

FINANCIAL CRISIS AND GENDER POLITICS IN EUROPEAssoc. Prof. Meltem İNCE YENİLMEZ* **ABSTRACT**

The economic crisis that happened in the US in 2008 has affected the labor markets in Europe badly. Employment opportunities have plummeted around Europe as a whole. The recession that occasioned the crisis had a lesser effect on female employment unlike their male counterparts. The second phase of the crisis was notable with stimulus package implementation particularly on consolidations that was supposed to favor male employments more. The third phase where plans of austerity was introduced, might not be easy for female employment. All these gendered based effect of the crisis are made clearer by occupational and sectorial segregation that were gender based. This paper's focus is to analyze and describe the employment situation for women within the various crisis stages in Europe. In some nations like Italy and Spain, the crisis has impacted the gender gap by narrowing it; this is basically explained by the gender sectorial segregation. In Denmark and UK, women have lesser protection from sectorial segregation due to higher job losses compared to when the various economic sectors had enjoyed the same distribution in the course of the crisis. This paper establishes if the crisis and policy responses have helped address the issue of gender equity or if the developments have actually worsened the case.

Keywords: Economic crisis, gender segregation, EU policies on gender.

JEL Codes: J16, J21, J64

AVRUPA'DA FİNANSAL KRİZ VE CİNSİYET POLİTİKALARI**ÖZET**

ABD'de 2008'de yaşanan ekonomik kriz, Avrupa'daki işgücü piyasalarını kötü etkiledi. İstihdam oranları Avrupa genelinde hızla düřtü. Krize neden olan durgunluk, erkeklerin aksine kadın istihdamını daha az etkiledi. Krizin ikinci aşaması, özellikle erkek istihdamını daha fazla desteklemesi beklenen konsolidasyonlarda teşvik paketi uygulamasıyla dikkat çekmiştir. Kemer sıkma planlarının uygulamaya konulduğu üçüncü aşama, kadın istihdamı için kolay olmamıştır. Krizin tüm bu cinsiyet temelli etkileri, cinsiyet temelli mesleki ve sektörel ayrışmayla daha açık hale gelmiştir. Bu makalenin amacı, Avrupa'daki çeşitli kriz aşamalarında kadınların istihdam durumunu analiz etmektir. İtalya ve İspanya gibi bazı ülkelerde kriz cinsiyetler arasındaki farkı daraltarak etkiledi; bu temelde cinsiyet sektörel ayrımı ile açıklanmaktadır. Danimarka ve Birleşik Krallık'ta, kriz sırasında çeşitli ekonomik sektörlerin

* Yaşar Üniversitesi, Ekonomi Bölümü, İzmir/ Türkiye. E-mail: meltem.ince@yasar.edu.tr

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aynı dağılımdan yararlandığı zamana kıyasla, daha yüksek iş kayıpları nedeniyle kadınlar sektörel ayrımdan daha az korunuyor. Bu çalışma, krizin ve politik müdahalelerin cinsiyet eşitliği meselesinin ele alınmasına yardımcı olup olmadığını veya gelişmelerin durumu gerçekten kötüleştirip iyileştirmediğini ortaya koymaktadır.

Anahtar Kelimeler: *Ekonomik kriz, cinsiyet ayrımı, cinsiyete ilişkin AB politikaları.*

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1. INTRODUCTION

Developing countries have had to battle with multifaceted crisis since 2007, with challenges ranging from increment in oil and food prices in 2007 to the infamous effects that accompanied the financial crisis in Wall Street in 2008. The resulting effect has been nothing but an ever increasing unemployment rate, the wage reduction, a slower growth in a number of countries and a devastating effect on the national income of some other countries. The magnitude and shape of the said crisis in relation to the government response has differed greatly from one nation to another. Some nations were able to help its citizens with stimulus packages because of the small negative impact of the crisis on their economy. The other hard hit nations couldn't do much with stimulus packages, so their only hope was to rely on borrowing money from IMF to manage their imports and international debt repayment. Some other countries are now experiencing a second version of the said crisis as a deduction in private finance inflows are getting worse because of public expenditure cutbacks, with the goal of reducing the budget deficits. In those places where they seemed to have bounced back from the effects of the said crisis, the prices of food commodities are rising for the second time.

