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EU-Policies and Fertility:  
The Emergence of Fertility-Related Family  
Policies at the Supra-National Level

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**EU-Policies and Fertility:**  
**The Emergence of Fertility-Related Family Policies at the Supra-National Level**

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**Abstract:** The paper deals with fertility relevant policy initiatives at the European level. During the past decade the EU has set several initiatives concerning fertility issues. It is not clear whether these mark the emergence of a new policy field within the EU. To assess this issue we collected EU documents related to fertility relevant policy issues and quantified their development over time. We distinguished between binding and non-binding acts, and we analysed the key topics and frames of the EU documents collected in our dataset. The analysis shows that EU activities related to fertility relevant family policies have increased over time, both with respect to binding and non-binding initiatives. It further shows that the recent fertility-focused initiatives are embedded in policy frames and topics which to a large extent have been part of the core of European Union politics since its onset.

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This paper is joint work: Arianna Caporali established the first and main version of the database; Nora Sánchez Gassen checked the database, updated it, coded the data, and made the graphs; Gerda Neyer compiled the final paper from texts written by each of the authors. We presented previous versions of this paper at the IUSSP 2013 conference in Busan, South Korea (September 2013), at the Population Association of America Annual Conference in Washington, DC, USA (April 2014) and at the European Population Conference in Budapest (June 2014).

## **1. Introduction**

During the past two decades political and public discourses about family policies in Europe have increasingly been linked to fertility issues, in particular to the low fertility rates in many European countries. The number of European countries which state that their fertility levels are too low has risen substantially, as has the argument that low fertility rates will have negative consequences for Europe's economic development and the sustainability of its welfare states and its societies. More and more countries admit that they have or consider policy measures to raise fertility (Neyer 2012; Marshall 2015). In several countries, low fertility has become an explicit means of promoting changes in family policies (Hantrais and Letablier 1996; Hantrais 1999; Letablier 2008; Henninger et al. 2008).

Implicitly or explicitly, fertility issues have also been addressed by the European Union. The suggestions of the Barcelona Summit to increase childcare facilities in EU-member states (Presidency Conclusion 2002), the public consultation launched by the European Commission with the Green Paper "Confronting demographic change: a new solidarity between the generations" (European Commission 2005), the publication of its results with the Communication "The demographic future of Europe - from challenge to opportunity" (European Commission 2006), the establishment of an expert group on demographic issues (European Commission 2007), the biennial European demography forum and European demography report are signs of this development. These initiatives may be a sign of the emergence of a new policy area within the European Union. For, during the past decades the European Union has expanded its policy portfolio beyond the areas which constitute the core fields of European Union policy making: .... These expansions have been partly driven by issues which have become of growing concerns to the member states and might therefore be dealt with at the European level rather than at the member state level. As regards policies concerning family and fertility issues, the legal competence to handle these matters lie mainly with the member states. The Treaties of the European Union do not bestow the EU with the authority to legislate in these areas directly. It may, however, make use of other modes of governance, especially the Open Method of Coordination, to steer policy directions. In either case, to act directly or indirectly, it has to link its suggestions to areas of EU competences, such as its employment or equal opportunity strategies. The latter have been expanded to encompass economic, social, and family-related concepts of gender equality, which reach beyond the mere 'equal pay for equal work' perspective. This allowed for policy

activities in the area of, e.g., reconciliation of work and family or childcare (Stratigaki 2004; Lombardo and Meier 2008; Jacquot 2013; Jacquot et al. 2010; Hantrais 1999, 2007; European Commission 2006). In turn, issues such as employment and gender equality have been essential in EU-initiatives to further policies which are considered to affect childbearing and fertility development (e.g., parental-leave directive).

Although the recent fertility-related initiatives of the EU have received attention by demographers and family policy researchers (e.g., Population and Development Review 2006; McGlynn 2006), there exists no systematic overview over the development of such initiatives. It is therefore not possible to assess whether the recent initiatives constitute the emergence of a new policy field in the EU, that is, an expansion of EU activities beyond the EU's core fields of competence, or whether the initiatives comprise and unify policy lines long pursued by the European Union under a new perspective. There exists also no study that examines the types of fertility-related initiatives, i.e., whether an initiative takes the form of a legally binding norm, which must be implemented into national law by the member states, or whether it belongs to the "soft", non-binding measures, which suggest policy directions to EU-member states. Such legal aspects are relevant to determine the range and the consequences of the initiatives. Finally, there exists no study which explores the occurrence of fertility-related policy issues over time. Yet, fertility-related policies may turn out quite different depending on whether they are seen as part of employment policies or as part of gender equality policies, to name only two policy perspectives. The pattern of occurrence of policy initiatives allows us to assess the framing of fertility-related issues over time and through which policy channels fertility relevant issues have entered the EU policy agenda.

In this paper, we provide a first overview over fertility-related initiatives at the European Union level. We make use of a database which we established to document and explore European Union activities in the area of family related policies. In this paper we concentrate on aspects which are considered to influence fertility. These cover policies directly related to childbearing, such as maternity leave, parental leave, childcare, as well as aspects which are considered to affect fertility indirectly, such as the reconciliation of work and family, gender equality, equal opportunities, working time, and so forth. We also include issues which refer to fertility in a broader sense and provide a framing for fertility-related policy initiatives, such family and demographic issues. In the following sections we first outline the relevance of the European Union for family and fertility-related policies; we then briefly describe our data and the method before presenting and summarizing the results of our quantitative assessment.

## **2. Relevance of the European Union in the area of family- and fertility-related policies**

Since the Treaty of Rome (1957) and the creation of the European Economic Community (1957), the European Union has not only expanded from six countries to now 28 member states; it has also acquired more power to influence the member states and their policies (Nugent 2006; McCormick 2011). Four aspects are important for our study and for understanding the impact that the European Union has on family policies and on fertility issues in member states: First, the European Union can define standards and pass legally binding norms that have to be met by or implemented into the national laws of the member states. This can be done through two channels: The treaties of the European Union set normative standards which member states are obliged to observe in their legislation. For example, the Treaty of Rome introduced the principle of equal pay of women and men and thus set the basis for the expansion of the gender equality principles in subsequent treaties and the implementation of gender equality in national laws. The legally binding norms are also set through directives which must be implemented in the member states. For example, the parental leave directive (Council Directive 96/34/EC of 3 June 1996) granted women and men an individual right to a parental leave of at least three months (and stipulated other conditions with regard to this parental leave). Member states which did not have parental leave measures that fulfilled at least these requirements had to adapt their measures or implement EU-conforming regulations (Falkner et al. 2005). As a consequence, all EU member states now have an individual-rights based parental leave of at least three months.

Second, the European Union has also a normative and guiding function beyond its power to set legally binding norms. Recommendations, opinions, green papers, white papers, communications, action programmes and other non-legally binding documents set normative standards or make suggestions regarding policies and policy directions which member states should take. For example, the Barcelona summit proposed that member states increase their childcare facilities to provide childcare by 2010 to at least 33% of children under the age of three and to at least 90% of children aged three to mandatory school entry age. Although in 2010 these goals were still not in place in all member states, there has been progress in the expansion of childcare provision in member states since 2002 due the Barcelona target (European Commission 2013). The European Union can thus contribute to or facilitate the development of family policies in member states.

