

Executive summary	5
Résumé.....	11
Zusammenfassung	17
Introduction	25
1. Gender mainstreaming employment policy: a checklist	27
2. Gender mainstreaming and gender equality in 30 European countries	33
3. Active labour market policies	41
4. Pay and career policies	49
5. Reconciliation policies	57
6. 'Flexicurity' policies	67
7. Concluding remarks	73
References	75