2. THE EUROPEAN UNION JOB MIRACLE

It appears to be a gendered fostered crisis because they have come out from economic processes that are gender based, where women don't seem to be part of the decision makers in sensitive financial sectors; where both public or private finance has not been equally distributed, failing to handle women requirements as carers and as producers. The crisis impact has been equally gendered as well. This paper presents a structure with which the various dimensions of the crisis-hit countries can be looked into, such as evaluating the impact, as well as how women and men responded, with a focus on national economies impact, alongside government responsies. It spots relevant questions to the subject, but not taking on the responsibility of providing detailed answers. Normally, the answer will not be the same for all nations, it will vary according how the country has been hit by the said crisis, with different social, economic, and political features, as well as how gender relations is viewed in that particular nation.

The developing countries have inherited the North' financial challenges via the international market where goods and finances are transacted. In the financial space, potential transmission outlets show how all financial institutions including local banks are all exposed to the North's crisis via

internationally linked transactions, as well as derivative market participation; local and international capital flight investors, resigns their investment for something that is less risky; belongs to the new direct investment, due to the postponement of new investments. There is also the possibility of a currency devaluation due whenever foreign dealers perceives a loss in value of the local currency.

The people who are responsible for these sensitive decisions are most likely male because you do not get to see too many women in such financial positions (Young and Schuberth 2010). In London's Wall Street, the story is the same, as such top financial positions are mostly occupied by male, encouraging the spending of longer time in the office, healthy risks, drinking after office duration, and unholy outing to nude clubs (Sunderland, 2009; Kristof, 2009). Investment decay, a choke in credit within regular commercial banking systems, and in prices of asset are some of the likely impact. It then becomes hard to obtain production loans. Gender norms are going to change how men and women are affected by this.

It is often perceived by commercial banks that women borrow more, without a solid business plan to pay back. The fact gathered from several micro-finance institutions that women have done well in repaying loan is perhaps not regarded by the commercial banks who give out loans to private businesses. There could also be legal obstructions barring women from getting the loan they need from commercially controlled banks. Women-run businesses are not regarded among the major players of commercial bank loans. If credit shortage exists, it could be hard for women to roll existing loans over or even get new ones. Which is why the current gender norms might become stronger within commercial banking. We have to also find out how much of the credit squeeze are all the financial institutions experiencing; those that aren't interested in making profits, but focused on making lives better for its users (Elson, 2010).

Women seem to make the greater part of depositors and borrowers in banks like the micro-finance banks. As much as these institutions have not directly come under the impact of the credit squeeze, there seem to be more protection for women borrowers compared to men borrowers. Though a potential growth recession will negate its marketing possibilities. It is difficult to tell what the impact of the crisis would be on informal credit supply, but since the crisis would lead to more informal credit demands, all interest rates might just increase. Government response to financial activities do vary from one nation to another, they are dependent existing regulations, and the extent of the state banking sector (World Bank, 2009). If the governments smell any possible crisis in the banking sector, they are likely to move in swiftly, with the support of IFIs (International Financial Institutions). However, it may end up rescuing only the banks without tackling the issue of credit squeeze. This strategy will be most beneficial to men should the majority of bankers be men. If the governments possess instruments for credit allotment, then the best way to handle this would have been to ensure a balanced distribution between men-owned and women-owned businesses. Governments might capitalize on IFIs loans to make up for the budget deficits and trade balance, with the issues still bothering on loans conditions, as well as their

implications on gender. There aren't proofs to show that IMF is considering possible policy impact that stems from their support for men, women, and gender equality (Elson and Warnecke, 2011), even if World Bank might have done some improvements on this, as shown by its most recent annual report on the gender mainstream in Bank (World Bank, 2009). Women and men might reduce their borrowing tendencies, or choose to borrow for other reasons. Gender norms could impact why people borrow. For instance, women may be more negative about borrowing compared to men regarding borrowing for production (Elson, 2002). Such aversion in risk may be traced to females who are responsible for their children's upbringing.

