

EMPLOYMENT QUALITY AND GENDER EQUALITY. AN ANALYSIS FOR THE EUROPEAN UNION

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Summary. This paper highlights the need to analyse the quality of employment differentiated by gender, framed in the debate launched by United Nations on interactions between Sustainable Development Goals (SDGs) –in this case, SDG 8 for decent work, and SDG 5 for gender equality -.The analysis is focused on the European Union from 2000 (the starting year for the Lisbon Strategy) to 2017 (when the European Pillar of Social Rights was launched). To this purpose, a multidimensional index, built on with six partial indexes, and with a gender perspective, is used.

JEL codes: J08, J16, J70, J81

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1. Introduction

Since the eighties of the last century, economic policies have been focused on macroeconomic adjustments and the deregulation of labour relations. This trend highlighted, especially as a consequence of the crisis that began in 2007 (Heredero & Ruesga, 2019). The generalized effect is the precariousness of working conditions, leading to a worsening of the quality of employment and an increase in inequality in the labour markets, which affected, especially women. A situation that can be observed globally, but that is also striking in the European Union (EU), which was -and still is-, a model of equality, well-being and quality of life (Vaughan-Whitehead, 2014).

Overcame the great recession in the developed world, some international organisations considered rethinking the objectives of quality of employment and gender equality. In 2015, the United Nations (UN), through the Sustainable Development Goals (SDGs), incorporates these elements in its Agenda 2030. Intentions that are reflected in SDG 8 “Decent work and economic growth” and SDG 5 “Gender equality” (UN, 2018).

The SDGs include the developed countries to a greater extent. At the present time, the transformations of the world of work have a global character, so both developed and developing countries face similar problems, even if their impacts are differentiated (Bensusán, 2016). In this context, the SDGs compliance is also important in the EU, where, despite the policies implemented, the challenges of decent work for women and men and the reduction of inequalities are still enormous.

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It is not just a coincidence that, in the same year 2015, the International Labour Organisation (ILO), launched The Future of Work initiative, as a forum for reflection to commemorate the organism's centenary in 2019.

Nor is the European Commission oblivious to the recovery of interest in job quality and gender equality. In 2017, the three EU institutions (Parliament, Council and Commission) jointly proclaimed the European Pillar of Social Rights (EPSR), with three main aims: equal opportunities and access to the labour market; fair working conditions; and social protection and inclusion.

The objective of this paper is twofold. First, to highlight the need to use a gender-differentiated employment quality indicators. This responds to the different problems faced by women and men in the labour market and, consequently, to the different socio-economic policy measures they need. Secondly, to observe job quality with a gender approach in the EU, during the period 2000-2017.

With this purpose, the paper is structured in two blocks. The first carries out a review of the literature on the role that the quality of employment and the gender equality have on the European political agenda. Then, a second block is focused on the empirical analysis of the quality of employment differentiated by gender in the EU, from 2000 to 2017, covering a wide period of transformations. Finally, the main conclusions of the analysis are highlighted, and some policy proposals are pointed out.

2. The European political agenda

The institutional concern for placing decent work with a gender perspective on the international political agenda is relevant in recent decades, even beyond the EU. For instance, the formalisation of the concept of decent work in June 2008 in the ILO Declaration on Social Justice for a Fair Globalization, and more recently, the initiative for The Future of Work in 2015, reinforcing the ILO's commitment with SDG 8.

Regarding SDG 5, it can be mentioned the Beijing Declaration and Platform for Action (World Conference on Women, 1995) and its follow up. In addition, throughout the ILO history, it has introduced a gender approach in its contributions by explicitly reflecting the need for gender equality in its conventions¹. A commitment that has continued with the initiative of The Future of Work, reflecting special visibility of the problems and threats faced by women when confronting the new working conditions that are offered².

In Europe, employment, basically in terms of quantity, had been a constant economic concern throughout the twentieth century. However, the concern for the quality of work did not take relevance until 1997, when the European Employment Strategy (EES) was

¹ Some long-standing Conventions, such as number 100 (Equal Remuneration Convention, from 1951).

² *Women and the Future of Work Beijing + 20 and Beyond* (ILO, 2015). See also European Commission (2018), European Parliament (2016) and OECD (2017). These institutions share the diagnosis that foresees a more negative impact on women in the future of work.

launched by the EU and, particularly since 1999, when the ILO focused its political efforts on placing on the international agenda the concept of "decent work" (ILO, 1999).

Within the framework of the EU, there has been a significant transition from the consideration of quantity-based labour market problems (with unemployment as the main problem), to address the complex issue of job quality.

In 1997, for the first time, appears an explicit European reference to the quality of employment with the EES. The main change in this initiative was based on the attention of some qualitative factors of employment. In the year 2000, this interest came true through the Lisbon Strategy, with the slogan "*More and better jobs*".

In 2001, the Stockholm Council (European Commission, 2001) takes another step and defines the main aspects of the quality of employment, establishing the fundamentals of this concept, through a division in ten dimensions. That work led to the design of the so-called Laeken³ indicators which, since 2003, are used to measure the job quality (European Commission, 2003).

The mid-term evaluation of the Lisbon Strategy (transformed into Europe 2020; European Commission, 2010), takes as its priority objectives the exit of the short-run crisis and a sustainable growth process in the long term. However, the Great Recession strikes with such impetus in the EU, that the objectives defined in Europe 2020 are unattainable. At the same time, policies shift towards macroeconomic adjustment, weakening labour market institutions (Herdero & Ruesga, 2019), leaving behind the interest in quality and equality at work and hindering an economic recovery process based on decent employment and equality.

The evaluation carried out in the middle of the period of the 2020 Strategy leaves evidence of its failure, which obliged in the first place to the European Commission itself to revise the Agenda (European Commission, 2014a and 2014b) and eventually to boost a new project. Thus, left behind the crisis, the European Pillar of Social Rights (EPSR) emerges in 2017. An initiative supported by the three European institutions and which recovers the qualitative basics of employment policies (European Parliament, Council of the European Union and European Commission, 2017): equal opportunities and access to the labour market; fair working conditions; and social protection and inclusion.

