

## CURRICULUM VITAE

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### I. General Information

- 1.1. Name: O’Dorchai, Síle Pádraigín  
1.2. Sex: Female  
1.3. Children: 2 (Simon and Lara)  
1.4. Place and date of birth: Antwerp, 09/06/1975  
1.5. Nationality: Belgian  
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1.9. Languages: Dutch (mother tongue), English (excellent), French  
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1.10. N° carte SIS: 1189976600  
1.11. N° NISS: 750609 392 82
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### II. Educational career

- 2.1. ***Ph.D. in Economics***  
Université Libre de Bruxelles, 2007 (January).  
Doctoral programme of the DULBEA  
  
*Title:* “Family, work and welfare states in Europe: Women’s juggling with multiple roles - A series of empirical essays”  
  
*Supervisor:* Prof. Danièle Meulders (ULB)  
  
*Members of the Jury:* Prof. Jacques Le Cacheux (OFCE et Université de Pau), Prof. Robert Plasman (ULB), Prof. François Rycx (ULB), Prof. Maria Jepsen (ULB et ETUI), Prof. Catherine Dehon (ULB)
- 2.2. ***Master (DEA) in Economics*** (Economic policy)  
Doctoral programme of the Department for Applied Economics (DULBEA)  
Université Libre de Bruxelles, 2005.  
  
*Thesis of the Master:* “The comparative effectiveness of public policies to fight motherhood-induced employment penalties and decreasing fertility in the former EU-15”. Supervisor: Prof. Kh. Sekkat.
- 2.3. ***Bachelor’s degree in Economics*** (specialisation: public economics), score: grande distinction, Université Libre de Bruxelles, 2001.  
  
*Thesis of the Bachelor:* “The Reform of the Russian Pension System, 1990-2001”. Supervisor: Prof. J. Nagels.
- 2.4. ***Bachelor’s degree in Slavic Studies***, score: grande distinction, Katholieke Universiteit

Leuven, 1997.

*Thesis of the Bachelor*: “The Russian Minority in Estonia”. Supervisor: Prof. K. Malfliet.

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### III. Professional experience

3.1. **Post-doctoral mandate** at the Université Libre de Bruxelles, October 2008 – October 2011

3.2. **Post-doctoral research programme** at the Observatoire Français des Conjonctures Economiques (OFCE), Paris, 2008

*Title* : « Les femmes sur le marché du travail - Les faiblesses spécifiques dans 8 pays représentatifs de l'Union Européenne » / « Women on the labour market – Specific weaknesses in eight countries representing the European Union »

*Supervisor* : Prof. Jacques Le Cacheux (Université de Pau et des Pays de l'Adour, OFCE, Sciences Po Paris, Stanford University Paris and Collège des Hautes Etudes Européennes.

*Co-author*: Hélène Périvier (OFCE)

3.3. **Research fellow** at the DULBEA-ETE, Department of Applied Economics of the Université Libre de Bruxelles (DULBEA), Unit of Labour and Public Economics. Since September 2001.

3.4. **Substitute professor** for the course “Politiques européennes de l'emploi / Emploi et politique sociale en Europe (POLI-D-427-T0 and SOCA-D-548)” by Professor Meulders, Université Libre de Bruxelles, September 2007 – August 2008.

3.5. **Lecturer** of the course « Séminaire sur la gestion de l'emploi et du travail dans les stratégies de développement (GEST-539) ». Since September 2009.

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### IV. Teaching experience

4.1. **Séminaire sur la gestion de l'emploi et du travail dans les stratégies de développement** (GEST-539), 3 ECTS, SOCO and Institut des Sciences du Travail, Université Libre de Bruxelles. Since September 2009.

4.2. **Politiques européennes de l'emploi / Emploi et politique sociale en Europe** – Theory 30h, POLI-D-427-T0 and TRAV0681, SOCO and Institut des Sciences du Travail, Université Libre de Bruxelles, Substitute professor for Professor Meulders. September 2007-August 2008.

