

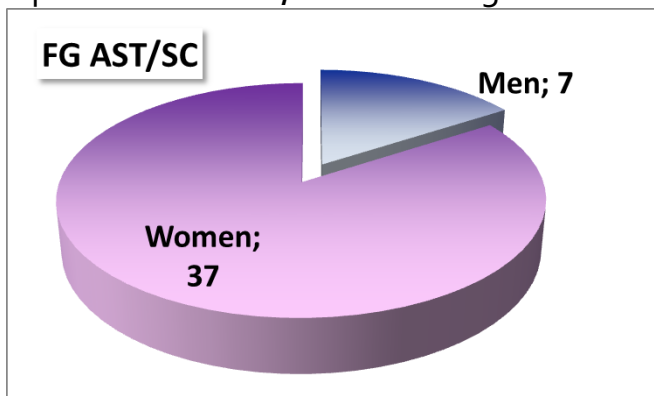
## The 2014 Reform hit women harder

6 March 2015

On the occasion of the **International Women's Day**, it is probably time to take a close look at recent developments in the field of equal opportunities.

2014 will long be remembered as the year marked by a worsening in working conditions for hundreds of women in European Institutions. The 2014 reform of the Staff Regulations was for them a real turn in the direction of social regression. Its negative effects are already being strongly felt.

Upon recruitment, the Staff Regulations relegate certain traditionally female



professions to a new category called **SC**, with a salary scale which is well below that of an AST official. Not exactly an improvement for women!

The SC career was hermetically sealed; getting out of this 'ghetto' career was made practically impossible.

**The increase in the working hours** from 37h30 to 40h per week further penalises women, given that even before they were over 90% among **part-time** workers. 2.5 hours more at work mean 2.5 hours less time to spend with the family. So if, in order to cope with her family and work obligations, a woman had already reduced her working time before 2014, it is probable that she will ask for a further reduction of her working hours, which will entail additional pay cut. If someone managed to get by with 80% of weekly working hours and is obliged to opt for 75% from 2014, she loses a further 5% of her monthly salary.

Stopping social regression can be made possible with **EPSU-CJ**!