3. Employment quality indicators from a gender perspective

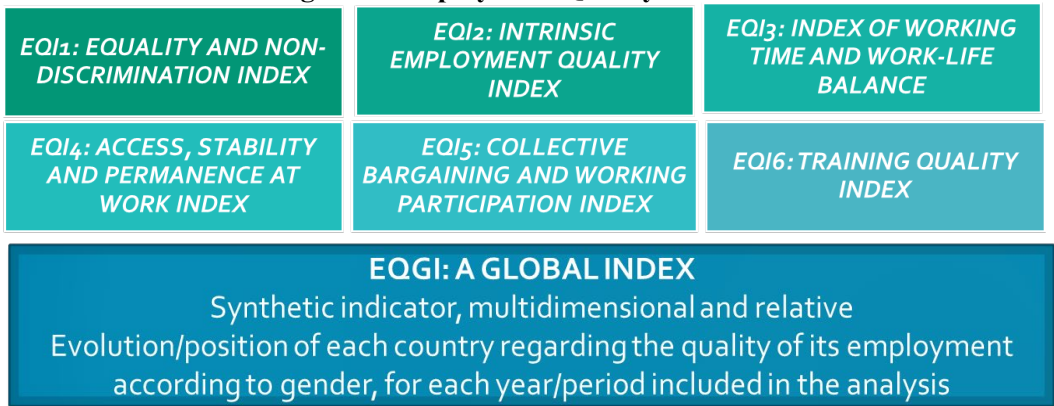
Indicators are crucial for decision-making and evaluation of pursued purposes. From our perspective it is necessary to measure the quality of employment in a differentiated way by sex, since there are multiple theoretical arguments and empirical evidence that show the segmentation of the market of gender-based work (Gálvez & Rodríguez, 2011; Rubery & Koukiadaki, 2016; Altuzarra, Gálvez & González, 2018; Durán, 2012).

³ The European Council held in Laeken (Belgium) approved the indicators that would allow monitoring the quality of employment in the EU, also gathering the ILO's concern for decent work.

The synthetic indicator that is used for this work is based on the quality of differentiated employment for women and men (Pérez Ortiz, Sánchez Díez & Viñas Apaolaza, 2019, 2020). Some selected Laeken indicators dimensions and the methodology followed by the UN (2015) inspired the methodology of the index in order to construct decent work indicators⁴. Likewise, the Human Development Index (HDI) of gender, by UNDP, was the base for disaggregation of the index for women and men, which are calculated separately⁵.

The multitude of dimensions that considers the quality of employment⁶, together with the absence of a homogeneous and standardized single indicator, hinder their analysis. For this reason, in the design of the synthetic indicator selected, the starting point was the combination of different dimensions or categories, so that the elements related to the quality of the employment (or absence of quality) were integrated into six different partial indexes (Figure 1 and Charts 1 to 6).

Figure 1. Employment Quality Indexes



Source: Pérez Ortiz, Sánchez & Viñas.

Therefore, an employment quality index was constructed for each dimension, following all of them the same methodology (including the representative indicators, with a positive or a negative sign depending on their -positive or negative-influence).

⁴ Also previous works (Ruesga Benito, Pérez Ortiz & Viñas Apaolaza, 2011) were considered for the design of the index.

⁵ The formula, which creates separately multidimensional and synthetic indexes according to gender, was being implemented by UNDP in its elaboration of human development reports for women and men from the year 2014 (UNDP, 2014).

⁶ The multidimensional nature of decent work is evident from the first studies related to the subject. An exhaustive review of the previous research can be consulted in Burchell et al. (2014), Díaz-Chao et al. (2015), CIPD (2018) and Muñoz de Bustillo et al. (2011), among other authors.

Once each of the sub-indices were constructed, a relative index of total quality (*Employment Quality Global Index, EQGI*) was obtained, as the arithmetic mean of the six previous sub-indices, for women and for men.

This synthetic indicator, multidimensional and relative, collects, in a single value, the position of each country regarding the quality of its employment according to gender, in each of the years analysed.

All the indexes distinguished between women and men. Thus, for each partial index and as for the global one, two indexes have been developed.

In this sense, a database is built for EU countries, covering the period from 2000 (with the Lisbon Strategy as a starting date) to 2017 (launch date for the EPSRs). Data is collected from the labour market aggregates of each EU 28 country and is extracted from the indicated sources in Figure 2.

In this way, the data included into the partial indexes move between 0 and 100. The results, as in other similar indicators (Ruesga Benito, Pérez Ortiz & Viñas Apaolaza, 2011; Piasna, 2017), are analysed from the perspective of the people employed in the labour market, so that it always indicates that the higher the index, the higher the quality of employment in that dimension.

4. Employment quality results in the European Union

One of the main distinctions with other similar indexes is precisely the creation of a differentiated index to measure the quality of employment for women and men.

The results enable to identify the situation of decent work for male and female, as well as the comparison and the gaps between both, in the EU28 countries during the XXI century. The indexes analysis makes it possible to compare the position of countries with respect to the others, in each of the six dimensions of the quality of employment studied and in a global and disaggregated way, for women and men.

In this case, an analysis of the period before and after the great recession is tackled. Three key moments were considered: 2000 as the starting date, as well as reference point in Europe regarding the political interest in job quality; 2007, showing the situation before the outbreak of the economic crisis in 2008-2009; and 2017, the most recent year, when the consolidation of the European economic recovery is a fact in the EU28 after that long recession, in addition to the institutional response based on the EPSR.

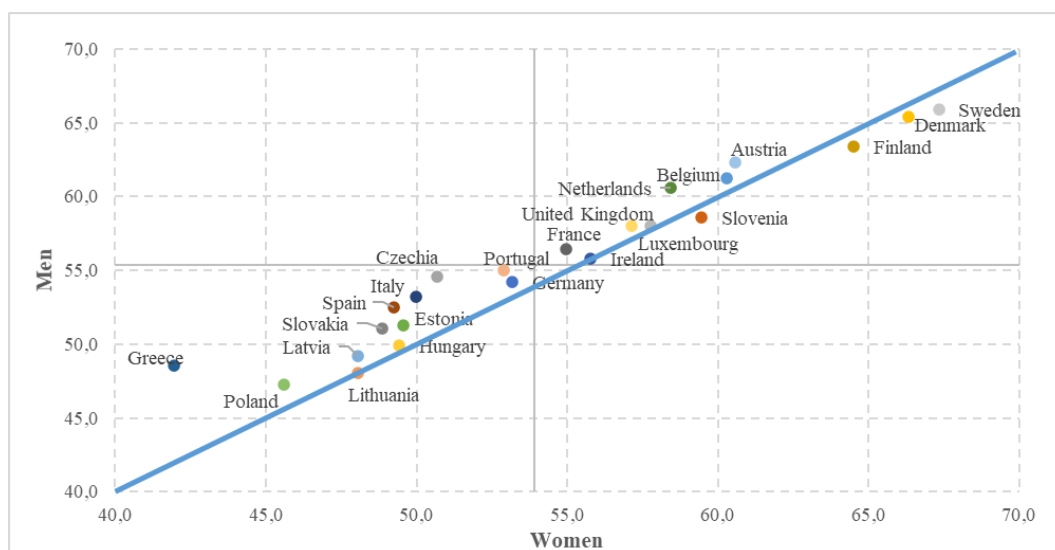
During the period 2000-2017, and considering the 23 countries for which there is complete information⁷, only in 24.6 per cent of the cases there are a higher total

