenues from taxes from employment of EUR 36.35 million and from value added tax of EUR 322.74 million. A total rise of public revenues in this case would amount to EUR 359.1 million. Due to the rise in employment, the poverty rate would be reduced to 20.95% and the public expenditures for social protection could be reduced by EUR 39.2 million.

The total benefits from the second scenario would have amounted to EUR 398.3 million, which is significantly higher than its implementation costs (EUR 215.5 million).

²⁴ Activity rates and employment rates would remain the same pattern as in previous scenario, but with moderate growth rates.

The third scenario of having a large expansion of community services and a rise in pre-school capacity, also resulted in an increase of costs amounting to EUR 400.2 million (EUR 92.1 million for pre-school education and EUR 308.1 million for community services) and, on the other hand, an increase in public revenue of EUR 552.1 million²⁵ and an decrease of public expenditures amounting to EUR 60.3 million.²⁶ This leads to the conclusion that this scenario would also have multiple benefits for both the state and individuals.

Conclusions

Regardless of the monetised value of this kind of work, it is crucial to understand that unpaid care work activities are vital and necessary for an economy. They provide so-called social reproduction²⁷ - the reproduction of bodies and minds.²⁸ In other words, unpaid reproductive work plays a fundamental role in forming the capabilities and sustaining the effective functioning of individuals.

Findings from this study should serve as an illustration of the effects that could emerge from such policy changes. The design of a country's tax system, as well as its labour market conditions, play a significant role in determining the net effects of the introduction of such services that could partially replace the unpaid care work. But whatever the fiscal and employment effects that incur, such outcomes should not be the only indicators for the feasibility or attractiveness of a policy of community-based care. Providing the care that people need - and thus opportunities for children and adults to fulfil their best potential in life - should remain the main objective, and deserve proper funding on a sustainable basis. The rewards of such investment reach far beyond their economic benefits.²⁹

SPAIN

In Spain, in recent years, there has been a movement led by institutions and different civil society organisations, to raise awareness around the position of men towards gender equality and violence against women, the patriarchal system that women endure, and advocating equality between women and men as a value of society.

First, we must mention the performances since 2005, especially related to gender violence which fall within the framework of the *Organic Act 1/2004 of 28 December on Integrated Protection Measures against Gender Violence*. Some of these programmes work with men who participate as a result of a court order, as well as voluntarily, but most do so by obligation. Half of the programmes have 80% of their clientele as a result of a court order with funding from different city councils and regional governments.

²⁵ Increase of public revenues from tax from employment amounts EUR 55.89 million. And increase in public revenues from value-added tax amounts EUR 496.22 million.

²⁶ Same as in previous scenarios, decrease in public expenditures for social protection is due to reduction of poverty rate to 19.15%.

²⁷ The process of social reproduction as such includes the provision of material resources (food, clothing, housing, transport) and the training of individual capabilities necessary for interaction in the social context of a particular time and place.

²⁸ Antonella Picchio, *Unpaid Work and the Economy, A gender analysis of the standards of living*, Routledge, New York, 2017

²⁹ Discussion Paper: Investing in free universal childcare in South Africa, Turkey and Uruguay, UNWOMEN, 2019

An example of this work is the programme of the Regional Government of La Rioja on prevention and intervention for men at risk of domestic violence, which aims to prevent and eradicate gender violence against women. It is part of the measures considered in the Comprehensive Plan for Women as a way of providing comprehensive assistance to women victims of gender violence, whilst intervening simultaneously with men.

Its purpose is to teach men to live their married life, or as a couple, in a different way, through individual and/or group therapy.

Another example is the Service to Men (SAH) the City of Barcelona for promoting non-violent relationships. It is a free public service that is aimed at the men of this city who want to change attitudes, behaviours and beliefs in order to interact with women in a more respectful and non-violent way. It intervenes in the different forms of sexist violence (physical, psychological, sexual and economic) that occur in areas such as the family, the couple, or social or community settings.

It also encourages the prevention of sexist violence through awareness-raising and promotion actions with citizens, as well as training actions for professionals from the city's social services network ("Canviem-ho" [change it] project).

The method is made up of professionals who offer information, psychological care, legal advice with the aim of providing tools and resources to the men of the city to interact in a positive, healthy and respectful way and avoid the use of violence.