Third, through the European Union cross-national exchange on issues relevant to the member states and the EU (e.g., low fertility) on policies and policy directions has been institutionalized. Previously mostly bilateral exchange has been extended to include all member states. The institutionalization is either formal, e.g., through the meetings of ministers, or informal (through expert groups, commissions, etc.). This may also lead to policy changes or adaptation of policies in individual member states (e.g., through adoption of “best practice” examples).

Fourth, the European Union usually frames its legally-binding and non-binding initiatives within wider policy aims. Such aims may be, e.g., to increase fertility, to tackle demographic aging, to promote gender equality, to raise female labour force participation, to support sustainability, to promote economic or inclusive growth. The over-arching aims indicate the broader changes which the European Union envisions to obtain through its legally binding or non-binding norms. As regards fertility, they thus embed and contextualize the fertility-related initiatives of the EU within a setting of EU goals and point to additional policy directions which member states may take.

### **3. Data and Methods**

To document the development of fertility relevant EU-initiatives we put together a database on EU-initiatives in family-policy-related areas which are considered relevant for fertility. These concern labour market/employment (e.g. maternity protection), gender equality (e.g. work-life balance for women and men), family policies (e.g., childcare, parental leave). We also included indicators which capture the broader context in which fertility issues were addressed (e.g., demographic renewal). To collect the data, we made use of the main databases of the EU that provide information on EU laws and on the legal processes of EU initiatives. To retrieve the relevant documents we used keywords covering the fertility relevant policy areas mentioned above (see Appendix for a description of the collection process). For the analysis of the development of such policy initiatives, our database covers policies which are directly related to childbearing (e.g., parental leave), policies which are considered to influence childbearing indirectly (e.g., reconciliation of work and family), as well as documents which refer to fertility in a broader sense, such as demographic development or low fertility (see above). To document the development over time, we tried to collect all available documents issued since the Treaty of Rome (1957). In order to avoid that

closely related documents distort the results we used two approaches. For legally binding documents, we included the last, i.e. the final document (if several documents were published during negotiations covering the same issue). We chose to take the last available document, because if accepted this is the most relevant document for the member states. For legally non-binding documents (e.g. green paper, white paper), we included the first document. We chose the first one, because this was usually the prime document to which all subsequent (legally non-binding) documents (e.g., opinions of EU-institutions) referred to.<sup>2</sup> We classified all documents whether they are binding or non-binding. Binding documents comprise regulations, directives, and decisions (the latter only if they are of relevance to the EU as a whole); non-binding documents comprise all other documents issued by the EU, such as recommendations, resolutions, communications, reports, opinions (see: Appendix or <http://www.suda.su.se/research/demographic-data/databases/european-union-family-policy-dataset>). To analyse the development of the policies and their content over time we furthermore systematized the policies on the basis of their core topic, such as gender equality, maternity, parental leave, etc. This allowed us to better assess the emergence, persistence or temporality of fertility-related family issues and policies at the EU-level. In the following two sections, we present the key results on the development of the binding and non-binding initiatives, and on the development of the policy topics over time.

## **4. Results**

### **4.1. The Development of fertility relevant policy initiatives**

Many researchers have pointed out that during the past decades the political agenda of the European Union has broadened substantially. Its policy activities have expanded far beyond the core areas on which the common market was founded (Nugent 2010; Buonanno and Nugent 2013). This is also reflected in the increase in initiatives in our research area. In the 2000s the EU released about nine times as many documents related directly or indirectly to fertility relevant issues than in the 1970s (see Table 1). The increase has been particularly pronounced since the 1990s. This is partly related to the expansion of new modes of governance in the EU (Open Method of Coordination), which facilitated policy initiatives outside the EU's core policy areas (McGlynn 2006) or a shift in focus (Jacquot, Ledoux and

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<sup>2</sup> The selection was based on information retrieved from Pre-Lex.

Palier 2010). Yet, it is also a sign of the stronger engagement of the EU in areas which are not core economic, but which may affect the economic performance and the market development of the EU.

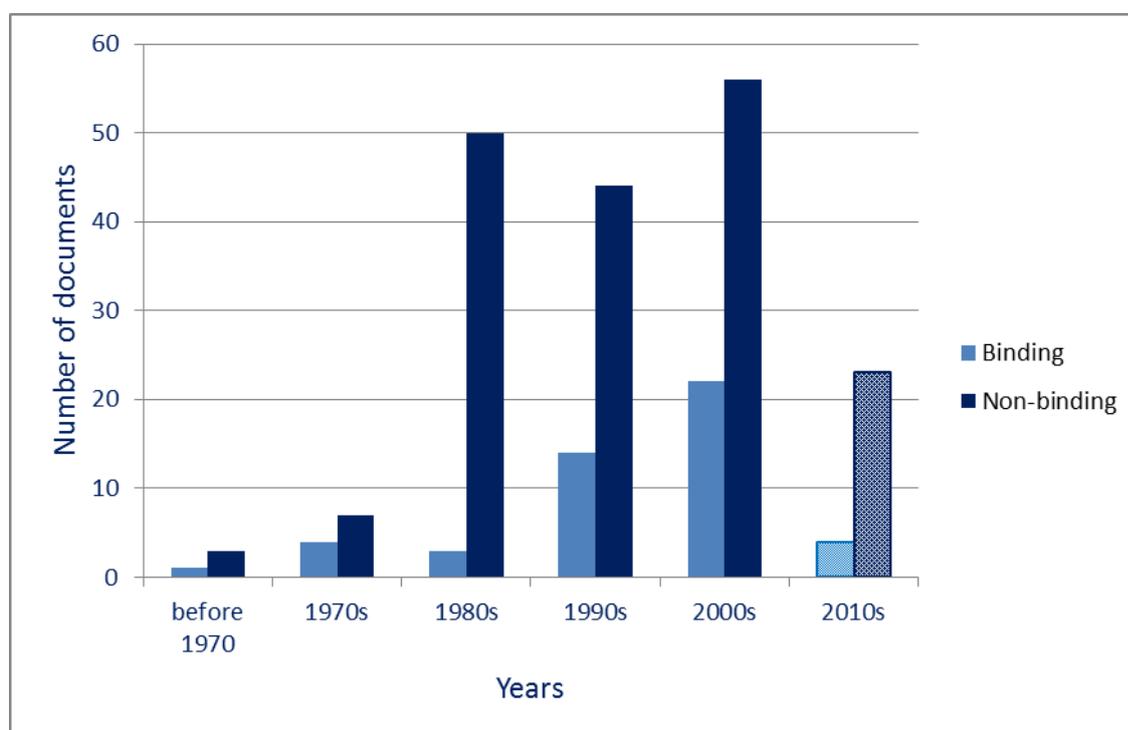
#### **4.2. Development of binding and non-binding documents**