⁷ Regarding the data, to complete non available statistics in some years, information of the next years or with the trend of the nearest years is used to complete the database. The objective is to give an overview of the evolution of the selected countries as a whole and not only of what happened in the average of the period considered. However, for countries that do not belong to

employment quality of female over male, concentrated in a few countries, among which stand out Sweden (in the whole period), Finland (all the period with one exception year), Denmark (a two exception years) and Slovenia (three exception years). Moreover, in two other countries (Ireland and Lithuania) there is a clear change since the crisis, because in both cases the quality of female employment exceeds the quality of male employment since 2009. There are some other countries where, punctually, the employment quality for women has been higher than for men (Latvia, Luxembourg, Belgium and Hungary). Nevertheless finally, there are 13 out of 23 countries where the quality of women's employment is systematically worse than men's.

Considering the average period (2000-2017), the Global Index reveals the countries where the employment quality for women is higher (see Figure 2). There are three of them that are the countries with the highest global quality levels of the EU (Sweden, Denmark and Finland), as well as Slovenia, with levels also above the average. In Luxemburg, Ireland, Hungary and Lithuania, the quality of employment is similar for women and men, with the great difference that, in the last two countries, employment quality levels are considerably lower than the average for all European countries.

Figure 2. Employment Quality Global Index (male-female).
European Union, 2000- 2017 average



Source: Pérez Ortiz, Sánchez & Viñas (2019) from LFS (Eurostat), except: in EQI2, the annual average wage from the OECD; in EQI5 from Visser (2016) e ILOstat.

the OECD (Bulgaria, Croatia, Cyprus, Malta and Romania) it has not been possible to complete the information on wages. This means that, for these countries, neither the EQI2 sub-index nor, therefore, the global index can be calculated completely, for women and for men.

In the rest, the differences between the male and female employment quality continue to be relevant, it tends towards a higher quality of jobs occupied by men, where the quality is higher (as is the case of Netherlands) or, especially, where quality is lower than that of all European countries in the considered period (Czech Republic, Italy, Spain and, very significantly, Greece). We can observe a generalised improvement in the quality of employment between 2000 and 2007 (considering that the quality is greater in the case of men in practically all the countries). But, from the arrival of the crisis in 2008-2009, the male employment quality worsened, leading to a reduction in the gender gap, but to lower levels of global quality.

5. A detailed analysis through the employment quality sub-indexes

There is a great heterogeneity among the EU28 countries regarding the equality and non-discrimination index (EQI1), both for men and women (Chart 1). However, during the selected period, there is a common pattern: the quality of employment for male workers is higher than for women. Regardless of sex, in Sweden, Bulgaria, Lithuania and Slovenia the job quality in this dimension is significantly higher than the values for Greece, Malta, Italy or Spain. Therefore, the analysis shows a strong intra-Community diversity on this issue.

The quality of employment concerning non-discrimination, has improved for both in the Member States, although the dynamics have also been different. In general terms, and with the only exception of Romania, the position for women has improved to a larger extend. In fact, in Greece and Latvia, job quality measured in terms of gender gaps and age discrimination have worsened for men (see Figure 3, in appendix).

The great majority of the variables included in this index quantifies the gender equality, considering those that measure the intergenerational inequality in each sex what makes the difference.

Chart 1. EQI 1: Employment Quality Indexes. Indicators and influence

EQI1: EQUALITY AND NON-DISCRIMINATION INDEX	Influence
Difference between men and women activity rates (absolute values)	-
Difference between men and women employment rates (absolute values)	-
Difference between men and women unemployment rates (absolute values)	-
Gender wage gap (female wage as a % of male wage)	-
% of women in ISCO1/total ISCO1	+
Difference between men and women part-time employment rates (absolute values)	-
Difference between men and women temporary employment rates (absolute values)	-
Unemployment rate women (men) under 25 years	-
Employment rate women (men) 50 to 64 years	+

Source: Pérez Ortiz, Sánchez & Viñas (2020).

The intrinsic employment quality index (EQI2) (Chart 2), formed by two indicators (number of hours worked and wages) is much higher for men, reflecting their greater presence in formal and full-time jobs and, as a result, their better wages. In addition, the differences among European countries are evident, notably for female workers. The distance between women from Luxembourg (the country with the highest EQI2 for

women) and from the Netherlands (the lowest EQI2 for women, due to a lesser number of -voluntary- hours worked) is longer than the gap between British men (with the maximum EGI2) and Dutch men (the minimum EGI2) (see Figure 4, in appendix).

Chart 2. EQI 2: Employment Quality Indexes. Indicators and influence

EQI2: INTRINSIC EMPLOYMENT QUALITY INDEX	Influence
Number of hours per week (total) worked by women (men)	+
Annual average wage for women (men)	+

Source: Pérez Ortiz, Sánchez & Viñas (2020).

EQI2 for women has worsened in Spain, Austria, Italy, and, very subtly, in Portugal and Germany. However, there are different patterns, for instance, these last two countries saw how the situation of women worsen before the crisis, but they have reversed it when comparing the years 2007 and 2017 (see Figure 4, in appendix). On the contrary, in Greece the crisis has generated a regression in the women's intrinsic conditions of employment. This highlights the social impact caused in the country by the economic recession and the adjustment measures carried out.

The outlook for men is quite different, given that all Member States with the exceptions of Luxembourg and Belgium have seen how their employment lost quality in terms of hours and wages.

In this sense, there is not a common pattern considering the period before or after the crisis outbreak. However, those countries that are highly economically dependent on masculinised industries and affected by the recession, recorded a significant drop in the quality of male employment between 2007 and 2017, as is the case in Spain.

The crisis management in Europe has been based on competitiveness via costs, focused on the devaluation of real wages, importantly for example in the case of Spain⁸. However, in Portugal, despite the effects of the crisis on its economy, there was an increase in the quality of employment for both men and women after 2007. This shows that heterogeneity, regarding employment policies aimed at guaranteeing the rights in intrinsic employment conditions, has also occurred within the EU.

Without exception, the quality of employment in relation to working time and work-life balance (EQI3) (Chart 3 and Figure 5, in appendix) is better for women than for men. Women occupy part-time jobs to a larger extend, which theoretically allows them to balance their work life with their family duties. However, in many cases it is not so much a voluntary decision, but rather the necessary adaptation to a way of life that still requires women to take on the responsibilities of care (in the paid and unpaid labour market). This penalty for care can lead women to accept lower quality and lower paid jobs, as well as to give up the development of professional careers, showing a vertical segregation of the labour market.

