

The Promotion of the EU's equality and non-discrimination values through the European Neighbourhood Policy

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- Community external human rights policy (human rights clause in agreements concluded between the EU and third countries, issues related to the link between human rights and unilateral trade preferences, EU programmes on technical (financial) assistance for democracy- and human rights-building activities and related Commission activities of information-gathering and –sharing).

Article 2 TEU

- ‘the Union is founded on the values of respect for human dignity, freedom, democracy, equality, the rule of law and respect for human rights, including the rights of persons belonging to minorities. These values are common to the Member States in a society in which pluralism, non-discrimination, tolerance, justice, solidarity and equality between women and men prevail’.

Article 3(3) TEU

- one of the aims of the EU is to ‘combat social exclusion and discrimination, and (...) promote social justice and protection, equality between women and men, solidarity between generations and protection of the rights of the child’.

Article 10 TFEU

- ‘in defining and implementing its policies and activities, the Union shall aim to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation’.

Article 8 TEU

‘1. The Union shall develop a special relationship with neighbouring countries, aiming to establish an area of prosperity and good neighbourliness, founded on the values of the Union and characterised by close and peaceful relations based on cooperation.’

Is notion 'equality' used by the EU in same way ?

- More than half of Europeans (54%) think that the economic crisis has adversely affected the importance and funding of policies promoting equality and diversity. The country with the most negative assessment is Greece, where 80% feel that the crisis is having an impact. The Netherlands follows closely at 78%, while 72% of respondents in Slovenia also feel that the crisis has an impact on equality and diversity policies in their country.
- Public opinion has deteriorated most sharply on this issue in the Member States where the economic crisis is having the greatest impact (Spain (+32 percentage points), Greece (+19), followed by Cyprus (+17)).

Is EU successful in implementing non-discriminatory measures or is notion 'equality' used by member state the in same way ?

Many Europeans continue to report a failure to implement equal opportunities in employment.

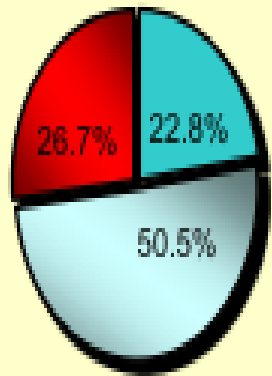
- Being over 55 years old tops the list of disadvantages in the large majority of countries. However, the extent to which it is considered a disadvantage varies considerably between countries, with figures ranging from around a third of respondents in Italy (32%) and the UK (36%) to over two out of three respondents in Hungary (69%) and Cyprus (72%).
- The view that a candidate's look plays a role is particularly widely voiced in Sweden (64%), Denmark (61%) and Austria (60%), while ethnic origin is most widely perceived as a disadvantage in Hungary (64%), France (62%), Belgium and Finland (both 60%).

- Sole purpose of the ENP – differentiation, which is based on the successful implementation of the EU's common values by the neighbour countries, while this countries pursue a different strategic goals not always compatible with EU perception.

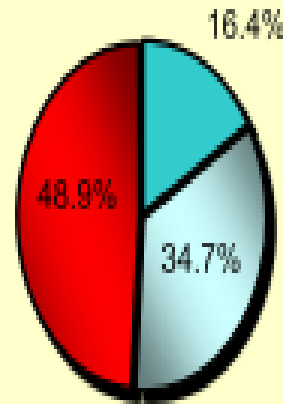
GDP by sector (DG Trade statistics)

Ukraine

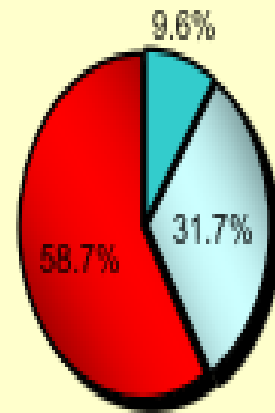
1991



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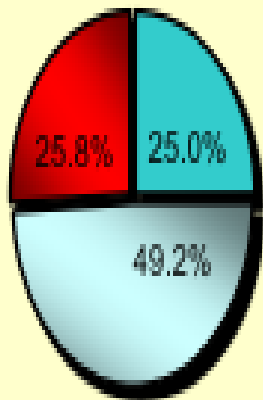