Any economic crisis could worsen that aversion. Both poor men and women might be involved in more IFIs loans just to eat, cater for healthcare services, etc. That way, they engage in debts that will be burdensome in the near future. Since the responsibility of taking care of the children seem to be unfairly a more female thing, more women may need loans to cater for their children than men would. A way to prevent this is by ensuring women have other fund channels like cash transfers.

The EC response to The EC crisis (2015a, 2015b, 2017a, 2017b) has constantly consulted on other future possibilities, drawing various interpretations regarding the components of Europe are and how they can move forward in the area of democracy, security, and growth. The 5 scenarios include 1) carrying on; (2) only single markets; (3) people aspiring for more; (4) covering lesser with more efficiency; and (5) achieving more together. These scenarios have been differentiated with respects to 6 institution clusters: single markets & trade; monetary and economic union, migration, schengen, and security; defence and foreign policy, the budget of EU; and their delivering ability. The EU (2015a, 2016b, 2017a, 2017b) document provide nuance regarding EU's agenda of more committed union by providing a means to a stronger bond, differing by institutions and speeds, which include stasis. Added to the political economy focus, concerns for security, governance, and democracy have risen.

The 5 scenarios of the future differ in their various areas, enhancing and making sure it is properly harmonized. The agenda of economic growth greatly relies on the Single European Market policy architecture, though the most advanced section of EU's amalgamation plan has not been completed yet. The completion agenda for the monetary and economic union comprises the EU level enhancement when it comes to making decision by strengthening EU's resolve to handle fiscal and decision making in finance (EC, 2015a, 2017b). This agenda leveraged on Lisbon Treaty' competence, which is based on how europe works in the area of justice, freedom, and security. It has been an important inclusion to the EU level's competence. All the proposals for monetary and economic union completion and security enhancements shape the concerned subsidiary boundary because they step up the legal and political capacity at the EU level while reducing the member state effects. An increase in the resilience of EU against exploitations can be traced to world capital and security threats. This might equally strengthen the democratic rights of the citizens in the European zone. But if this move dampens the democratic capacity, the possibility of reducing the gender gaps will be negatively affected as well. The effect of

this on the location of democracy's subsidiary boundary will be based on the usefulness of the social dialogue' and the EU parliament relaunch, as well as if principles of gender equality are buried in the latest EU constitutions. The resulting effect of gender equality is based on gender-equity project's strength at the EU and state levels.

3. DEVELOPMENTS IN THE GENDER REGIME PRIOR TO THE CRISIS

To consolidate this gender based perspective of economic prosperity, democracy, and security, three extra analytical improvements will be required to decipher gender based European integration; firstly, conceptualizing gender on all the possible levels; macro, micro, and meso levels; secondly, creating a picture of the EU gender equity project; as well as, thirdly, spotting the gender subsidiarity consequences – the possible gender effects of having to shift boundaries between how to govern and EU levels or member state. A macro level conceptualization of gender: institutions, regimes, and projects (meso); as well as projects/practices (micro).

Each analysis has something significant to add the gender analysis relations. With Europe being the focus, the macro stage of gender regime needs to undergo analysis on meso levels regarding gender-specific institutions, and project gendering (EC strategies based for security and economic growth). Institutions supersede individuals, because they are social systems with the ability to give birth to themselves, not needing the individual's intention; they can be gendered in various ways that could be changed later.