⁸ Some works show the misconception of these policies, due to the main problem in the EU has been the lack of productivity (Guisán, Aguayo & Expósito, 2018).

Chart 3. EQI 3: Employment Quality Indexes. Indicators and influence

EQI3: INDEX OF WORKING TIME AND WORK-LIFE BALANCE	Influence
Number of hours per week (total) worked by women (men)	-
Part-time employment rate for women (men)	+
Involuntary part-time employment rate for women (men)	-
% of women (men) with long working hours in main job	-
% of women (men) with flexible job –working on weekends	-
% of women (men) having a second job	-

Source: Pérez Ortiz, Sánchez & Viñas (2020).

In a large majority of countries, the quality of employment in terms of work-life balance, has improved for women, with some exceptions such as Cyprus and France (Figure 5, in appendix). Nevertheless, by focusing attention on the period 2000 to 2017, it is observed that in many other countries, like Greece or the United Kingdom, there has been a deterioration of conditions, where women have probably had to accept more precarious jobs to obtain family income and be able to face the social costs of the crisis. The greater loss of male employment, due to the characteristics of the drop in production in masculinised sectors, boosted the incorporation of women in the labour market to compensate for lost employment and family income, with the prevailing effect of the “additional female worker” during the crisis (Heredero & Ruesga, 2019).

In the case of men, the quality of employment related to EQI3 has improved in all Member States without exception. This progress, more accelerated before the crisis, has slowed down since then, with a certain reverse in the United Kingdom, Ireland and Greece (see Figure 5, in appendix).

At the same time, women are increasing their presence in atypical and precarious jobs, due to the care penalty. They suffer, with a higher incidence, part-time jobs and temporary contracts (included in EQI4, Chart 4), low-paid employment and the lack of career development opportunities. As the OECD (2017) points out, women's access to employment will be facilitated in the future and female employment rates will increase, but the quality of their work will be worse.

Chart 4. EQI 4: Employment Quality Indexes. Indicators and influence

EQI4: ACCESS, STABILITY AND PERMANENCE AT WORK INDEX	Influence
Female (male) activity rate	+
Female (male) unemployment rate	-
Female (male) temporary rate	-
% of self-employed women (men) without employees	-
Female (male) part-time employment rate	-
Female (male) involuntary part-time employment rate	-
Female (male) employment rate from 15 to 24 years	+
Female (male) employment rate	+
Female (male) employment rate 50 to 64 years	+
Female (male) long term unemployment rate (12 months)	-
Female (male) very long-term unemployment rate (24 months)	-

Source: Pérez Ortiz, Sánchez & Viñas (2020).

As far as EQI4 is considered, the index is very similar for women and men, with analogous results to EQI1. In addition, there has been an improvement for both from 1997 to 2017, with the exceptions of Greece, Romania and the Czech Republic for women, and Greece and Cyprus for men (see Figure 6, in appendix).

However, this increase in the quality of employment is not constant over time, observing that the crisis had perverse effects and deteriorated the situation of both in a large number of countries, more intensely in those where the duration and the intensity of the crisis was higher and where strong structural adjustment measures were implemented, such as in Spain, Italy, Greece, Ireland and Cyprus.

The Bargaining and Working Participation Index (EQI5) (Chart 5, Figure 7, in appendix) shows the observed loss of rights, not only due to the Great Recession, but from a previous period, for both genders. Loss of union membership, as well as reforms that have led to a general decrease in coverage rates for collective bargaining, lead to a decline in the quality of employment in the vast majority of countries in 2017 compared to previous stages. There is an even worse situation in Member States where the quality and strength of labour relations is higher (such as Nordic countries). On the contrary, the relative improvement of this index for Greek men before the crisis stands out, although it decreased again after the Great Recession (due to the collective bargaining reforms associated with the financial rescue; Heredero & Ruesga, 2019).

Chart 5. EQI 5: Employment Quality Indexes. Indicators and influence

EQI5: COLLECTIVE BARGAINING AND WORKING PARTICIPATION INDEX	Influence
Union density (female / male)	+
Adjusted bargaining coverage rate (female / male)	+

Source: Pérez Ortiz, Sánchez & Viñas (2020).

Finally, the training index (EQI6) (Chart 6) shows a certain relative improvement in both cases, male and female workers, in the pre-crisis period, which is more notable, in general, in the case of women. Thus, the favourable evolution (particularly in women who, starting from a lower situation, have approached the male workers level) allows closing a part of the training gap, in this case, due to the improvement of the group that was behind. Nevertheless, after the crisis, Denmark, the United Kingdom, Cyprus, Spain and Greece suffered the greatest reversal of the index in women, and in the United Kingdom, Spain and Greece in men (see Figure 8, in appendix).

Chart 6. EQI 6: Employment Quality Indexes. Indicators and influence

EQI6: QUALITY INDEX FOR TRAINING	Influence
Employment rate of women (men) primary education	-
Employment rate of women (men) secondary education	+
Employment rate of women (men) tertiary education	+
Adult (female/male) participation in education and training (lifelong learning)	+

Source: Pérez Ortiz, Sánchez & Viñas (2020).

6. Main conclusions and policy recommendations

The EQIs used allows to compare the position of one Member State to the others, in the selected period (2000-2017), in each of the six dimensions.

With the reached outcomes, we can develop several ideas. Firstly, in most countries, the quality of employment is higher among men. Secondly, in countries where the employment quality is higher (Sweden, Denmark and Finland) the quality of employment for women is higher too. This leads to consider that, in order to upgrade the global quality of employment, the quality of female employment must be improved (without worsening the quality for men).

Besides, the analysis of the evolution of the indices separately avoids erroneous interpretations in cases in which the gender gap is reduced. A worsening of the quality of male employment, which in the European case happened after the recession, shortens the distance between both indices, offering an improvement in equality. However, it does not imply a greater global employment quality.

In view of the results, the guidelines of European employment policies have a clear path to advance in order to meet the SDGs by the year 2030, regarding the objectives 5 and 8.

This paper contributes to set up interactions between goals. For instance, it allows to understand that not all policies aimed at reaching SDG 8, related to decent work, will generate interactions with SDG 5. It still exists a strong gender segmentation of the labour market, related to features of indexes EQI2 and EQI3, that requires employment policies to include the different realities in its planning (ILO, 2012). Only then, positive interactions and advances in decent work will lead to greater equality (SDGs 5-8).

