

Template for reports - general overview

Working group (please state which Youth Goal you worked on)	<i>WG 2 YG #2 Equality of all Genders and Quality Employment for All</i>
FACILITATOR	<i>Aleksandra</i>
RAPPORTEUR	<i>Antonia Pup</i>
INPUT BY FACILITATOR	<p><i>Brief summary of the input (E.g.: Was facilitator asked for input in terms of content? If yes, please generally <u>describe the input.</u>)</i></p> <p><i>The facilitator presents the objectives of this workshop by putting out the general question, which is How can the implementation of YG #2 feed into the success of YG #7?</i></p> <p><i>A participant asked if the links should be specific or not, and the facilitator explained the fact that they should be rather general connections between the Youth Goals.</i></p> <p><i>In the second working group, because there were 6 participants, there were discussed just two questions.</i></p>
What are the links among Youth Goal 7 and the Youth Goal of your working group?	<p><i>Brief description of the process, and list of the different links that the participants defined among Youth Goal 7 and the Youth Goal of the working group.</i></p> <p><i>The participants are asked to jot down 3 possible links (each) between the two Youth Goals.</i></p> <ul style="list-style-type: none"> <i>• Quality jobs include respect without any kind of discrimination</i> <i>• Equal pay</i> <i>• Gender equality</i> <i>• Equal access to education</i> <i>• Recognition of skills sets - some skills are seen as less valuable by society - skills that are seen as being feminine</i> <i>• Safety in the labour market - a safety net should be provided in some situations, there is a need of both social and physical safety</i>

	<ul style="list-style-type: none"> • <i>Women are pushed off some sectors of work</i> • <i>Removal of biases</i> • <i>Tackle traditional representation of work through information</i> • <i>Access to the labour market to LGBTIQ+ community</i> • <i>Less stereotypes in the media</i> • <i>House duties should be equal to all genders</i> • <i>Fair treatment in the whole labour market</i> • <i>Digitalisation comes in the benefit of women because they can work from home</i> • <i>Salary gap that are gender-based</i> • <i>Discrimination of women that turn a different age - people start considering that they should quit their job in order to do housework</i> • <i>Women are left behind in certain work sectors (see the historical context of war)</i> • <i>Women are rarely included in the decision-making process</i> • <i>The need of upgrade from tokenism to real representation at the work place</i> • <i>Ensure access to labour market for the young mothers</i> • <i>Material advantage for young mothers</i> • <i>Creating real policies that tackle the problem of unemployment among people from the LGBTQ+ community</i> • <i>Through the evolution of technology, the work from home is neutralised for all genders</i>
<p>What are the challenges of Youth Goal 7 (quality employment for all) in relation to the other Youth Goal?</p>	<p><i>Please write here the key challenges identified by your group: (Please write 100- 250 words)</i></p> <ul style="list-style-type: none"> • <i>Define what fair treatment is</i> • <i>Define the definition between equal opportunity and equal outcome</i> • <i>Different skill sets are still associated with a specific gender through media and educational systems</i>

	<ul style="list-style-type: none"> • <i>Embracing the variety of genders in work life</i> • <i>Biases - especially in old communist countries that have been persisting in the labour market</i> • <i>Violence, both at home and at work</i> • <i>Getting rid of the dual approach of genders</i> • <i>Political parties do not care for gender equality</i> • <i>Lack of social protection at work</i> • <i>Considering young mothers as being unable to work</i> • <i>The need to tackle hate speech at work</i>
<p>What are the opportunities that the implementation of the Youth Goal of the working group can provide to the future of work and Youth Goal 7?</p>	<p><i>Please write here the key opportunities identified by your group: (Please write 100-250 words)</i></p> <ul style="list-style-type: none"> • <i>More workforce so everyone would be included</i> • <i>Fair distribution in the labour market will make everyone be more productive and able to embrace their potential</i> • <i>Minorities would be accepted into the labour market, resulting in considerable work enforcement</i> • <i>Getting rid of the stereotypes</i> • <i>Women able to work in their rural areas would provide a better, more sustainable workplace</i> • <i>Embrace cultural differences between genders (in some languages, there are some professions that do not have the feminine form, by which the gap between genders is widened)</i> • <i>Workers that are taking care of will be more productive when doing their job, because they are less likely to carry on personal problems at work</i>
<p>What measures/ activities have been implemented to address these challenges and opportunities among Youth Goal 7 and the</p>	<p><i>Please write here measures/activities that have been implemented identified by your group: (Please write 100-250 words)</i></p> <ul style="list-style-type: none"> • <i>Intercultural approaches are needed</i> • <i>Parental leave should be implemented, not essentially mother-only leave</i>

