

# TABLE OF CONTENTS

FOREWORD.....	4
EXECUTIVE SUMMARY .....	7
CHAPTER I.	
GENDER, THE STATE AND EU ACCESSION .....	10
1. General overview .....	10
2. Civil society involvement .....	12
3. Women's machinery .....	13
4. Legal framework .....	15
5. General overview of the labour market situation for women .....	17
6. National action plans for employment and progress reports .....	17
CHAPTER II.	
WOMEN'S ACCESS TO EMPLOYMENT AND EQUAL PAY .....	29
1. Brief historical analysis of gender roles .....	29
2. Labour Market analysis .....	31
2.1 Introduction .....	31
2.2 Participation and economic activity .....	33
2.3 Employment .....	36
2.4 Unemployment .....	37
2.5 Female labour and age .....	41
2.6 Division of labour and differences between men and women .....	42
3. Wages .....	43
Conclusions and recommendations .....	47
CHAPTER III.	
SOCIAL SERVICES AND WOMEN'S EMPLOYMENT .....	49
1. Introduction .....	49
2. State support and benefits connected with motherhood and parenthood .....	52
2.1 Financial help in motherhood .....	52
2.2 Parental leave and parental benefit .....	53
2.3 Other allowances for parents and children .....	58
4. Tax benefit system .....	59
5. Institutions providing childcare .....	60
6. Single mothers .....	62
7. The effects of motherhood on a retired woman .....	63
Conclusions and recommendations .....	65
FINAL CONCLUSIONS .....	66
BIBLIOGRAPHY AND REFERENCES .....	68