The 4th World Conference on Women, organised by UN and which took place in Beijing in 1995, was a turning point in the fight for gender equality. There, it was possible to put in the debate a transversal perspective in all public policies (gender mainstreaming). Currently, a transversal gender policy is still necessary, as well as different measures aimed at improving the situation of women, in order to increase overall levels, in this case of job quality. The recommendations that were issued 25 years ago at the 4th World Conference should still be followed, insisting on demanding a gender mainstream, not just in equality policies, but in all public policies.

Moreover, direct measures to reduce inequalities in different areas will be needed, with:

- equal pay policies, including the remuneration as a whole and considering work of equal value, as indicated in the Equal Remuneration Convention of the ILO (n. 100, dated 1951), which support the principle of equal remuneration for men and women workers for work of equal value, thus improving the position of the countries according to EQI2 indicator;
- employment policies, in order to promote women and remove female horizontal, sectoral and occupational segregation, as well as the glass ceiling. The female presence in key technology sectors and in managerial positions must be increased, improving the probability of achieving quality jobs. The attainment of this objective would be reflected in the set of indicators analysed, from EQI1 to EQI6;

- education and training policies, adding the life-long learning approach, aimed at increasing the participation of women in STEM (science, technology, engineering, mathematics) careers, through measures to remove the digital divides too. An action that would have a direct impact on EQI6, and with an indirect scope on the rest of the sub-indexes;
- measures to facilitate work-life balance, not just for women but specially for men, promoting co-responsibility, to avoid care penalty, career abandonment and interruptions. The EQI3 index would show these decisions;
- policies that strengthen social services (children and elderly care and other dependent people), promoting the third indicator EQI3. The aging of the population is a reality, and actually women are forced to extend periods of unpaid work (with inactivity, part-time jobs...). Besides, this area should not be exclusive to women. Care policies must promote the distribution of roles and co-responsibility in caring for the dependent population, a claim that has recently been issued in the Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers;
- educational and cultural measures, that from an early age eliminate gender stereotypes and that over time would allow to increase global levels of quality in employment through its different dimensions;
- and policies for female participation in public and private life, as well as measures to increase women's presence and participation in collective bargaining and other labour institutions, enabling the EQI5 index to follow up the situation.

In conclusion, the employment policies design and its implementation should not ignore the differentiated reality of women and men in the labour market. Policies that are to build the future of decent work should be designed with a gender approach (ILO, 2011). Given this fact, attention to the quality of employment with a gender perspective is an element that must be essential to the political agendas at the European, national and international level.

Considering the analysis of the results that we have presented within the EU28, progress can only be made in the quality of employment when, at the same time, women labour status positively improves. Only then will Europe support decent work and equality, in all its dimensions. If women fall out of the paid labour market or access it in worse conditions, Europe will fail to achieve both SDGs 5 and 8.

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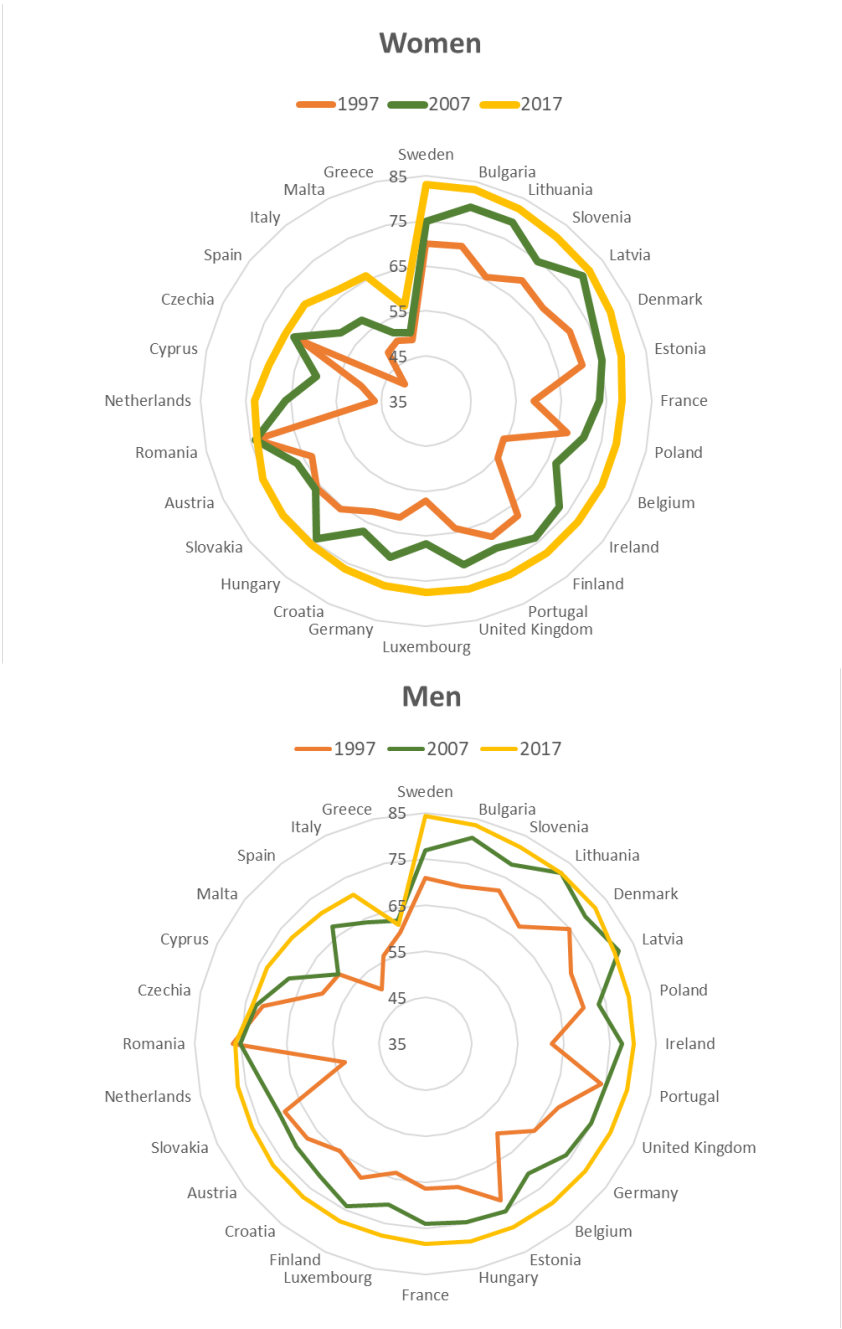
Statistics database:

- Eurostat: Labour Force Survey (<https://ec.europa.eu/eurostat/data/database>)
- Eurostat: Structure of Earnings Survey (<https://ec.europa.eu/eurostat/web/labour-market/earnings/database>)
- ILO: ILOstat (<https://www.ilo.org/ilostat>)
- OECD: OECD.Stat (<https://stats.oecd.org/>)