2011

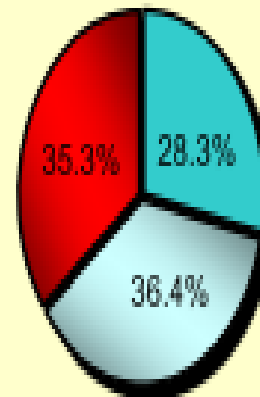


Armenia

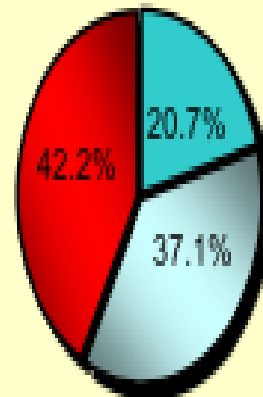
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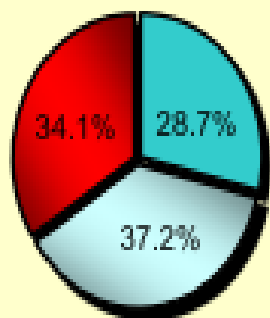
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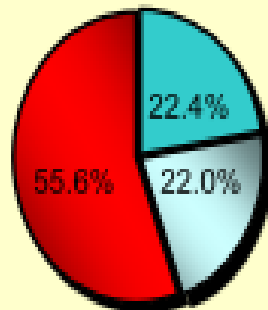
GDP by sector (DG Trade statistics)

Georgia

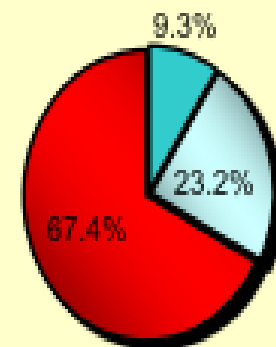
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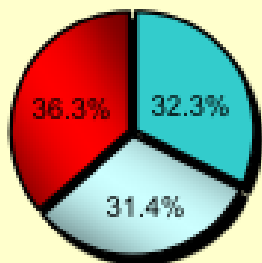
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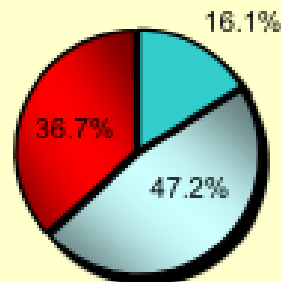
GDP by sector (DG Trade statistics)

Azerbaijan

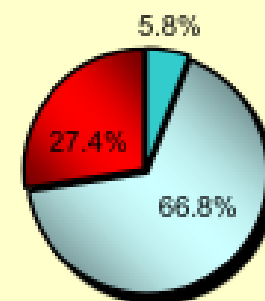
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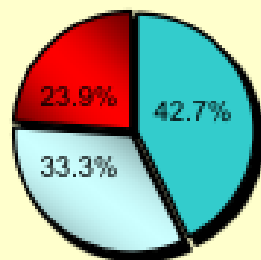


2011

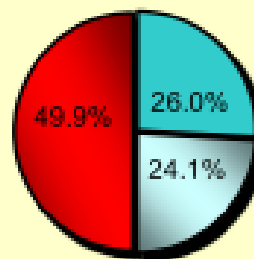


Moldova

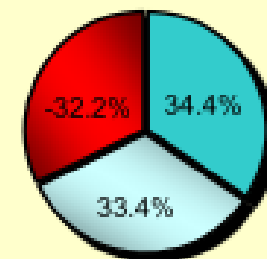
1991



2001



2011



EaP country's profile (DG Trade statistics)

	2009	2010	2011	2012
Real GDP growth (% , estimates after 2012)	-14,8 (Ukraine) -14,2 (Armenia) -6,0 (Moldova) -3,8 (Georgia) 9,3 (Azerbaijan)	4,1 2,2 7,1 6,3 5,0	5,2 4,7 6,8 7,2 0,1	0,2 7,2 -0,8 6,5 2,2
Inflation rate (% , estimates after 2012)	12,3 (Ukraine) 6,7 (Armenia) 0,4 (Moldova) 3,0 (Georgia) 0,7(Azerbaijan)	9,1 8,5 8,1 11,2 7,9	4,6 4,7 7,8 2,0 5,6	-0,2 3,2 4,1 -1,4 -0,3
Current account balance (% of GDP, estimates after 2012)	-1,5 (Ukraine) -15,8 (Armenia) -8,2 (Moldova) 10,5 (Georgia) 23,0 (Azerbaijan)	-2,2 -14,8 -7,7 -10,2 28,0	-6,3 -10,9 -11,3 -12,8 26,5	-8,2 -10,6 -9,4 -12,0 20,3