Some researchers maintain that the expansion of the policy agenda of the European Union towards market-adjacent or non-market areas has not been accompanied by a gain in legislative power of the European Union in these areas (Hantrais 2007; Scharpf 2002). The expansion together with new modes of governance has rather led to a decrease of legally binding activities relative to legally non-binding activities (Scharpf 2002). The development of binding and non-binding initiatives in fertility relevant family-policy areas supports as well as challenges these assumptions. Not surprisingly, due to the limited legislative authority of the European Union in the area of fertility-/family-related issues, non-legally binding initiatives outnumber the legally-binding acts (Figure 1). Non-binding activities increased particularly during the 1980s. The vast majority of documents of the 1980s in our database (85%) are non-binding. During the subsequent decades (1990s and 2000s), non-binding activities still outnumbered binding ones by far (about 70% of documents of the 1990s and 2000s are non-binding), but we can also observe an increase in legally binding activities. Overall, after the initial surge in non-binding activities in the 1980s we do not find a diverging development between binding and non-binding activities. Both increased during the 1990s and 2000s.<sup>3</sup> The onset of the increase in the number of non-binding documents started earlier (1980s) than the onset of the increase in the number of binding documents (1990s). This implies that the heightened attention which the European Union has come to pay to fertility- and family related issues were first mostly non-binding in form and then followed by binding acts.

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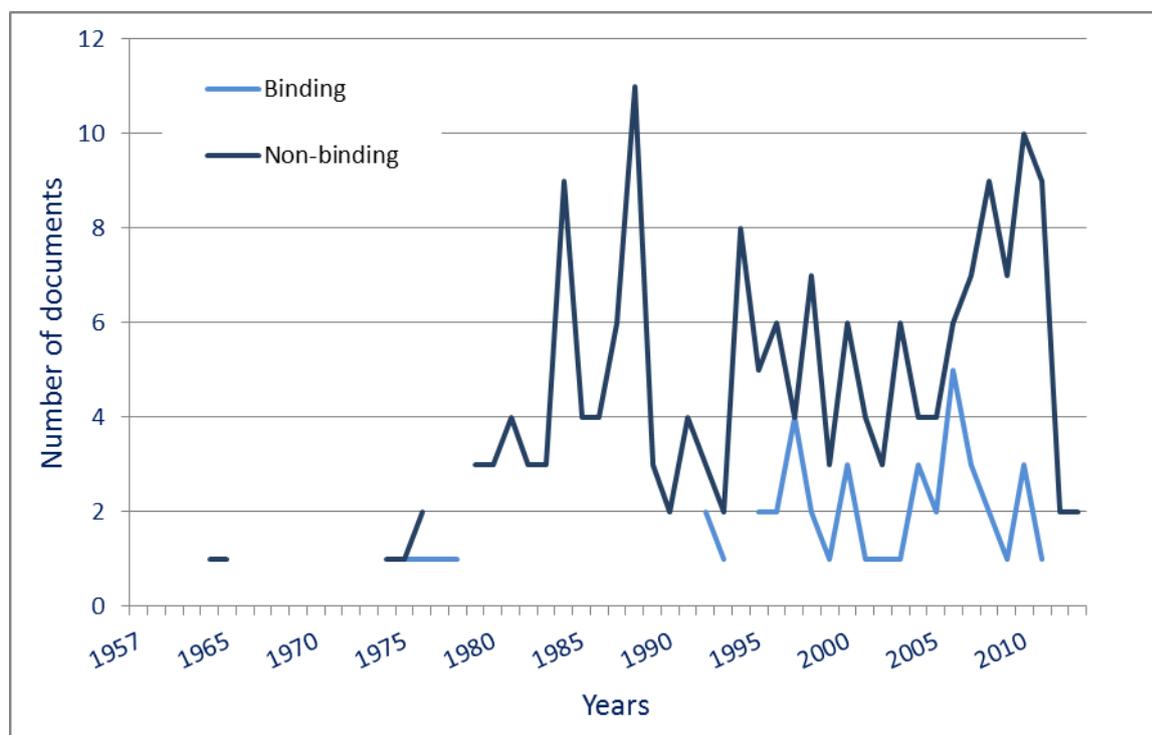
<sup>3</sup> Our database covers acts through 2013. Since the 2010s are not over, the numbers cannot be compared to those of the previous decades. We therefore use a different pattern in the figure to represent the activities of the last years in the figure .

*Figure 1: Development of legally binding and legally non-binding fertility-relevant family policy initiatives (by decade)*



An overview over the EU-activities by year provides a more nuanced picture (Figure 2). As regards non-binding documents we find more continuous activities over time. Since the early 1970s the European Union published non-binding documents related to our issues almost every year. The intensity increased substantially in the early 1990s, and then again during the period 2007 to 2012. The latter was the period when the Demographic Expert Group instituted by the European Union was in office (2007-2012). Compared to non-binding documents, legally binding acts are more scattered over the individual years. The higher number of legally binding acts in the 1990s is due to the heightened activities of the European Union in social policy matters (e.g. maternity leave; parental leave) during this time (Falkner, Treib and Hartlapp 2005; Hantrais 2007). Since 2000 we also observe a more continuous legislative activity pattern than prior to 2000. However, the yearly activity levels have not increased linearly. We rather find that the activities fluctuate by year, with heightened activities in particular years or periods, and fewer activities in other years. Despite the latter, the general increase both in binding and non-binding acts may indicate that fertility relevant family policy issues have become more firmly established within the agenda and the policy realm of the European Union.

Figure 2: Development of legally binding and legally non-binding fertility relevant family-policy initiatives (by year)



### 4.3. Content frame of fertility-related family policies initiatives of the EU

Legally binding acts (regulations, directives, decisions) have to be implemented or transposed into national laws (see, e.g., Falkner, Treib and Hartlapp 2005 on the implementation of the parental-leave directive and other family- and fertility-related directives into national member states' laws). They therefore have a greater immediate impact on national legislation than non-binding acts. The social impact of an initiative, that is, the impact on childbearing behaviour, does not necessarily depend on whether it has a binding or non-binding form. For, in some cases, the transposition of a binding legislation into national legislation may require only very minor adjustments of the national law (Falkner, Treib and Hartlapp 2005), so that one may expect no measurable impact on the behaviour of families (Neyer and Andersson 2008). Political scientists maintain that apart from the legal strength of an act, its outcome and its effect may depend on its framing, that is, which social issues it addresses and which aims it is to achieve (on framing and its impact, see: Goffman 1974). This also applies to fertility-related policies. For example, fertility-relevant family policies proposed with a perspective on gender equality may turn out quite differently than fertility-relevant family policies proposed with a perspective on employment or with a perspective on tackling demographic change.