Annex on line at the journal Website: <https://www.usc.gal/economet/rses.htm>

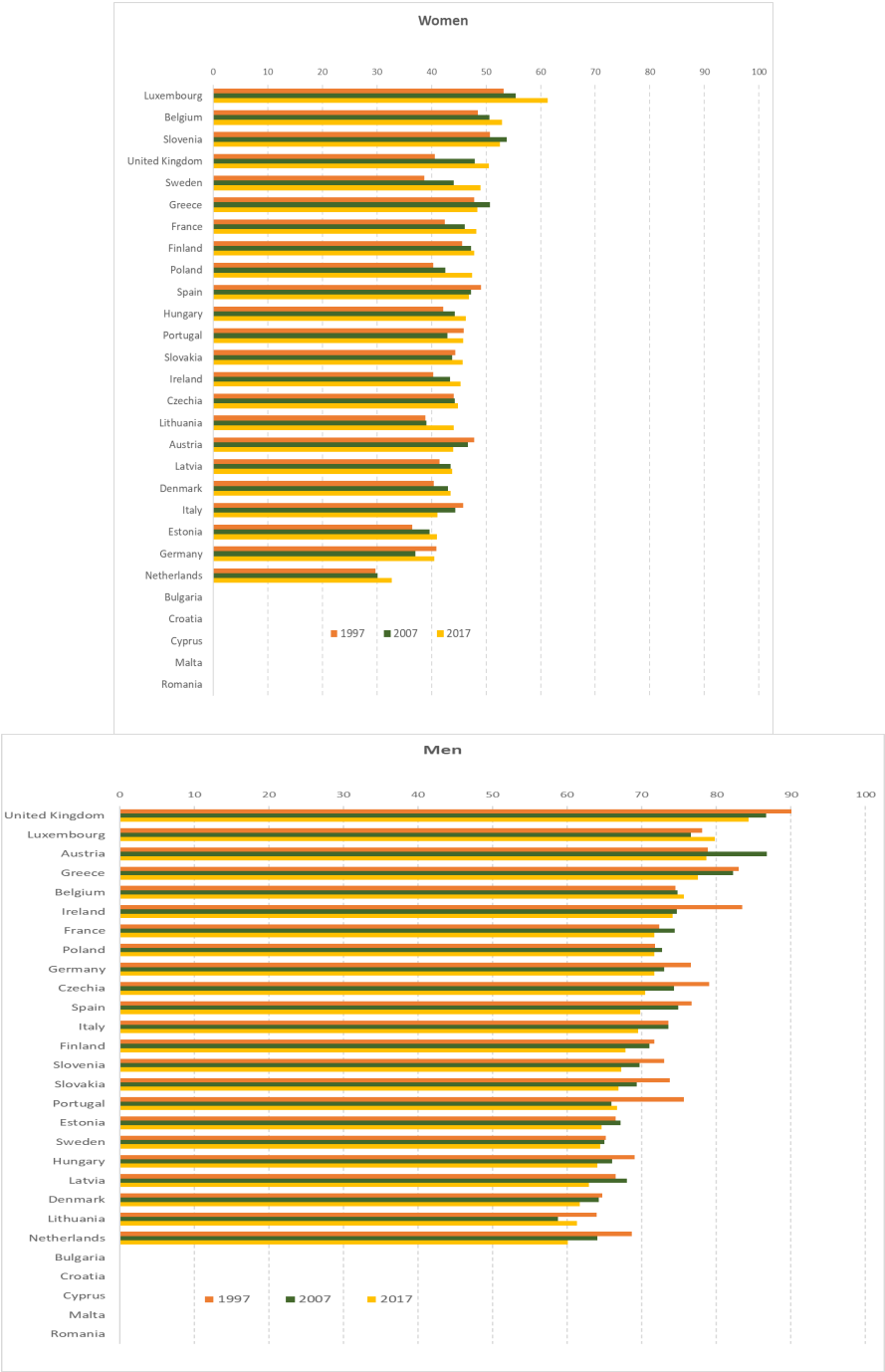
APPENDIX

Figure 3. EQI1: Equality and Non-Discrimination Index



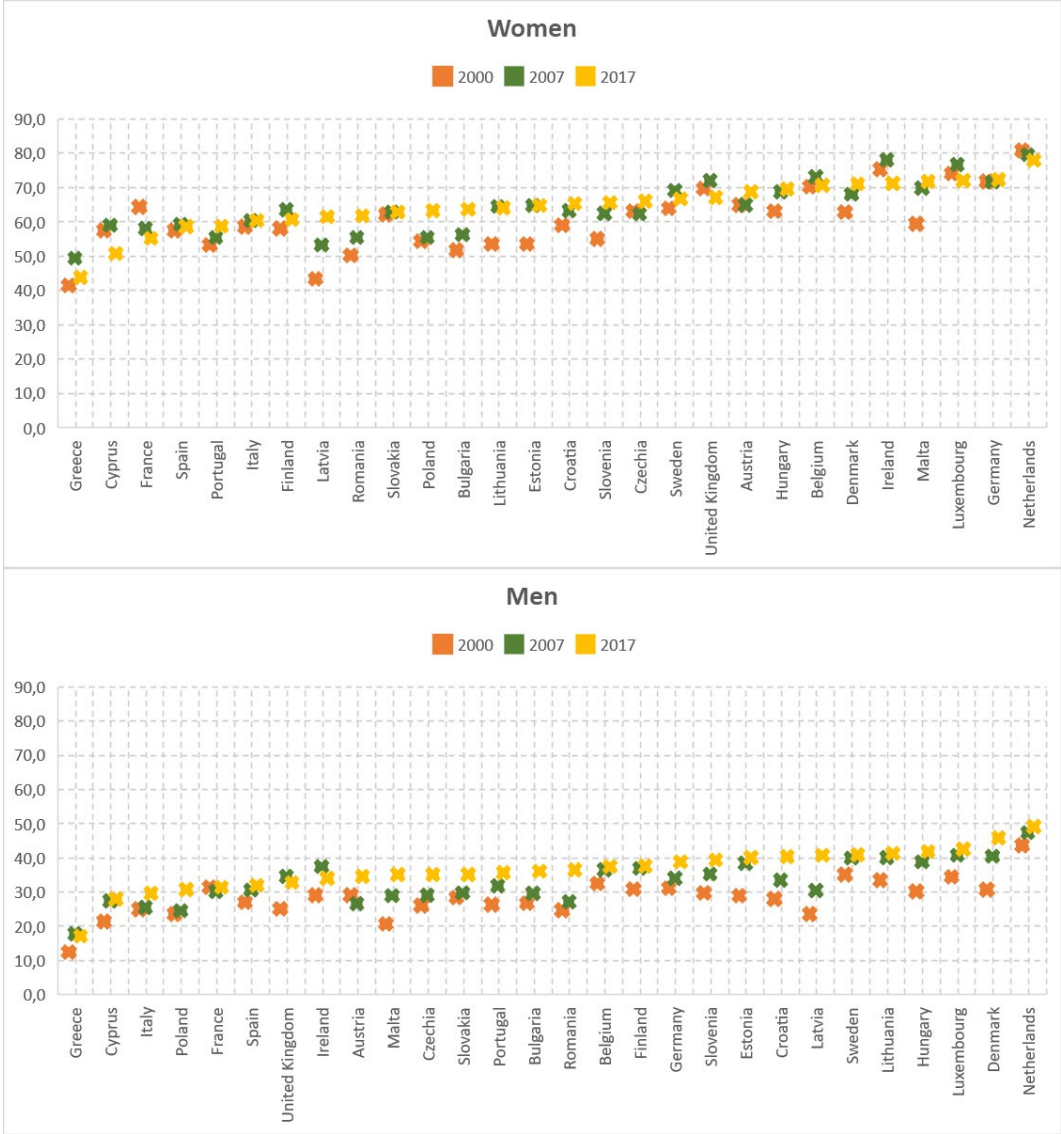
Source: Pérez Ortiz, Sánchez & Viñas (2019).