<p>Youth Goal of the working group?</p>	<ul style="list-style-type: none"> • <i>European guidelines on parental leave</i> • <i>Affordable childcare</i> • <i>Question - do the benefit outweigh the cost?</i> • <i>Unisex spaces in workplace providing easier for some to access</i> • <i>Anonymous job applications</i> • <i>Implementing tolerance learning programmes</i> • <i>Equal access based on qualification</i> • <i>Promoting women that have contributed to society through media (women in science, women writers etc.)</i>
<p>What measures/activities could be still implemented?</p>	<p><i>Please write here key measures/activities that could be still implemented identified by your group: (Please write 100-250 words)</i></p> <ul style="list-style-type: none"> • <i>Raising awareness on gender equality</i> • <i>Gender-friendly environment</i> • <i>Assuring a friendly atmosphere at work</i> • <i>Working rights that promote gender equality</i> • <i>Professional relationships based on respect and solidarity</i> • <i>Balancing the household work responsibilities (more flexible child care, for example, men and women must be able to divide their days that are spent at home with the children)</i> • <i>Eliminating stereotypes from textbooks and other materials that are used in education (through policies)</i> • <i>Providing opportunities to create working unions of people that stand for the rights of workers and especially for the mechanisms of safeguard and social protection</i> • <i>Proper conditions to work for young mothers</i> • <i>Real means on fighting against discrimination when people are recruited for work</i> • <i>Providing better funding for associations and NGO entities that tackle the inequalities of genders in the labour market</i>



	<ul style="list-style-type: none"> • <i>Creating benefits for companies that adopt gender-sensitive approaches</i> • <i>Change mentalities</i> • <i>Having public figures promote gender equality</i> • <i>Extensive methods for getting the media, as an important actor, a channel through which gender equality could be promoted</i>
<p>QUOTES</p>	<p><i>Please write here some quotes from people in your group:</i></p> <ul style="list-style-type: none"> • <i>Woman are seen as qualified for only certain kind of jobs</i> • <i>Do we need to make women suitable for economy or the economy suitable for the women?</i> • <i>Recognition contributes to building a more gender-equal labour market</i> • <i>There should not be positive discrimination among women with children. Women should all have the same opportunities at work</i> • <i>When we look at different genders, we are still looking at different types of workforce?</i> • <i>Skill sets should be valued as they are, without being considered as inherited</i> • <i>Violence contributes to the persisting stereotypes both in education and in the labour market</i> • <i>There is a strong link between violence and unemployment</i> • <i>In some languages, some words that have negative meaning in the feminine form have positive meaning if they are used in the masculine form</i>
<p>GOOD PRACTICE RECORD</p>	<p><i>Please write here about anything your group considered important but not mentioned above. (E.g.: Any <u>examples of good practices</u> in terms of policy, research, or practice should be the main aim here; but generally any remarks/notions/ideas connected to the topic you feel are worth sharing - please make note of them.)</i></p>





	<p><i>In terms of policy, it has been discussed that in the care system there are more women than men. To balance that, a framework should be elaborated. The framework should provide equal rights for the men and the women.</i></p> <p><i>3 key messages have been chosen to be highlighted in the further research process.</i></p> <ul style="list-style-type: none"><i>• Recognition of the informal work is the first step to achieving informal work that is fairly divided between all genders</i><i>• Stopping biases via education and media</i><i>• Gender-friendly social environment and friendly</i>
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THANK YOU VERY MUCH FOR YOUR REPORT!