EU-Ukraine Association Agenda to prepare and facilitate the implementation of the Association Agreement

7. Other co-operation issues

• *Social co-operation*

The Parties cooperate in order to:

- prepare for the implementation of the EU acquis in the areas of gender equality, anti-discrimination, health and safety at work, labor law and working conditions mentioned in relevant annexes of the envisaged Association Agreement, and in particular:
 - strengthen administrative and enforcement capacities in the area of health and safety at work, and labor law, notably the labor inspectorate;
 - enhance practical measures in the area of gender equality with the aim of reducing the gender pay gap.

Apart from Article 157 TFEU establishing the principle of equal pay for women and men, EU acquis covers the following directives:

- Directive (2006/54) on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation.
- Directive (79/7) on equal treatment of men and women in statutory schemes of social security.
- Directive (2010/41) on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity.
- the Pregnant Workers Directive (92/85).
- the Parental Leave Directive (2010/118).
- Directive (2004/113) on equal treatment of men and women in the access to and the supply of goods and services.

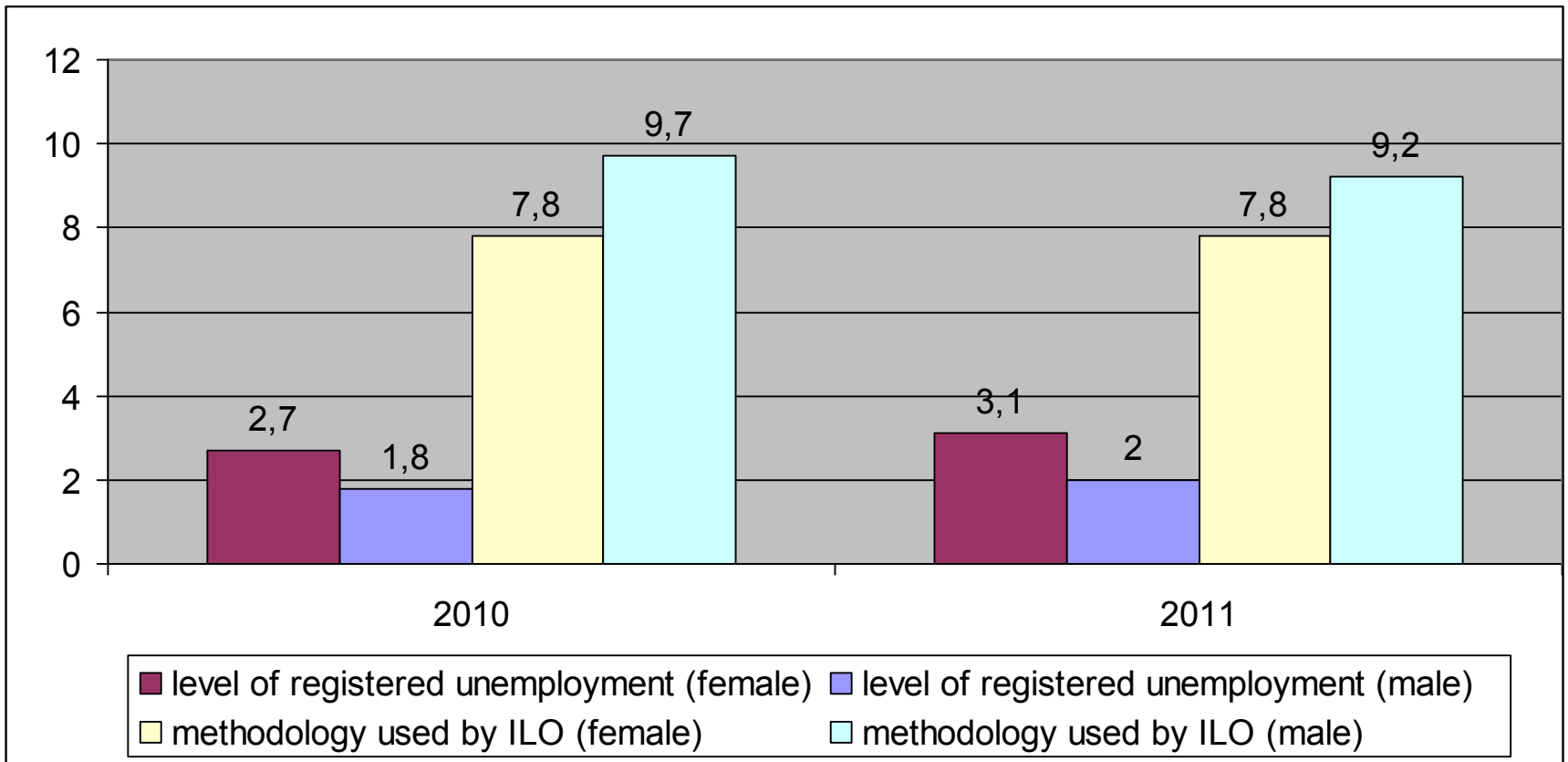
- During the last twenty years, Ukraine as one of the fastest-aging countries in Europe has been suffering from the severe losses of population and the labor force.
- If age-specific labor force participation rates are kept constant, the labor force is projected to shrink by over 15% between 2012 and 2035.