<https://ajuntament.barcelona.cat/dones/es/informacion-y-atencion/servicio-de-atencion-los-hombres-para-la-promocion-de-relaciones-no-violentas>

Nationally, it should be noted, in particular, that the Delegation of the Government against Gender Violence will proceed to design and develop the National Strategy for the Eradication of men's violence against women (2021-2025) over the first half of 2021. This strategy will incorporate a strategic line aimed exclusively at working on "sexist masculinities and violence", focused on developing specific measures that involve young people and men in their responsibility towards the eradication of sexist violence and, therefore, in their involvement in gender equality.

It is not only restricted to violence against women, but has a broader approach towards achieving gender equality, care values and finding other forms of "masculinity". Some examples are as follows:

- *Programme Gizonduz, Emakunde (Basque Institute for Women) of the Basque Government*
This programme is focused on promoting awareness, participation and involvement of men in favour of equality between women and men.

The awareness raising and training Gizonduz programme began in March 2009 and continue until December 2019, and during this time, 14,872 people (8,135 men) have participated in Gizonduz courses, with a satisfaction rate of medium to very high.

<https://www.emakunde.euskadi.eus/gizoncas/-/informacion/gizonduz-intro/>

- *Programme “Men for Equality” of the City of Jerez*
The Municipal Programme of the Department of Equality and Diversity in the City of Jerez de la Frontera promotes the engagement of men towards equality and against all forms of machismo in the city. In this framework, it encourages men in an authentic personal and social manner to change to become non-violent, anti-sexist models of masculinity, caregivers and to be committed to a new and fair and equitable social pact with women. Within this framework, different programmes have emerged, such as the “Elementary Academy of Men for Equality”, “Men for YOUNG Equality”, “Commitment of men for equality and against gender violence” and the “Day of the Igualitarian father and caregivers: a planet with caregivers”
<https://www.jerez.es/index.php?id=7113>

- *Programme “Equality for men” of the Social Initiative Foundation, with the support of the City of Sevilla*
This programme includes a pilot virtual programme providing information, assessment and orientation service for men on masculinities and gender. The objective is to contribute to the engagement of men and boys in the construction of a society free of inequalities and sexist violence. This service is offered to professionals of social protection public systems as a specialised service in intervening with men to prevent sexist violence and promote gender equality. It also helps men with gender issues who need guidance on how to adapt to the challenges posed by equality.
<https://fundacioniniciativasocial.es/evento/presentacion-del-sivohm/>

Mechanisms similar to those mentioned above exist among other autonomous communities in Extremadura, Castilla La Mancha, Valencia.

The need to work on the issue of new masculinities has been put forward several times by the Institute of Women. So far, the following actions should be noted:

1. Sponsorship of the Coeducation Congress, during the years 2019 and 2020, organised by the CLAVICO Association. A presentation was dedicated to working with teenage children, entitled “Working equality also with our students” taught by a high school teacher and gender expert, Miguel Angel Arconada, who won the 2019 UNESCO Prize in Education for the SKOLAE Programme.

<https://www.youtube.com/watch?v=ortL-ABGKNM>

2. “Classroom 2020, Education Week”, the Institute for Women and for Equal Opportunities, three workshops on “New Masculinities” were organised, given by the “Crea Común: Facilitando el Cambio (Common creating area: Facilitating Change)”. Two of these workshops were addressed to students and one of them to teachers, to raise awareness of students and male teachers of the need for them to change and to be involved in order to achieve real and effective equality between women and men.

3. In “Classroom 2019, Education Week”, we collaborated in the publication of 600 copies of the comic “Hombres Feministas (Feminist Men): some references”, created by CEPAIM. The publication was undertaken within the framework of awareness-raising actions for the prevention of gender violence against women, which was financed by the Ministry of Employment and Social Security, through the General Secretariat for Immigration and Emigration and the General Directorate of Migration and with co-financing from the Fund for Refugee, Immigration and Integration of the European Union.

SWITZERLAND

Switzerland supports the initiative to integrate the theme "men, boys and equality" into the work of the GEC and presents several Swiss activities in this regard.

First of all, the "Geschlechterdialog", a tripartite discussion platform between the Federal Office for Gender Equality (FOGE) and women's and men's umbrella organisations, which allows for the best possible consideration of requests from all quarters and the integration of men and boys in equality issues.

In addition, the FOGE supports projects to promote gender equality in working life with [financial assistance](#). Several of these projects are specifically aimed at men. For example, they aim to improve the reconciliation of work and family life, or to encourage men in professions and branches that are atypical for their gender in order to move closer to equal representation of women and men in these professions and branches.