Many of the European Union initiatives, in particular non-binding acts, propose a frame for the content of policies or an aim rather than a concrete measure. For example, the document may state that member states "... should take steps to facilitate the reconciliation of work and family", leaving it to the member state what kind of measure it introduces to achieve this aim. Many EU documents also suggest a variety of policies aiming at the same goal, such as reduce working time, expand child care, raise employment participation, combat poverty, etc. Broad frames or multiple policy suggestions make it difficult to extract the main focus of a document. To assess the core content we decided to classify all initiatives by their key frame or topic rather than by the proposed measures. Our key frames or topics turned out to be more detailed than the areas in which the European Union has the legal authority to legislate. The latter areas were too few and too broad to reflect changes in framing and policy content over time. We identified the following key frames which applied to the collected documents: Working time and reconciliation of work and family life; maternal health and maternity leave; childcare and care (leave) for children; family protection and family well-being (e.g., poverty); gender equality; demographic change and population issues; reproductive rights and reproductive technology; framework policies (treaties, institution of an action programme, platform, roadmap, expert group, etc.). The results of this classification provide some insight into the development of the policy frames and policy contents and of their changes over time (Figure 3). Four aspects are particularly striking:

First, specific topics cumulate at specific times or time periods. For example, maternal health/maternity leave appeared frequently in the early 1990s, when the pregnant worker's directive (Directive 92/85/EEC) was adopted. Working time and/or reconciliation of work and private life occurred from the 1990s onwards, but comparatively rarely before. This reflects the social policy activities in the early 1990s (see Falkner, Treib and Hartlapp 2005) as well as the shift in the European Union's gender-equality policies from promoting equality at work to promoting reconciliation of work and family (Jacquot, Ledoux and Palier 2010). The cumulation of specific policy issues at specific times, such as demographic change in the early 1990s or in the 2000s, also seems to coincide with external events (in our case, the Cairo population conference) or with prevailing attitudes towards social issues among European member states and European citizens (see also, Hageman, Hobolt and Wratil 2016).

Second, gender equality is a dominant frame in fertility relevant policy issues. Gender equality does not only appear most consistently throughout our observational period; on average, the usage of gender equality as key frame has also increased over time. This may be attributed to the fact that first, as early as the founding Treaty (Treaty of Rome 1957, art. 119)

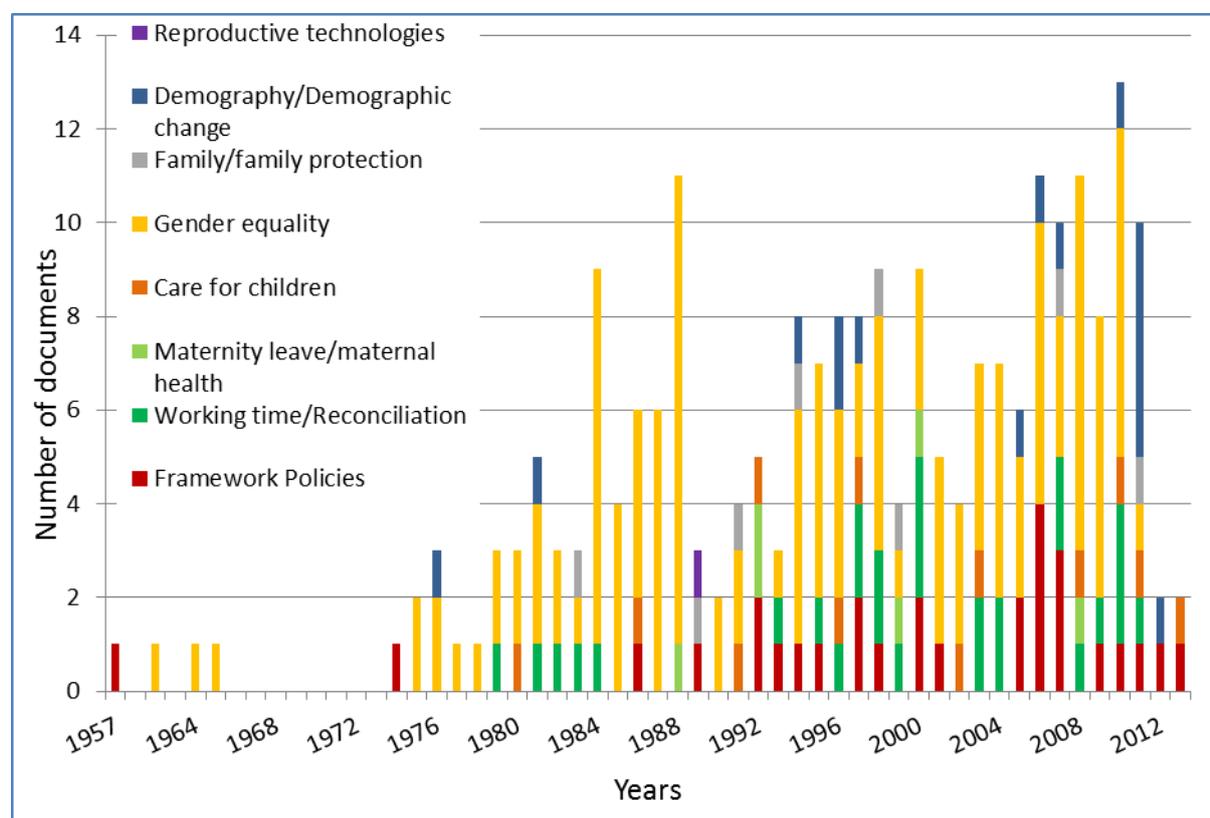
equality between women and men (then only regarding pay) was acknowledged as a policy aim of the European community. This early incorporation of gender equality may have facilitated subsequent policy suggestions to promote gender equality (Pierson 2000). Secondly, gender equality has become a widely accepted norm across Europe, so that gender equality may form a common denominator for European Union fertility relevant family-policy initiatives.

Third, compared to gender equality, employment-related key frames appeared relatively late on the fertility relevant family-policy agenda, despite the fact that the European Union has the authority to legislate in employment matters. The activity pattern regarding working time, the reconciliation of work and family life, and partly also maternity protection and parental leave, corresponds to the enhancing attention that the European Union has paid to fertility and family matters in order to facilitate women's labour force participation.

Fourth, as in other policy areas, framework policies (roadmaps, action programmes, etc.) have also become a means to promote broader fertility relevant family policies since the 1990s and the establishment of the open method of coordination as a governance tool.

Fifth, although demographic changes such as the decline of fertility rates, the increase in non-marital births, in parental separation/divorce and in single parenthood, have fundamentally altered family forms since the late 1960s, demographic change and demographic issues have not been consistent issues in fertility relevant family-related policy initiatives of the European Union. Demography as key frame occurred mainly in the early 1990s and in the 2000s in the context of low fertility and population ageing.

Figure 3: Key frames and topics of fertility relevant family-policy initiatives of the European Union



## 5. Summary

In this paper we presented an overview over the development of fertility relevant policies at the European Union level. The overview makes use of the database of European Union Family Policies (see Appendix or <http://www.suda.su.se/research/demographic-data/databases/european-union-family-policy-dataset>) with a focus on fertility-related issues. To our knowledge it is the first overview based on a systematic collection and quantitative description of EU documents related to this topic. We distinguished between binding and non-binding acts and classified their policy content according to their main topics or frames. Our results indicate that the European Union addressed fertility relevant family-policy issues we analysed far longer than commonly assumed. The EU activities in this policy area have increased over time, especially since the 1990s. Non-binding acts clearly outnumber binding acts, but both show a similar pattern of increase. In sum, we may conclude that the heightened EU activities of the 2000s triggered by the growing attention to low fertility in Europe did not

mark the emergence of an entirely new field of policy activities in the EU. The policies suggested to combat low fertility in the 2000s had forerunners on the European Union agenda, even if these were not aiming at fertility issues. The analysis of the framing and key topics of policies over time, however, suggests a more comprehensive approach of the European Union to fertility relevant family policy issues. Whether this indicates that fertility relevant family policy issues will continue to be addressed at the European Union level remains to be an open question for further research in the future.