Genders and professional groups of employed population in 2011

Indicator	Total	Female	Male
Employed population aged 15-70, totally in thousands	20324,2	9881,3	10442,9
Including professional groups as % of total: legislators, senior public servants, heads, managers (administrators)	7,9	6,5	9,2
professionals	14,5	18,8	10,5
specialists	11,2	15,0	7,6
Technical workers	3,1	5,5	0,9
Employed in sales and service	15,0	20,9	9,5
Qualified agricultural and forestry workers, fish breeders and fishermen	1,0	0,9	1,1
Qualified manual workers	11,8	3,3	19,8
Those who service certain technical devices or machinery	11,6	4,6	18,3
Simple professions	23,9	24,5	23,1

Unemployment level (according to the methodology used by ILO)

	Total	Age						
		15-24	25-29	30-34	35-39	40-49	50-59	60-70
Whole population								
2010	8,1	17,4	9,9	7,9	7,7	6,8	5,3	0,0
2011	7,9	18,6	9,2	7,4	7,2	6,4	5,1	0,1
Female								
2010	6,8	16,7	8,1	6,9	6,8	6,0	3,9	-
2011	6,8	18,7	8,2	6,2	6,0	5,7	4,2	0,1
Male								
2010	9,3	17,8	11,2	8,8	8,6	7,6	6,8	0,1
2011	8,8	18,6	9,9	8,3	8,4	7,0	6,0	0,0