Figure 4. EQI2: Intrinsic Employment Quality Index



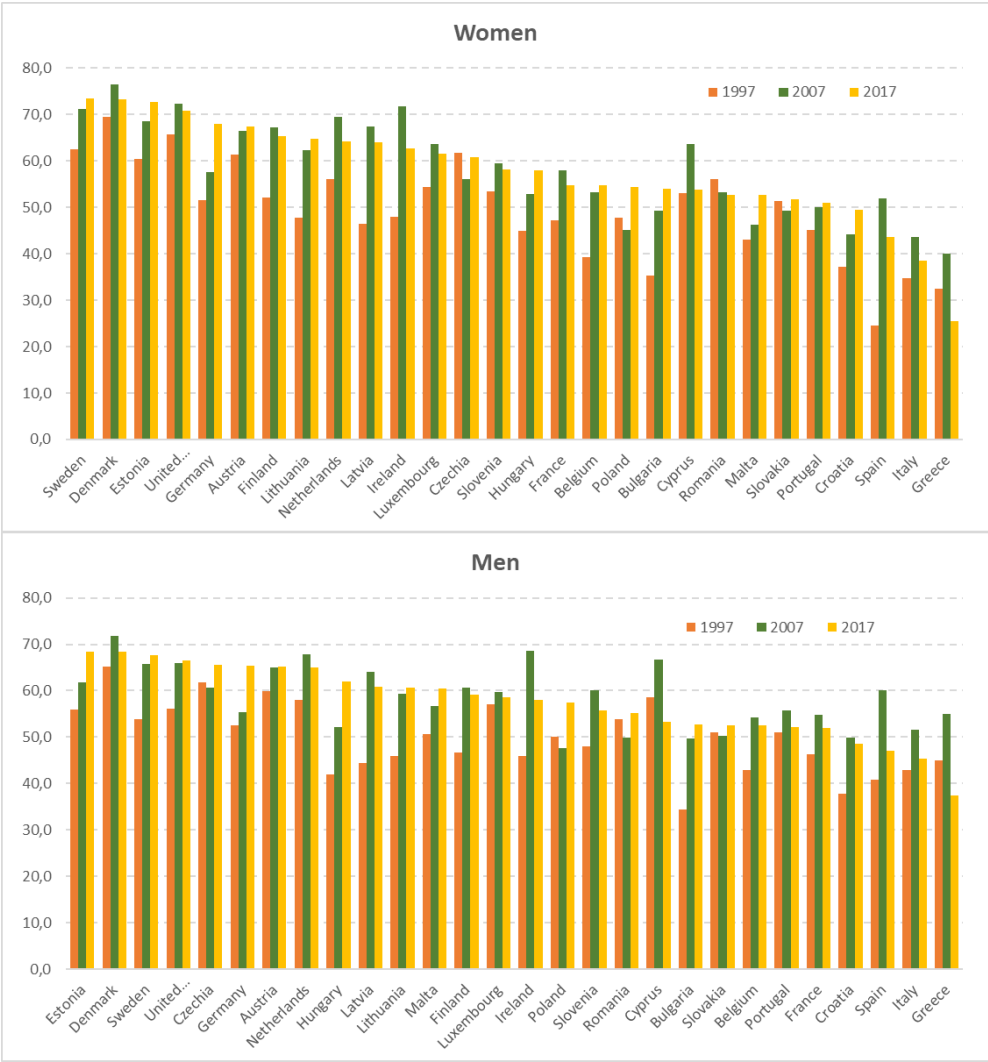
Source: Pérez Ortiz, Sánchez & Viñas (2019).