Political institutions do make up societal institutions. They're gendered in terms of gender composition and goals/projects/strategies. Within political science feminist institutionalists (Waylen, 2007; Chapell and Waylen, 2013), the discussion centers on the institutions and not the regimes or individuals, tallying with the broader institutionalist agenda (Lowndes and Roberts, 2013; Streeck and Thelen, 2005). Institutions aren't important enough to be used for analyzing alterations in Europe which needs institutions and large scale regime concepts. While the two are social systems, a gender based regime has ontology links regarding how it includes the institution domains of economy, the polity, civil society, and violence, instead of one institution (Walby, 2009). The gender regime mobilization speeds up the evaluation of how multiple inequality regimes are intersected, going beyond gender to include ethnicity and class. This different gender regime structures made up of various gender-driven institutions encourages the gender relations comparison across space and time.

The idea of gender in the EU parliament is influenced by other EU level institution, as well as alterations within EU society; gender analysis should engage with the relevant institutions and regime and alternative strategies/projects. Among the evaluation of how gendered institutions are clustered into several macro regimes that are gendered is the most effective way to distinguish between regimes. A lot of people see the difference to be between public and domestic gender regime, or a corresponding difference between de-familial and familial (Esping-Andersen, 2009), between dual earner and male-

breadwinner (Lewis, 1992), or between production and reproduction (Elson, 2002). Although this distinction seems necessary, it's not adequate; so it's essential that other distinctions be used, particularly among the public gender category regime between social-democratic and neoliberal forms.

Other distinctions are also possible. The difference between the social-democratic and neoliberal format of public gender regime has proven to be significant for formulating concepts around gender relations alterations in the UK crisis since 2008, where women have been more involved in work (Walby, 2015). How much change has been caused by the gender regime changes from socialdemocratic to being neoliberal, instead of from public to being domestically managed, can be investigated empirically (Lombardo, 2017). The EU, a gender-equity project EU-level operates a unique gender-equity project – the project concept is applied for capturing priority accorded by the EU regarding some actions and goals compared to others instead of using the identity. The project components are substantive and descriptive representation; gender mainstreaming, as well as equal treatment (for example, gender balance when it comes to making decisions and balance in work-life). The institutions at the EU level have different approach regarding how these are implemented. Hence, the differences in power balance between institutions at the EU level are gender based. A better way to conceptualize feminism is to look at it as a project and not an identity (Walby, 2009) because that allows for smooth interaction with any other project as well as their mutually binding effects (Walby et al, 2012). So the concepts of feminist contributions towards intersectional politically based projects would be easily theorized and identified. Feminist projects could become a part of political parties, governmental programmes, specific governmental machinery, as well as social formations (Walby, 2015).

The gender equality project at the EU level (EC, 2010b, 2015b) is a representation of a set of mechanisms, actors, policies, institutions, laws, goals, and principles. The project has been developed according to a plan which is followed by the mobilization of a policy architecture. This policy started in the Rome treaty, as a movement for people's right to earn equally. This policy then later developed into more convoluted sets of values and practices.

The gender-equity project strangely challenges the contradicting inequalities and projects, that led to its formation (Huber and Stephens, 2000; Walby, 2011; Rolandsen-Agustin and Siim, 2014; Verloo and Walby, 2012; Verloo, 2006, 2018). A simple and plain method of understanding the inequality between genders in terms of their inequality later became known to be a gender gap. This simple approach at some times can be such a powerful method. For example the payment differences between genders and the natural differences between genders which are given by the description in representation in parliament.

But, in other cases, assessing different strategies to minimize gender differences, a more trustworthy comparative analysis will work pretty well. It needs a theory about change which is used to accompany the descriptions of the gaps. Theories about change see the change impacts in a certain

institution as a corresponding change in another institution. One good example of mainstream gender differences is in work-life balance. This principle is integrated into an economic situation. This is more clearly manifested when the state of an economy promotes only high-skill and full employment instead of improved competitiveness of employees in a working environment.

It is aligned with the goals of the children publicly funded assistance and other programs. In a genderless manner, this is the main part of the practices championed by the social investment state theory because it supports human capital development. The EU gender equity project is based on principles on equal treatment and the bringing of gender to the mainstream. Substantive representation is a part of the principles of equal treatment and gender mainstreaming. While descriptive representation is a part of the implementation of gender mainstreaming. Since it is contained in Lisbon's Treaty, equal treatment is now a legal principle.

