

Gender Discrimination and Institutional Frameworks: Evidence from Four European Union Countries

Abstract

This paper reviews important aspects of gender labour market inequalities in four European Union countries. It shows that individual countries differ in many aspects of gender discrimination. It seems that contributing factors to these differences are the national social and economic structures, the level of economic development, the legislative framework and the effectiveness of anti-discriminatory policies. It also shows that there are notable improvements in many gender gap indicators during the recent years and, at least part of the improvement should be attributed to the European commission's legislative and policy initiatives.

Keywords: Gender differentials, Pay, Employment

JEL classification: J60