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## **Appendix: Data collection strategy**

To document the development of fertility-related family-policy initiatives at the EU level, we collected data on policy initiatives at the intersection of gender, employment, and family life. These dimensions are usually considered relevant for childbearing and fertility development in Europe and they also cover essential dimensions of family-related societal development at large.

We proceeded in two stages: In the first stage, we decided to focus on three policy areas, namely childcare, reconciliation between private life and working life, and gender equality. To get an overview over EU-policies, we consulted the website “Summaries of EU legislation” ([http://europa.eu/legislation\\_summaries/index\\_en.htm](http://europa.eu/legislation_summaries/index_en.htm)). It offers up-to-date summaries of EU activities and legislation in force in the form of standardized and easy-to-read factsheets. Only legal decisions of temporary interest, such as decisions on grants, are not covered. This database covers now 36 thematic areas<sup>4</sup> that correspond to the topics of the European Union (for further information, see the webpage: [http://europa.eu/pol/index\\_en.htm](http://europa.eu/pol/index_en.htm)). We focused on the thematic area “Employment and social affairs”, since this area is most closely related to our topic. We collected all the policy documents and their related acts that fell into the policy areas previously selected. We additionally checked the webpage of the European Commission’s Directorate General (DG) for Employment, Social Affairs & Inclusion (<http://ec.europa.eu/social/home.jsp>), in particular the page “Policies and Activities”. We gathered the policy documents mentioned in this page that belonged to one of our selected policy areas and that were not yet recorded in our database.

These three strategies were supplemented by a three-fold analytical work: 1) we checked whether our collection missed any policy document relevant to our selected policy areas that was mentioned in existing literature on European social policy; 2) we searched Pre-lex<sup>5</sup>, the database which contained the documents relevant for the policy development, for documents not yet included in our database and 3) we went through each found policy document, and we recorded and gathered all the acts mentioned in their texts either as related acts or as acts that had become obsolete due to the passing of them. Furthermore, we applied two main selection criteria: a) we only included policy documents adopted by one of the main EU institutions - i.e. the European Commission, European Parliament, European Council,

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<sup>4</sup> When we did our initial work, there were only 32 thematic areas.

<sup>5</sup> Pre-lex still existed as a separate database when we started our work. It has since been incorporated into the database Eur-Lex.

Committee of the Regions and Economic and Social Committee -; b) we restricted the collection to those acts that were fertility- and family- relevant and that treated the respective policy area in a broad sense. For example, in the area “gender equality”, we left aside those policies that deal with women in decision-making processes, women in armed conflicts, and women in science. As to the time coverage of the database, we decided to consider all the policies adopted since the creation of the European Communities in 1957.

In order to retrieve the official text of collected policy documents, we looked at the database “EUR-Lex” (<http://eur-lex.europa.eu/en/index.htm>). This database offers access to EU law. Its principal source is the Official Journal (OJ). The original documents are catalogued by unique identifiers called CELEX numbers and thus easy to retrieve. However, this database does not include all EU policy documents passed since 1957. Some documents not published in the OJ and some EU historical documents are not catalogued. To retrieve the official text of these documents, we used the Archive of European Integration maintained by the University of Pittsburgh (<http://aei.pitt.edu/>). This archive collects key historical European Union documents which are not readily available in electronic format in the EU databases. Most documents are preparatory acts, i.e., of the following types: COM documents; SEC documents; annual or general reports; Green and White Papers and supplements; committee reports. Whenever the document we were looking for was not available in this database either, we contacted the Archives and Documentation Centre (CARDOC) of the European Parliament. This centre sent us electronic versions (in pdf format) of official texts of EU policy documents. Finally, for documents released by the Council of the EU, we also made use of its Public Register (<http://www.consilium.europa.eu/documents/access-to-council-documents-public-register?lang=en>), which offers full access to official policy texts.

European Union Family Policy Dataset: Fertility-Related Family Policy Initiatives		
<b>Title:</b>	<i>Arianna Caporali; Nora Sanchez Gassen</i>	
<b>Authors:</b>	See: Neyer, G., Caporali, A., and Sanchez Gassen, N. (2017): EU-Policies and Fertility: The Emergence of Fertility Related Family Policies at the Supra-National Level	
<b>Source:</b>		
	BINDING POLICIES	NON-BINDING POLICIES
1957	Treaty establishing the European Economic Community (Article 119 on equal pay)	
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1962		Report of the Commission to the Council on the application of Article 119 as of 30. June 1962
1963		
1964		Report of the Commission to the Council on the application of Article 119 on 30. June 1963
1965		Report of the Commission to the Council on the application as of 31 December 1964 of Article 119 EEC and of the resolution adopted by the conference of Member States of 30 December 1961
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1974		COUNCIL RESOLUTION of 21 January 1974 concerning a social action programme
1975	Council Directive 75/117/EEC of 10 February 1975 on the approximation of the laws of the Member States relating to the application of the principle of equal pay	Commission Communication of 12. February 1975 to the Council on equality of treatment of men and women workers
1976	Council Directive 76/207/EEC of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions	
1977	Council Decision of 20. December 1977 on action by the European Social Fund for women	
1978	Council Directive 79/7/EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security	
1979		Council Resolution of 18. December 1979 on the adaptation of working time
		Report of 12. January 1979 of the Commission to the Council on the application as at 12. February 1978 of the principle of equal pay for men and women. (Article 119 of the EEC Treaty and Council Directive 75/117/EEC of 10 February 1975).
1980		Resolution of 19. June 1980 on the position of women in the European Community
		Report of 15. December 1980 from the Commission to the Council on the situation at 12. August 1980 with regard to the implementation of the principle of equal treatment for men and women as regards: access to employment and promotion, access to vocational guidance and training, working conditions
		Communication from the Commission to the Council of 18. November 1980. Standardisation of the system of paying family benefits to workers the members of whose families reside in a Member States other than the country of employment.
1981	Commission Decision of 9. December 1981 relating to the setting up of an Advisory Committee on Equal Opportunities for Women and Men (82/43/EEC)	Resolution of 11. February 1981 on the position of women in the European Community
		Fifth statistical programme of 29. July 1981 of the European Communities 1982-1984. Annex 2. Directorate B. Demographic and social statistics. COM (81) 327 final
		Communication of 09. December 1981 from the Commission to the Council: A new community action programme on the promotion of equal opportunities for women 1982-1985
		Resolution of 17. September 1981 on employment and the adaptation of working time
1982		Council Resolution of 12. July 1982 on the promotion of equal opportunities for women
		Communication of 06. December 1982 from the Commission to the Council concerning participation by the Community in the United Nations World Conference in Nairobi to review and appraise the achievement of the UN Decade for Women and in the preparations for the conference.
		Memorandum of 08. December 1982 on the reduction and reorganisation of working time
1983		Resolution of 9. June 1983 on Family Policy in the European Community
		Resolution of 28. April 1983 on the memorandum from the Commission of the European Communities on the reduction and reorganization of working time