However, this principle comes with a limitation based on the manner that it is used within the Functioning Treaty of the European Union. It can only be economically applied within the regulations of the Single European Market. It might appear pretty narrow, but it is powerful. It is made up of a collection of supporting legal and policy institutions for its use. For a long time now, its meaning and use have widened in terms of scope. For example, within the sales and distribution of services and products. Within the feminist theory, this is a simple principle which is inadequate to challenge the different methods used in the domestic division of labour. Since it is a part of the Lisbon Treaty, gender mainstreaming is a legal principle. It is based on the way that the principle of gender equality, is used in every part of policymaking. However, its application has compromised its effectiveness by its complicated specification and slightly devoted to institutional machinery (Jacquot, 2010; Abels and Mushaben, 2012; Ahrens, 2018).

Among the political institutions at the EU level, there are varied levels of gender representation. Gender mainstreaming is a good way to explain decision making in terms of gender balance. This principle is contained in certain policies, but does not have any legal implications. It has proven useful in some cases but not on all of them. Legal institutional mechanisms needed to move it forward are lacking. However, it has appealed to democratic and fairness values, assisting how it has been used. Within feminist practice and theory, there are ongoing debates regarding the best mechanism for achieving such a balance without any backlash, ranging from quotas then to voluntary targets. How substantive representation and descriptive representation of women in EU' gender-equity project is related has been the subject of intense debate (Phillips, 1995; Mansbridge, 2005; Dahlerup, 2006; Krook, 2009). Understanding the different ways through how the principles of gender-equality can be entrenched in the institutions and laws adds more twist to this debate, likewise how far gender based political projects constitution alters the gender itself (Childs et al, 2010).

The EU parliament possesses the largest percentage of women who hold sensitive decision making offices. The positioning of the European parliament regarding the decision making units in the EU affects the role women play in the taking part of crucial key decisions in the EU level. Achieving a balance in gender regarding making of decisions has been often pushed in the EU, though it is not legally binding. It has not been achieved in all the institutions. Among the decision making units in the EU, the EU parliament is one institution that has experienced a shrinking of gender gap for decades. Others are European Central Bank, EC, and Council of Ministers (European Institute for Gender Equality, 2018). Making of decisions in European Union is carried out in distinct institutions, supported by concerted institutions. When more than one EU institution plays part in decision making, sometimes an order is maintained among all the players. In such instances, the institutional placements with wide or narrow gender gaps in the making of decisions within the whole instruction set in the decision making chain can significantly influence the output. An example, is whether the EU parliament is a significant player in strategic decisions regarding security or political economy. A decrease or increase in the prominence of a combined decision making structure in the EU has its own implications on the gender balance thing in EU's decision making. Thus, the entire system matters, added to the institutions that were specified.

4. AUSTERITY POLICIES AND THEIR GENDER EQUALITY IMPLICATIONS FOR EUROPE

Post-crisis policies formed an abrupt deviation from what used to be. This stance opposes another two arguments; the policy based approach is similar. First, it's correct that the death of European Union policies regarding gender equality started before the crisis. In early 2000s, gender equity had lost its visibility: as at 2003, gender equity was downplayed from being a strong pillar of the action plan of EES, with different guideline sets, becoming one guideline among 10, as they got rid of those pillars for streamlining purposes. Later, the said guidelines were nowhere to be found, demoting gender equity to mere talks that member state need to make policy plans to become gender mainstream, while vaguing references to the gender based issues in the guidelines that were remaining (Rubery et al., 2006; Villa, 2013). Secondly, some consider the European Union policy before any crisis as a means of stopping the social model of the European, with the difference that before the crisis, the policymakers disregarded the goals behind the modernization policy of the model (Jepsen and Serrano Pascual, 2005). Notwithstanding, the breakthrough came when an explicit policy of dramatic deregulation and reductions within public expenditure was brought to the fore. These direct policies seem to be more pronounced in member state that could use a bailout, coming under the tentacles of financial institutions. Hence, four nations signed an MOU with Greece, Ireland, Portugal, and Cyprus, while Hungary, Latvia, Spain, and Romania are under financial surveillance.