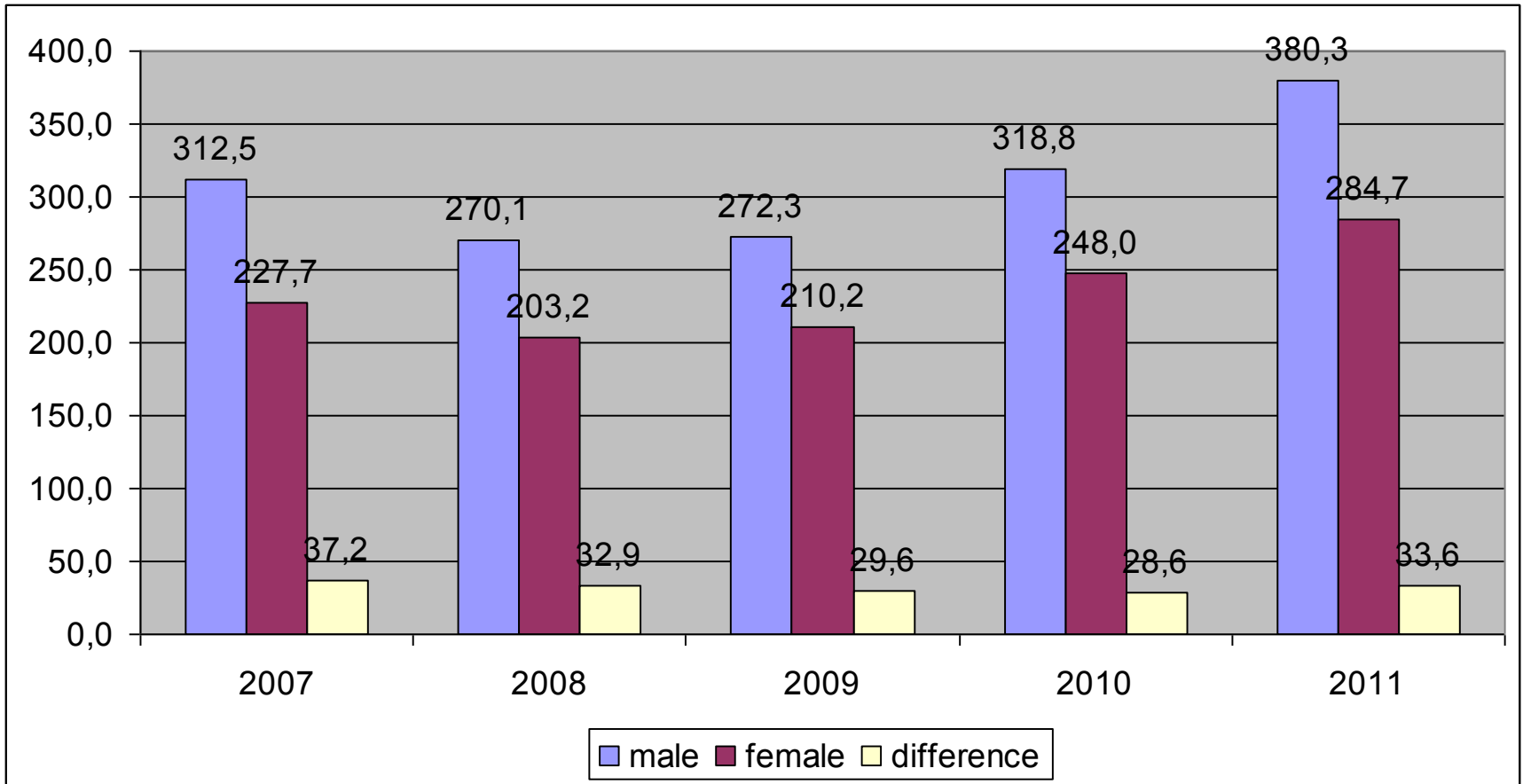
- In 2011 the number of economically inactive people aged from 15 to 70 equaled 12.3 million people or over third of all population of this age. 7511.2 thousand or 61.2 % of them were females and 4754.3 thousand or 38.8 were males.

- The number of those who drop in and out was 72.0% of average number of staff male and 48.3% of staff female.
- The highest level of male mobility was in fishing (150.6%), hotels and restaurants (134.4%), agriculture, hunting and appropriate services (119.5%), sales, repair and maintenance of automobiles, electronic devices and consumer goods (116,1%), food, beverage and tobacco production (108.6%), nonmetallic mineral product manufacturing (92,5%), leather and leather items production (86,3%).

- For females the same indicator was the highest in hotels and restaurants (119.4%), forestry and appropriate services (103.1%), agriculture, hunting and appropriate services (102.1%), food, beverage and tobacco production (88.5%).

- Late 2011 there were 3608.4 thousand persons with higher education employed at enterprises. That equaled 33.5% of the registered number of staff. Most of them were females – 2183.9 thousand or 60.5%. Most females with higher education were employed in financial sector (67.7%), public administration (66.7%) and education (54.9%). At the same time a small number of such females were employed in agriculture, hunting and extractive industry (less than 20% in each field).

Monthly nominal male and female wages in 2007-2011, USD



- Females traditionally prevail in those activities that have lowest average wages, i.e. public and individual services, hotels and restaurants, education, health care and social insurance. Most employees in these fields are female (60-83%).
- At the same time males work in highly paid industries, transport and building (61-79%).
- Regional aspects also show substantial gender disproportion in wages. Western regions have smaller gender disproportion in wages but in most Eastern regions female wage doesn't exceed 70% of male wage.

Conclusion

- The EU societal model (neoliberal economy) is presented as the 'final destination' which other countries should be moving towards. To achieve these objectives EU actively uses external policies such as ENP. Strong emphasis is placed on the acceptance of the EU's common values by third countries.

- However, there are several factors which may impede the effective adherence to the EU's non-discrimination values by third countries. The main question relates to the compliance of these values within the EU.
- The mechanisms for implementing the ENP do not currently allow for dialogue, which is a matter in need of rectification. Only through dialogue values receive their meaning.

- EU bureaucracy and political actors are still believe that conditionality play a role of normative transformative power for third countries, but the vagueness of the EU's non-discrimination values don't have a clear answer how to implement such values. EU institutions can employ this in order to influence the pace and direction of reforms in the neighbour countries.