	BINDING POLICIES	NON-BINDING POLICIES
1984		Progress report of 04. January 1984 on the implementation of the new Community Action Programme on the promotion of equal opportunities for women
		Interim Report of 06. January 1984 on the application of directive 79/7/EEC of 19. December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security
		Memorandum of 14. December 1984 on income taxation and equal treatment for men and women
		Report of 04. December 1984 of the Commission to the Council on the application of the principle of equal pay for men and women in Greece (Article 119 of the EEC Treaty and Council Directive 75/117/EEC of 10 February 1975)
		Council Resolution of 7. June 1984 on action to combat unemployment amongst women
		Council recommendation of 13. December 1984 on the promotion of positive action for women
1985		Equal opportunities for women - medium-term community programme of 19. December 1985 - 1986/1990
		Report of 18. December 1985 from the Commission to the Council on the situation with regard to the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion and working conditions in Greece
		Report of 29. November 1985 from the Commission to the Council on the implementation of the new Community Action Programme on the promotion of equal opportunities for women (1982/1985)
1986	Council Directive 86/613/EEC of 11. December 1986 on the application of the principle of equal treatment between men and women engaged in an activity, including agriculture, in a self-employed capacity, and on the protection of self-employed women during pregnancy and motherhood	Communication of 24. July 1986 from the Commission to the Council: Problems of social security - Areas of common interests
	Council Directive 86/378/EEC of 24. July 1986 on the implementation of the principle of equal treatment for men and women in occupational social security schemes	European Commission Network on Childcare (1986-1996)
		Second Council Resolution of 24. July 1986 on the promotion of equal opportunities for women
		Resolution of 10. March 1986 on child-care infrastructures
1987		Communication by the Commission of 20. March 1987: Protective legislation for women in the member states of the European Community
		Council conclusions of 26. May 1987 on vocational training for women
		Council Conclusions of 26. May 1987 on protective legislation for women in the Member States of the European Community
1988		Report of 30. June 1988 on the implementation of the Council recommendation of 13. December 1984 on the promotion of positive action for women (84/635/EEC)
		Report of 09. December 1988 of the Commission on the implementation of the resolution to combat unemployment amongst women (84/C161/02)
		Report of 16. December 1988 on the application of directive 79/7/EEC of 19. December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security
		Council Resolution of 16. December 1988 on the reintegration and late integration of women into working life
		Interim report of 23. March 1988 from the Commission on some aspects of the implementation of the medium-term Community programme 1986-1990 on equal opportunities for women
1989		Communication of 08. August 1989 from the Commission on family policies
		Resolution of 16. March 1989 on artificial insemination " in vivo " and " in vitro "
		Community Charter of the Fundamental Social Rights of Workers of 9. December 1989
1990		Equal opportunities for women and men - the third medium-term Community Action Programme of 06. November 1990, 1991 - 1995
		Council Resolution of 29. May 1990 on the protection of the dignity of women and men at work
1991	Council Directive 91/383/EEC of 25. June 1991 supplementing measures to encourage improvements in the safety and health of workers with a fixed-duration employment or a temporary employment relationship	Commission Recommendation of 27. November 1991 on the protection of the dignity of women and men at work
		Resolution of 13. December 1991 on application of the third Council Directive on the progressive implementation of the principle of equal treatment for men and women in matters of social security (79/7/EEC of 19 December 1978)
		Resolution of 19. April 1991 on childcare and equality of opportunity
1992	Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding	Council Recommendation of 24. June 1992 on common criteria concerning sufficient resources and social assistance in social protection systems
	Treaty on European Union (Maastricht Treaty; Art. 6 and Agreement on social policy of 07. February 1992 concluded between the Member States of the European Community with the exception of the United Kingdom of Great Britain and Northern Ireland)	Council recommendation of 31. March 1992 on child care
1993	Council Directive 93/104/EC of 23. November 1993 concerning certain aspects of organization of working time	Green Paper of 17. November 1993: European Social Policy: Options for the Union

	BINDING POLICIES	NON-BINDING POLICIES
1994		Resolution from the European Parliament of 14. December 1994 on protection of families and family units at the close of the International Year of the Family
		Resolution of 11. March 1994 on the demographic situation and development
		Report from the Commission on the implementation of Council directive of 11 December 1986 on the application of the principle of equal treatment between men and women engaged in an activity, including agriculture, in a self-employed capacity, and on the protection of self-employed women during pregnancy and motherhood (86/613/EEC)
		The demographic situation of the European Union: 1994 Report of 13. December 1994
		A White Paper of 27. July 1994: European Social policy - A way forward for the Union
		Memorandum of 23. June 1994 on equal pay for work of equal value
		Resolution of the Council and of the representatives of the Governments of the Member States, meeting within the Council of 6 December 1994 on equal participation by women in an employment-intensive economic growth strategy within the European Union
1995	Council Decision of 22. December 1995 on a medium-term Community action programme on equal opportunities for men and women (1996 to 2000)	Report of 13. June 1995 from the Commission - Equal opportunities for women and men - Third Community Action Programme 1991 - 1995 (mid-term report)
	Commission Decision of 19. July 1995 amending Decision 82/43/EEC relating to the setting up of an Advisory Committee on Equal Opportunities for Women and Men (95/420/EC)	Report of 13. June 1995 from the Commission on the implementation of the Council recommendation of 13. December 1984 on the promotion of positive action for women (84/635/EEC)
		Communication of 12. April 1995 from the Commission to the Council, the European Parliament, the Economic and Social Committee and the Committee of the Regions - Medium term social action programme 1995-1997
1996	Council Directive 96/34/EC of 3. June 1996 on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC	Council Conclusions of 15. July 1996 on activities with regard to demography
	Council Directive 96/97/EC of 20. December 1996 amending Directive 86/378/EEC on the implementation of the principle of equal treatment for men and women in occupational social security schemes	Resolution of 18. September 1996 on a reduction and adaptation of working time
		Communication of 17. July 1996 from the Commission - A code of practice on the implementation of equal pay for work of equal value for women and men
		Report of 23. February 1996 from the Commission to the Council and the European Parliament - The demographic situation in the European Union - 1995
		Communication of 21. February 1996 from the Commission "Incorporating equal opportunities for women and men into all Community policies and activities"
1997	Treaty of Amsterdam (Social Chapter of the EC Treaty; Art. 2 of the Treaty amending Art. 2, 118-120; Declaration on Art. 119(4))	Commission Communication of 01. October 1997 - Proposal for Guidelines for Member States Employment Policies 1998 (followed by annual and then biannual guidelines: one guideline was the strengthening of equal opportunity policies)
	Council Directive 97/80/EC of 15. December 1997 on the burden of proof in cases of discrimination based on sex	Demographic Report 1997 of 10. July 1997
	Council Directive 97/81/EC of 15. December 1997 concerning the Framework Agreement on part-time work concluded by UNICE, CEEP and the ETUC	Annual Report of 12. February 1997 from the Commission - Equal opportunities for women and men in the European Union - 1996
	Council Directive 97/75/EC of 15. December 1997 amending and extending, to the United Kingdom of Great Britain and Northern Ireland, Directive 96/34/EC on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC	White paper of 15. July 1997 on sectors and activities excluded from the working time directive
1998		Communication of 29. April 1998 from the Commission - Social action programme (1998-2000)
		Annual Report 1997 of 13. May 1998 - Equal Opportunities for Women and Men in the European Union
		Interim report of 17. December 1998 of the Commission to the European Parliament, the Council, the Economic and Social Committee and the Committee of the Regions on the implementation of the medium-term Community action Programme on equal opportunities for men and women (1996 to 2000)
		Progress report of 04. March 1998 from the Commission on the follow-up of the Communication: Incorporating equal opportunities for women and men into all Community policies and activities.
1999	Council directive 1999/70/EC of 28. June 1999 concerning the framework agreement on fixed-term work concluded by ETUC, UNICE and CEEP	Resolution of 28. January 1999 on the protection of families and children
		Report of 15. March 1999 from the Commission on the implementation of Council directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the health and safety at work of pregnant workers and workers who have recently given birth or are breastfeeding
		Annual report of 05. March 1999 from the Commission - Equal Opportunities for Women and Men in the European Union - 1998