Figure 5. EQI3: Index of Working Time and Work-Life Balance



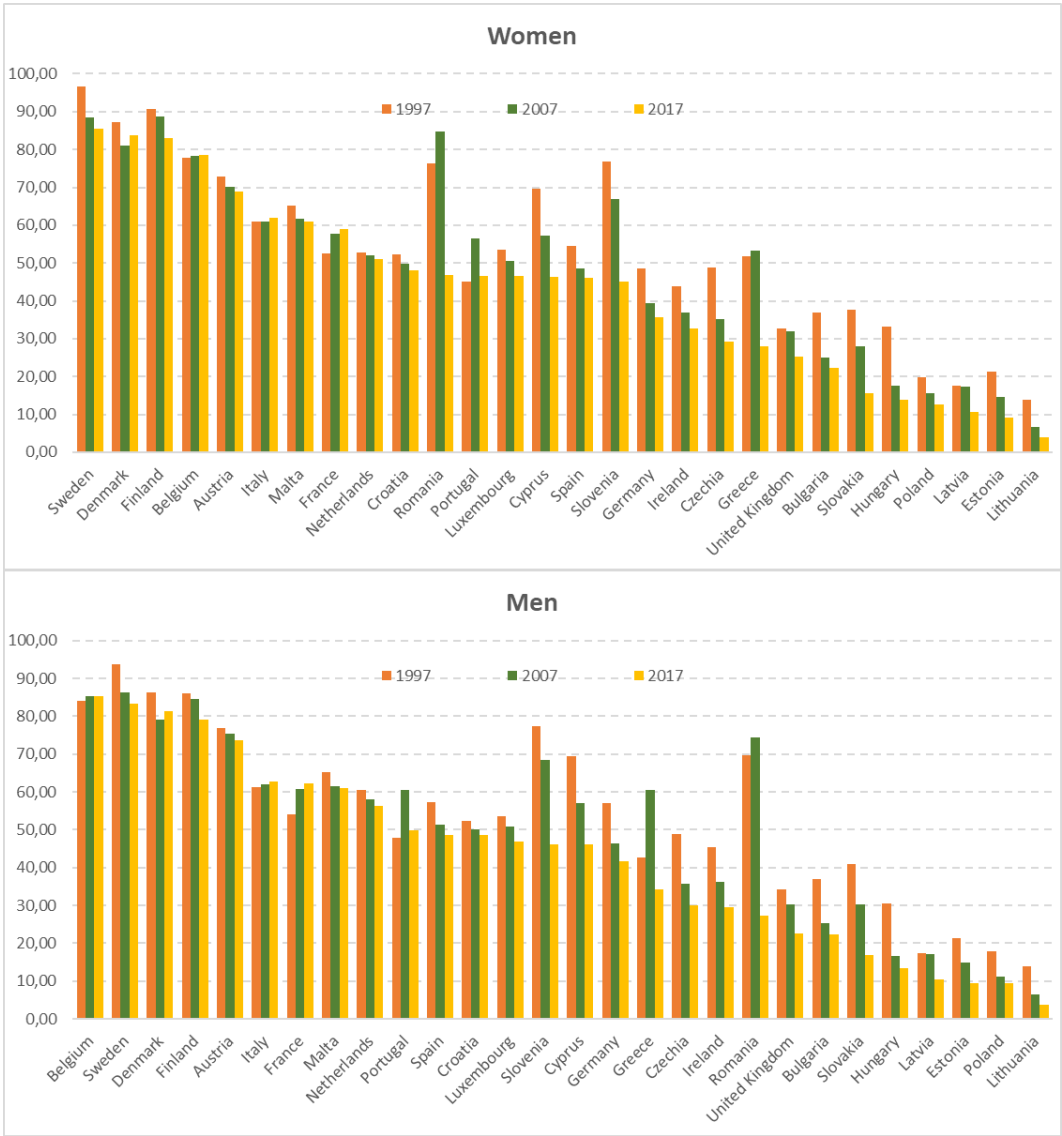
Source: Pérez Ortiz, Sánchez & Viñas (2019).

Figure 6. EQI4: Access, Stability and Permanence at Work Index



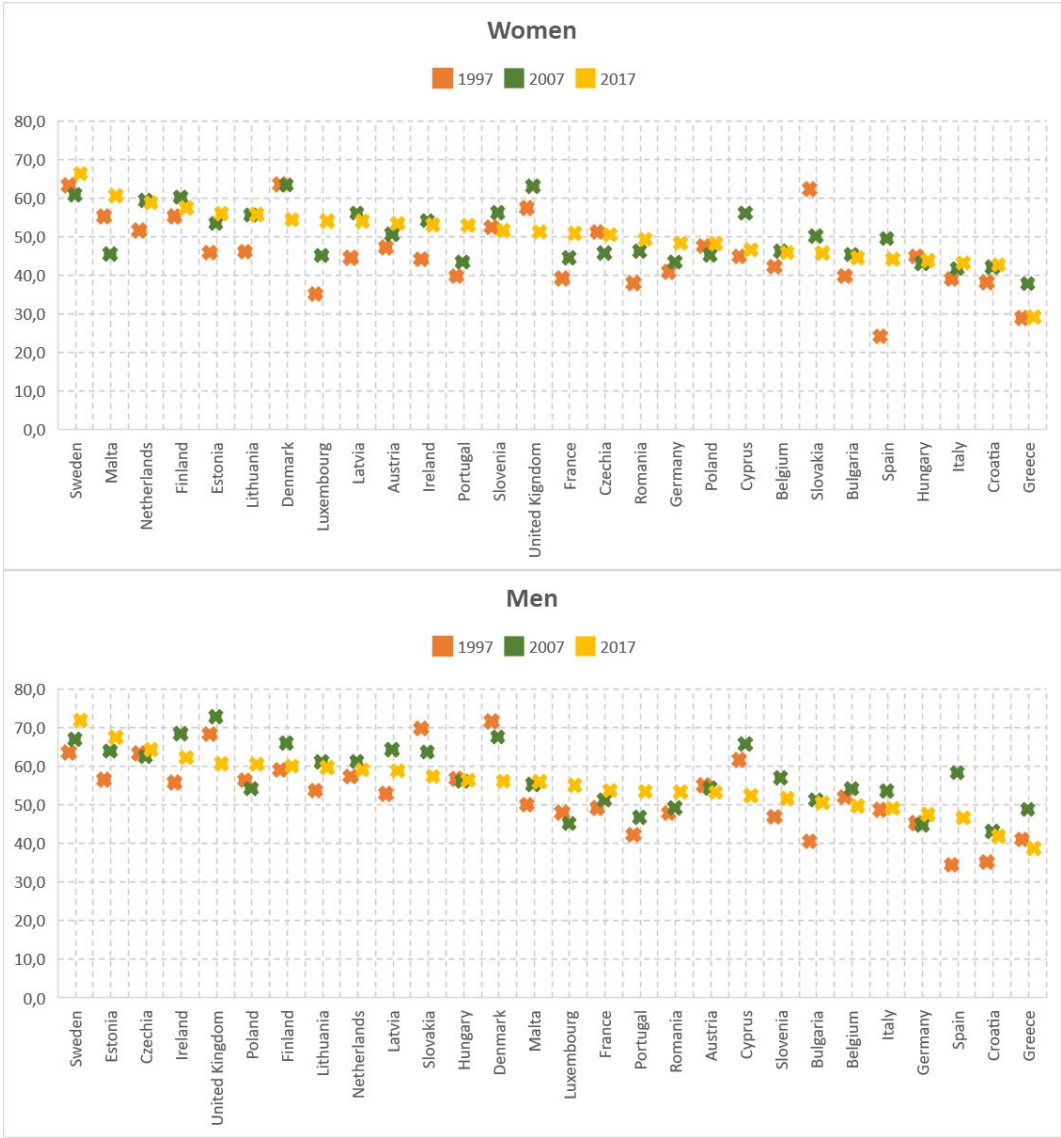
Source: Pérez Ortiz, Sánchez & Viñas (2019).

Figure 7. EQI5: Collective Bargaining and Working Participation Index



Source: Pérez Ortiz, Sánchez & Viñas (2019).

Figure 8. EQI6: Quality Index for Training



Source: Pérez Ortiz, Sánchez & Viñas (2019).