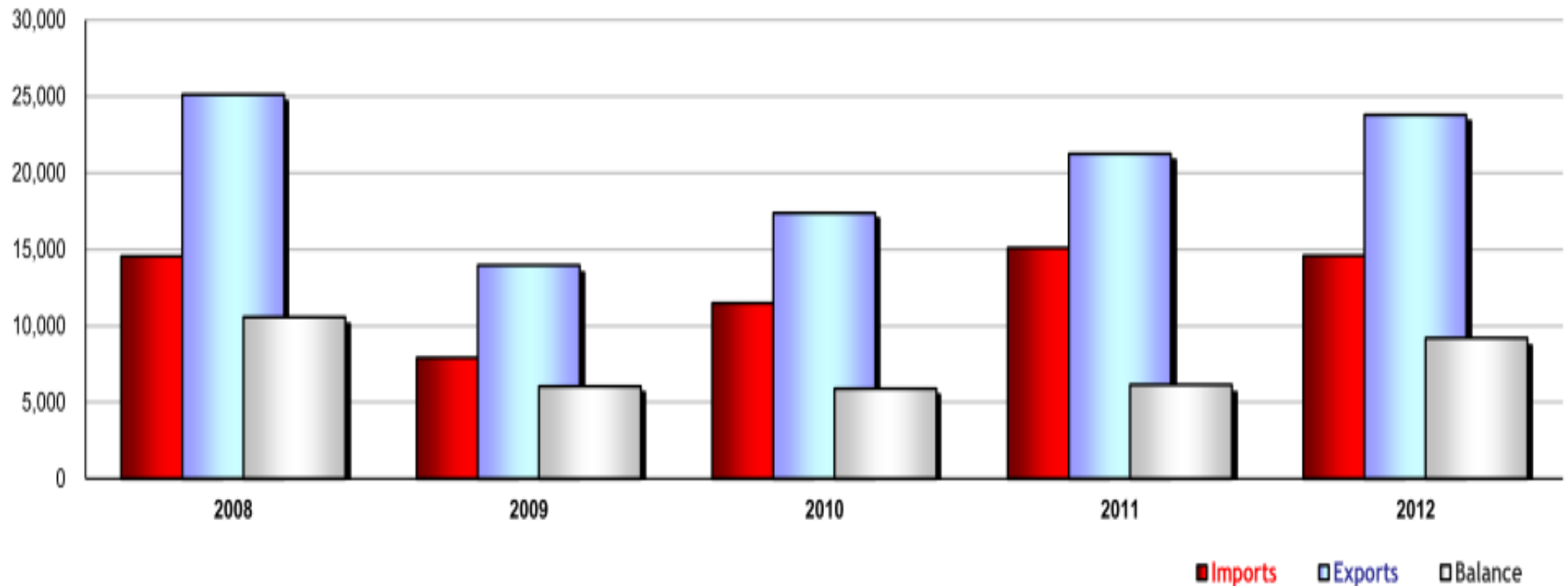
- In Ukraine, composition of employment is not socially optimal, with the bulk of non-standard employment (including casual, temporary, undeclared and own-account work). Employment does not always provide a solid pathway out of poverty, and households with a working member could face even more severe economic hardship and social deprivation than households relying on social assistance, pension and other non-labor income.

- Access to better jobs is limited and unfair, especially for youth and older workers, lower skilled workers, residents of rural areas and regions with limited employment opportunities. Education, skills and personal attributes which are considered individual's 'employability assets' in developed countries appear to be less important for gaining and maintaining employment in Ukraine than personal connections and social status (often defined by family background).

- Job creation occurs predominantly in the informal sector and in low productive sectors (less knowledge-intensive services and medium- or low-technology sectors with pollution externalities). Being predominantly “survival jobs”, they can hardly contribute to the long term development and have rather detrimental effect for the future quality of the labor force.

- Unfortunately EU don't have clear strategy for EaP countries in promoting sustainable growth through green and purple economy building adequate labor market, which focus on generating such employment opportunities that bring positive spillovers with respect to living standards, productivity gains and social cohesion and minimize the possible side effects.