	BINDING POLICIES	NON-BINDING POLICIES
2000	Charter of Fundamental Rights of the European Union (only became legally binding with the entry into force of the Lisbon Treaty)	Lisbon European Council 23. and 24. March 2000, Presidency Conclusions
	Directive 2000/34/EC of the European Parliament and of the Council of 22. June 2000 amending Council Directive 93/104/EC concerning certain aspects of the organisation of working time to cover sectors and activities excluded from that Directive	Communication from the Commission of 5. October 2000 on the Guidelines on the assessment of the chemical, physical and biological agents and industrial processes considered hazardous for the safety or health of pregnant workers and workers who have recently given birth or are breastfeeding
	Council decision of 20. December 2000 establishing a Programme relating to the Community framework strategy on gender equality (2001-2005)	Communication of 07. June 2000 from the Commission to the Council, the European Parliament, the Economic and Social Committee and the Committee of the Regions: Towards a community framework strategy on gender equality (2001-2005)
		Report of 08. March 2000 from the Commission to the Council, the European Parliament, the Economic and Social Committee and the Committee of the Regions: Equal opportunities for women and men in the European Union - 1999
		Report of 01. December 2000 from the Commission - State of implementation of Council Directive 93/104/EC of 23 November 1993 concerning certain aspects of the organisation of working time ("Working Time Directive")
		Resolution of the Council and of the Ministers for Employment and Social Policy, meeting within the Council of 29. June 2000, on the balanced participation of women and men in family and working life
2001	Treaty of Nice, Art. 2 (on Art. 137)	Communication of 02. March 2001 from the Commission to the Council and the European Parliament: Framework Strategy on Gender Equality Work Programme for 2001
	Council Decision of 20. December 2000 establishing a Programme relating to the Community framework strategy on gender equality (2001-2005)	Report of 02. April 2001 from the Commission to the Council, the European Parliament, the Economic and Social Committee and the Committee of the Regions: Annual report on equal opportunities for women and men in the European Union 2000
		Communication of 17. December 2001 from the Commission to the Council and the European Parliament - Framework Strategy on Gender Equality Work - Programme for 2002
2002	Directive 2002/73/EC of the European Parliament and of the Council of 23. September 2002 amending Council Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions	European Parliament Resolution of 04. July 2002 resolution on the application of the gender equality work programme (2001-2005)
		Communication of 20. December 2002 from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions: Implementation of gender mainstreaming in the Structural Funds programming documents 2000-2006
		Report of 28. May 2002 from the Commission to the Council, the European Parliament, the Economic and Social Committee and the Committee of the Regions: Annual report on equal opportunities for women and men in the European Union 2001
		Presidency Conclusions – Barcelona European Council 15 and 16 March 2002 (child care)
2003		Report of 19. June 2003 from the Commission on the Implementation of Council Directive 96/34/EC of 3rd June 1996 on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC
		Council Resolution of 27. November 2003 on equal access to and participation of women and men in the knowledge society for growth and innovation
		Communication of 30. December 2003 from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions and the social partners at Community level concerning the re-exam of Directive 93/104/EC concerning certain aspects of the organization of working time
		Report of 05. March 2003 from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions: Annual Report on Equal Opportunities for Women and Men in the European Union 2002
		Communication of 03. February 2003 from the Commission to the European Parliament and the Council - Framework Strategy on Gender Equality - Work Programme for 2003
2004	Commission Regulation (EC) No 29/2004 of 8. January 2004 adopting the specifications of the 2005 ad hoc module on reconciliation between work and family life provided for by Council Regulation (EC) No 577/98	European Parliament resolution of 09. March 2004 on reconciling professional, family and private lives
	Council Directive 2004/113/EC of 13. December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services	European Parliament resolution of 10. March 2004 on the European Union's policies on gender equality
	Decision of the European Parliament and of the Council of 29. April 2004 establishing a Community action programme to promote organisations active at European level in the field of equality between men and women (848/2004/EC)	Report of 19. February 2004 from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions: Report on equality between women and men, 2004
		European Parliament resolution of 14. January 2004 on Equal Opportunities for Women and Men in the European Union

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2005	Council decision of 12 July 2005 on Guidelines for the employment policies of the Member States (2005/600/EC)	Communication of 16. March 2005 from the Commission: Green Paper "Confronting demographic change: a new solidarity between the generations"
	Decision of the European Parliament and the Council of 7. September 2005 amending Council Decision 2001/51/EC establishing a programme relating to the Community framework strategy on gender equality and Decision No 848/2004/EC establishing a Community action programme to promote organisations active at European level in the field of equality between men and women (1554/2005/EC)	Communication of 20. October 2005 from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: European values in the globalised world - Contribution of the Commission to the October Meeting of Heads of State and Government
		Report of 14. February 2005 from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions on equality between women and men, 2005
		Communication of 01. June 2005 from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions: Non-discrimination and equal opportunities for all - A framework strategy
2006	Regulation (EC) No 1081/2006 of the European Parliament and of the Council of 5. July 2006 on the European Social Fund and repealing Regulation (EC) No 1784/1999	Communication of 01. March 2006 from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions: A Roadmap for equality between women and men, 2006-2010
	Decision No 771/2006/EC of the European Parliament and of the Council of 17. May 2006 establishing the European Year of Equal Opportunities for All (2007) — towards a just society	Commission Communication of 12. October 2006: The demographic future of Europe – from challenge to opportunity
	Directive 2006/54/EC of the European Parliament and of the Council of 5. July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)	Opinion of 13. September 2006 of the European Economic and Social Committee on Quality of working life, productivity and employment in the context of globalisation and demographic challenges
	Regulation (EC) No 1922/2006 of the European Parliament and of the Council of 20. December 2006 on establishing a European Institute for Gender Equality	Council Conclusions of 1. December 2006 on men and gender equality
	Decision No 1672/2006/EC of the European Parliament and of the Council of 24. October 2006 establishing a Community Programme for Employment and Social Solidarity — Progress	Green Paper of 22. November 2006: Modernising labour law to meet the challenges of the 21st century
		Report of 22. February 2006 from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions on equality between women and men - 2006
2007	Commission Decision of 8 June 2007 setting up an expert group on demographic issues (2007/397/EC)	Communication of 10. May 2007 from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: Promoting solidarity between the generations
	Directive 2007/30/EC of the European Parliament and of the Council of 20. June 2007 amending Council Directive 89/391/EEC, its individual Directives and Council Directives 83/477/EEC, 91/383/EEC, 92/29/EEC and 94/33/EC with a view to simplifying and rationalising the reports on practical implementation	European Parliament resolution of 19. June 2007 on a regulatory framework for measures enabling young women in the European Union to combine family life with a period of studies
	Treaty of Lisbon (Art. 1 (on Art. 1a and 2), Art. 66 (on Art. 65)), Declaration no. 61)	Opinion of 11. July 2007 of the European Economic and Social Committee on The role of the social partners in reconciling working, family and private life
		Conclusions of 17. July 2007 of the Council and of the Representatives of the Governments of the Member States, meeting within the Council, on the importance of family-friendly policies in Europe and the establishment of an Alliance for Families
		Opinion of 14. March 2007 of the European Economic and Social Committee on The family and demographic change
		Communication of 18. July 2007 from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: Tackling the pay gap between women and men
		Report of 07. February 2007 from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions on equality between women and men – 2007
	Council resolution of 5. December 2007 on the follow-up of the European Year of Equal Opportunities for All	