It was all about cutting back on public expenditure while raising taxes. Additionally, some were needed to cut back on wages, as well as labor market regulation so that competitiveness will increase.

Some other nations like the UK has chosen a policy that is similar, while other nations Italy and France decided otherwise due to a rise in public debt issues. To explain the changes in Europe' policy landscape, we revisit all the existing policies.

First, the clamor for gender change hasn't shown any signs of disappearing – countries under the influence of financial institutions and those adopting austerity voluntarily has called for policies to be halted to offer another care services for women who are not paid for labor. For instance, the postponement of the elder care program in Spain (González-Gago and Segales-Kirzner, 2014). Similarly, Italy's childcare program have been stopped (Verashchagina and Capparucci, 2014), and the UK's (Rubery and Rafferty, 2014).

Spain's paternity leave is no more, while it has been converted to 3 days in a place like Italy. General reductions in budget are giving rise to care services shortage in spite of the increase in demands (Karamessini and Rubery, 2014). Measures to evaluate benefits based on household are cutting short women's fundamental rights, as well as their incentives because they are presumed to be second class earners (Ferreira, 2014; Rubery and Rafferty, 2014). The marginalization of balance in work-life has been the order of the day as working duration has been increased in public sectors where women make the most of the employee population. Some new instances of recently adaptive gender policy are however, still existing. For instance, Poland had to revisit its family related policies due to low rates of fertility (Perrons and Plomien, 2014); Cameron's government in the UK which had initially scrapped its childcare program brought back children vouchers during 2013, as it started seeing women as a force to be reckoned with in election. The delay in the adaptation of equality policies seem to have clashed with gender equality disappearing from programs that are designed for the public. The EU didn't mention any gender equality during 2020' first draft of strategy, while inserting weak references after being pushed by the member state (Villa and Smith, 2010; Villa, 2013). The new 75% employment rate is for both men and women together.

Some institutional arrangements and equality policies are equally no more in member states of the EU. Ireland disbanded the machinery of mainstreaming, whereas Spain got rid of its own equality ministry, as well as the UK cut down for budget equality. Although gender equality seem to have been sidelined in many nations, in Hungary it is seen to conflict with the nationalist family policy. Those cuts were brought in without any gender reference impact or related to long time efforts made to reduce the gender gap (Rubery, 2015). Reduction in budget deficits is still going on via public services shortages without any connection to how female employment opportunities are affected. Austerity policies are yet to be gender mainstream, since any assessment would expose their negative gender equality consequences. Deregulation of the labor market is equally accelerating, mostly without any consideration of gender focused policy matters. The Commission seem to have leveraged the inside/outside debates within economics to make employment protection calls justified, calling for reformation of too much protection for workers who have permanent contracts, while providing those

who are not in the job market (EU, 2011; De Stefano, 2014). According to ETUI (2014) argument, majority of the alterations will ruin any kind of protection that vulnerable workers had, thereby making segmentations to be worse. It also identified some issues like enhancing decentralized bargaining so that there will be wage difference from other agreements (González-Gago and Segales-Kirzner, 2014), with very little protection for contract workers who are not permanently hired. Other measures are reducing the nominal and real values of minimum wages, while also enhancing public services outsourcing via European Union recommendations. All these alterations are likely going to affect workers who are vulnerable like women and people who work in firms that are not well-known.

5. THE PAST AND FUTURE OF GENDER EQUALITY

Lots of these policies further weaken the already dwindling protection for the outsiders and is a risk of a fierce downward spiral if lower outsiders protection is used as a justification for insiders to get cuts – like in the case of workers in the public sector – on social equity grounds. Whereas the crisis' negative impact and its austerity measures related to EU level gender equity and EU social models continues still, several other problems and patterns have been seen. Firstly, it is not possible that the impact will be felt apart from the wages of the labour market and women. The trend is geared at a higher level of participation, especially among women who are older. Second, the austerity and crisis have offered a justification for speedy increase regarding policy measures designed for reduce employment protection as well as narrowing the collective bargaining coverage (ETUI, 2014).