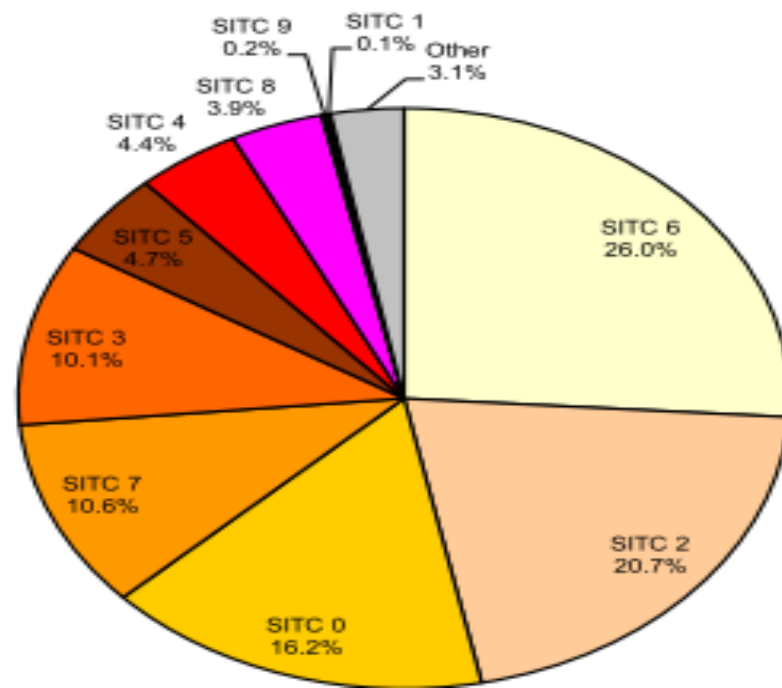
EU's trade balance with Ukraine, mln. euro (DG trade statistics)



European Union, Imports from... Ukraine

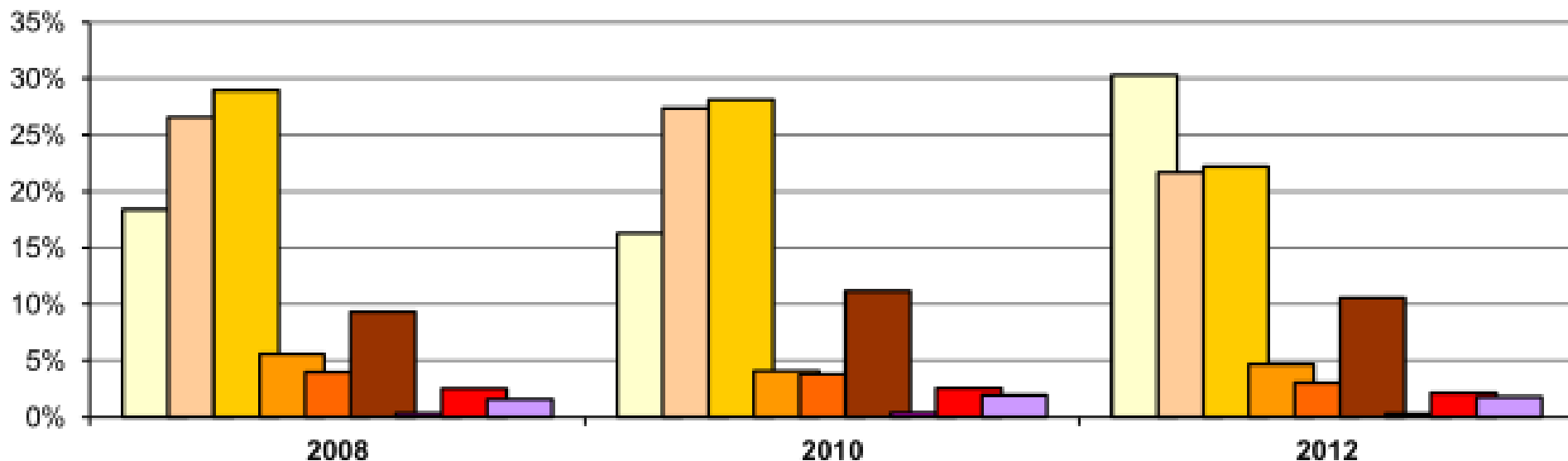
SITC Codes	SITC Sections	Value (Millions of euro)	Share of Total (%)	Share of total EU Imports
TOTAL		14,588	100.0%	0.8%
SITC 6	Manufactured goods classified chiefly by material	3,796	26.0%	2.3%
SITC 2	Crude materials, inedible, except fuels	3,027	20.7%	4.2%
SITC 0	Food and live animals	2,364	16.2%	2.8%
SITC 7	Machinery and transport equipment	1,541	10.6%	0.3%
SITC 3	Mineral fuels, lubricants and related materials	1,474	10.1%	0.3%
SITC 5	Chemicals and related prod, n.e.s.	680	4.7%	0.4%
SITC 4	Animal and vegetable oils, fats and waxes	639	4.4%	7.0%
SITC 8	Miscellaneous manufactured articles	567	3.9%	0.3%
SITC 9	Commodities and transactions n.c.e.	35	0.2%	0.0%
SITC 1	Beverages and tobacco	19	0.1%	0.3%