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2008	Proposal for a Directive of the European Parliament and of the Council of 03. October 2008 amending Council Directive 92/85/EEC on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding (ongoing legislative process)	Communication of 03. October 2008 from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions - A better work-life balance: stronger support for reconciling professional, private and family life
	Commission Decision of 16. June 2008 relating to the setting up of an Advisory Committee on Equal Opportunities for Women and Men (2008/590/EC)	Report 23. January 2008 from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions - Equality between women and men — 2008
		Communication of 13. August 2008 from the Commission to the Council, the European Parliament, the Economic and Social Committee and the Committee of the Regions: Final evaluation report on the Community framework strategy and Community action programme relating to the Community strategy on gender equality (2001-2006)
		Communication of 26. November 2008 from the Commission to the Council, the European Parliament, the Economic and Social Committee and the Committee of the Regions: Mid-term progress report on the roadmap for equality between women and men (2006-2010)
		Council Conclusions of 09. June 2008 on Eliminating Gender Stereotypes in Society
		European Parliament resolution of 20. May 2008 on progress made in equal opportunities and non-discrimination in the EU (the transposition of Directives 2000/43/EC and 2000/78/EC)
		Communication of 02. July 2008 from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: Non-discrimination and equal opportunities: A renewed commitment
		Report of 03. October 2008 from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: Implementation of the Barcelona objectives concerning childcare facilities for pre-school-age children
2009	Commission Regulation (EC) No 20/2009 of 13. January 2009 adopting the specifications of the 2010 ad hoc module on reconciliation between work and family life provided for by Council Regulation (EC) No 577/98	Communication of 19. June 2009 from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions: Implementation, results and overall assessment of the 2007 European Year of Equal Opportunities for All
		Council Conclusions of 08. June 2009 on Equal opportunities for women and men: active and dignified ageing
		Report of 27. February 2009 from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions: Equality between women and men — 2009
		Opinion of 01. October 2009 of the European Economic and Social Committee on Links between gender equality, economic growth and employment rates
		Report of 18. December 2009 from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions: Equality between women and men — 2010
2010	Council Directive 2010/18/EU of 8. March 2010 implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC	European Parliament resolution of 11. November 2010 on the demographic challenge and solidarity between generations
	Directive 2010/41/EU of the European Parliament and of the Council of 7. July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive of 11. December 1986	Communication of 21. September 2010 from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: Strategy for equality between women and men 2010-2015
	Decision No 284/2010/EU of the European Parliament and of the Council of 25 March 2010 amending Decision No 1672/2006/EC establishing a Community Programme for Employment and Social Solidarity — Progress	Report of 21. December 2010 from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on implementation by Member States of Directive 2003/88/EC ('The Working Time Directive')
		Communication of 21. December 2010 from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: Reviewing the Working Time Directive (Second-phase consultation of the social partners at European level under Article 154 TFEU)
		European Parliament resolution of 25. February 2010 on Beijing +15 – UN Platform for Action for Gender Equality
		Communication of 24. March 2010 from the Commission to the European Parliament, the Council, the European Economic and Social Committee, and the Committee of the Regions Reviewing the Working Time Directive (first-phase consultation of the social partners at European Union level under Article 154 of the TFEU)
		Council conclusions of 6. December 2010 on strengthening the commitment and stepping up action to close the gender pay gap, and on the review of the implementation of the Beijing Platform for Action
	Communication of 05. March 2010 from the Commission: A Strengthened Commitment to Equality between Women and Men A Women's Charter Declaration by the European Commission on the occasion of the 2010 International Women's Day in commemoration of the 15th anniversary of the adoption of a Declaration and Platform for Action at the Beijing UN World Conference on Women and of the 30th anniversary of the UN Convention on the Elimination of All Forms of Discrimination against Women	

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2011	Proposal of 20. December 2011 for a Regulation of the European Parliament and of the Council on European statistics on demography (ongoing legislative process)	Opinion Of 13. July 2011 of the European Economic and Social Committee on The future of the labour market in Europe — in search of an effective response to demographic trends (exploratory opinion)
		Communication of 17. February 2011 of the Commission: Early Childhood Education and Care: Providing all our children with the best start for the world of tomorrow
		Commission Recommendation of 11. July 2011 on the research joint programming initiative 'More years, better lives — the potential and challenges of demographic change'
		Review of the implementation of the Beijing Platform for Action - Women and the Economy: Reconciliation of work and family life as a precondition for equal participation in the labour market - Council conclusions of 01./02. December 2011
		Opinion of 04. May 2011 of the European Economic and Social Committee on 'The role of family policy in relation to demographic change with a view to sharing best practices among Member States' (exploratory opinion)
		European Parliament resolution of 15. November 2011 on demographic change and its consequences for the future cohesion policy of the EU
		Managing demographic challenges through better reconciliation of work and family life - Conclusions of 03. October 2011 of the Council of the European Union and the representatives of the governments of the Member States, meeting within the Council
		Council conclusions of 7. March 2011 on European Pact for Gender Equality (2011-2020)
2012		Report of 16. April 2012 from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: 2011 Report on the Application of the EU Charter of Fundamental Rights
		Council Conclusions of 21. June 2012: Responding to Demographic Challenges through enhanced participation in the labour market and society by all
2013		Report 08. May 2013 from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: 2012 Report on the Application of the EU Charter of Fundamental Rights
		Report of 29. May 2013 from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: Barcelona objectives The development of childcare facilities for young children in Europe with a view to sustainable and inclusive growth