Thirdly, there is strong proof that member state at national levels and EU are breaching EES' strategy bargain implicit for other females to be employed. This evidence has been in different forms like forestalling plans to increase public healthcare services (Karamessini and Rubery, 2014), cutting budgets for present services, cutting down wages for services, and terminating any chance that the member states with weak services would cope with Europe's best practices.

These developments when combined only goes to explain the shift toward an economic model that is neoliberal – where the wage employment of women becomes an added burden to responsibilities they have and unemployment change claims to accommodate people with responsibilities might be employed to make the undermining of employment protections look justified. For women and men who are lower-skilled, a downward convergence regarding employment arrangement might just be the outcome, with an overflow of nonstandard employment to the two sexes. For the high-skilled workers, a bigger gap will be the case when the deterioration continues in public sector condition, and when women experience more difficulties combining family and work life in higher level and professional careers. When the turn in austerity yeilds a long-term trend from the respective bargain, the promotion by the EU for female employments might shoot up hours of wage labor, without compensating domestic labor reductions – except what is gotten via reduced fertility or domestic care of lower quality and

provisioning (Bianchi et al., 2000). Women might gain as individuals from certain opportunities to partake in the labor market while renegotiating household responsibilities.

The talk of an improved women reproductive bargain was present – especially after setting childcare targets around 2002 – consistently before the austerity policies kicked off, and much later. Involvements in policy developments of Europe may be deemed as a form of negative liaison by those feminists under neoliberal reforms. Such assessments is better with hindsight, because financial problems and continued austerity were never expected. After all, cooking up policies by considering gender effects was supposed to enhance their impact and effectiveness on gender equity. Hence, the real problem was that it all happened in place of gender equity policies. The increase in austerity ideas do show that feminism might have over depended on the state policy, both at national and EU levels in the last decades to push for gender equality.

At present, EU state level is doing all they can to make sure equality is promoted since austerity policies haven't been looked into gender-effects wise. This observation doesn't imply that trying to achieve gender equality without any active social state will be possible (Anxo et al., 2010; Rubery, 2015). Fragmented families need more state support and not otherwise. Additionally, the state ought to put in more efforts to make sure employers work with improved employment terms and conditions, for people who are in standard and non-standard employment contracts. Achieving a better gender equality version is not likely until the state is recaptured by its citizens from the stronghold of neoliberal ideology, with its actions refocused on the objectives of social justice. A political alteration of this nature will not be successful until it is followed up by both women and men who work together with the common goal of achieving a new social standing between capital and labor, though embedded inside a favorable European development agenda from where the policy of the European is stationed in the era of austerity which is beyond this discussion' scope and that of the present political imagination.

CONCLUSION

How genders are looked at forms a sensitive part of Europe's reformation during the said crisis. In this article, the question of how best gender dimension has been conceptualized in these situations have been addressed. It has showed the significance of understanding gendering & re-gendering of subsidiarity, the subsidiary boundary relocation. It has exposed the relevance of advancing the repertoire concepts to comprise institution gendering and project gendering, as well as the inequality regime gendering. The proposal of the EC to reform the EU so as to meet gender based crisis challenges, even when this isn't direct in their papers. By choosing to ignore gender dimension, they miss the chance to regard how the real values of EU regarding democracy and equality can be advanced. This needs the direct handling of strategic EU gender relations for security and economic growth. By including equal treatment principles, gender balancing and gender mainstreaming in the process of decision making within the new entity constitutions, a proposition of EC, the economy's efficiency, societal security, as

well as gender equity might be made better. This would need a policy to reduce the gender gap when it comes to decision making, with a special focus on institutions that are newly reconstructed, and making gender equality a serious priority.

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