European Union, Imports from... Ukraine



EU imports from Ukraine

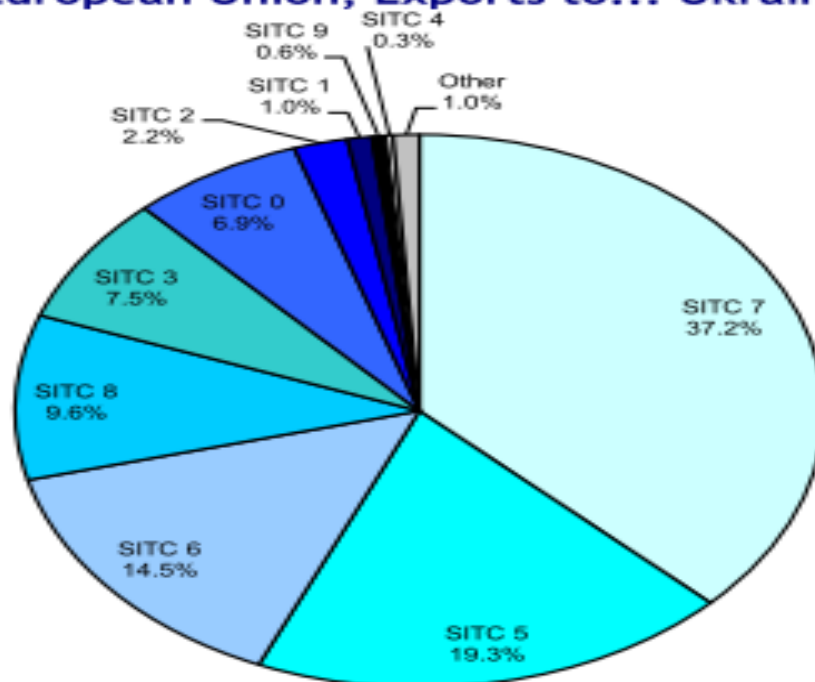
- 1100 - Agricultural products (Food (incl. Fish) & Raw Materials)
- 1200 - Fuels and mining products
- 2100 - Iron and steel
- 2200 - Chemicals
- 2300 - Other semi-manufactures
- 2400 - Machinery and transport equipment
- 2500 - Textiles
- 2600 - Clothing
- 2700 - Other manufactures



European Union, Exports to... Ukraine

SITC Codes	SITC Sections	Value (millions of euro)	Share of Total (%)	Share of total EU Exports
TOTAL		23,795	100.0%	1.4%
SITC 7	Machinery and transport equipment	8,855	37.2%	1.3%
SITC 5	Chemicals and related prod, n.e.s.	4,589	19.3%	1.7%
SITC 6	Manufactured goods classified chiefly by material	3,444	14.5%	1.7%
SITC 8	Miscellaneous manufactured articles	2,296	9.6%	1.3%
SITC 3	Mineral fuels, lubricants and related materials	1,780	7.5%	1.4%
SITC 0	Food and live animals	1,637	6.9%	2.3%
SITC 2	Crude materials, inedible, except fuels	512	2.2%	1.2%
SITC 1	Beverages and tobacco	233	1.0%	0.8%
SITC 9	Commodities and transactions n.c.e.	134	0.6%	0.3%
SITC 4	Animal and vegetable oils, fats and waxes	66	0.3%	1.4%

European Union, Exports to... Ukraine



EU exports to Ukraine

- 1100 - Agricultural products (Food (incl. Fish) & Raw Materials)
- 1200 - Fuels and mining products
- 2100 - Iron and steel
- 2200 - Chemicals
- 2300 - Other semi-manufactures
- 2400 - Machinery and transport equipment
- 2500 - Textiles
- 2600 - Clothing
- 2700 - Other manufactures