4.2. assistant (50% FTE) of Prof. P.-G. Méon for **Introduction to macroeconomics**, Section des sciences économiques, SOCO (Exercices, 6 hours a week, ECON-D-102), Université Libre de Bruxelles. From October 2005 to September 2008.

4.3. assistant (50% FTE) of Professors D. Meulders (TRAV871, TRAV068, TRAV078), R. Plasman (TRAV004), F. Rycx (TRAV013) and M. Jepsen (TRAV804) at the Institut des Sciences du Travail, Université Libre de Bruxelles. From October 2003 to September 2008.

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### V. Scientific experience

5.1. Main Research Contracts

- “*Evaluation of the effectiveness of the current legal framework on equal pay for equal work or work of equal value in tackling the gender pay gap (EQPA)*”, a research commissioned by the DG Employment and Social Affairs of the European Commission and carried out by Particip, Germany in collaboration with scientific experts. The final report will be published at the end of 2009.
- “*She Figures 2009*” (August 2008 – June 2009) - The objective of this project is to continue previous methodological developments and data gathering and processing so as to yield the statistics and indicators necessary for monitoring the progress towards gender equality in science. More concretely, the necessary sex-disaggregated data are collected and the indicators are computed that are needed for the 2009 She Figures publication of the Scientific Culture and Gender Issues Unit of the Directorate General Research and Technological Developments of the European Commission. The data are collected for the 27 EU Member States plus Croatia, Iceland, Israel, Norway, Switzerland and Turkey from the early nineties until 2007 or the latest data available.
- Coordinator of the project “*Belgian Gender and Income Analysis (BGIA)*” (September 2007 - December 2009), AGORA research project financed by the Federal Public Service for Scientific Policy.  
This is a joint research with the Institute for equality of women and men (Institut pour l'égalité des femmes et des hommes), the Federal Public Service for Scientific Policy (la Politique scientifique fédérale) and the Directorate general for Statistics and economic Information (Direction générale des Statistiques et de l'Information économique). The aim of this project is to provide an in-depth analysis at the individual level of the comparative income and poverty situation of women and men in Belgium on the basis of the different data sources available (EU-SILC 2005, ESES, Enquête belge sur le budget des ménages and fiscal data). New methods and indicators will be developed and a “gender and income” database will be constructed. These will be made widely available to facilitate and encourage future research on the topic.
- Support to Eurostat (subcontractor: Sogeti, Luxembourg) for the production of 10 Statistics in Focus and especially a statistical *Panorama publication about the reconciliation between work, private and family life in the European Union*. The panorama publication will be out by the end of 2009.
- The project “*Public policies towards employment of parents and social inclusion (PEPSI)*” (December 2005 – December 2008), a research sponsored by the Federal Public Service for Scientific Policy under the pluri-annual research programme “Society and Future” (2005-2010), My contribution to this project focuses on examining the wage gap between men and women, mothers and non-mothers, and between mothers and fathers. The wage gap between mothers and non-mothers is thoroughly analysed along the wage distribution using quantile regression techniques. I also contribute to the analysis of leave policies throughout Europe.
- « *The Rationale of Motherhood Choices : Influence of Employment Conditions and of Public Policies (MOCHO)* ». This project was part of the Key Action « Improving Human Research Potential and the Socio-economic Knowledge Base » of the Fifth Framework Programme of the European Commission. It was a three-year project that started on the 1<sup>st</sup> of October 2001 and ran until the 1<sup>st</sup> of October 2004. The final synthesis report is available on the project's website: <http://www.ulb.ac.be/soco/mocho>
- Assistance to Danièle Meulders and Robert Plasman who represent respectively Belgium and Luxembourg in the European Commission's *Expert Group on Gender and Employment (EGGE)*. This group used to carry out a yearly assessment of both

the National Action Plans for Employment and those for Social Inclusion (since 2003) from a gender point of view. From 2008 onwards, separate groups were formed to study the National Reform Programmes for Employment and those for Social Inclusion and I am involved only in the Expert Group examining the former. Each year, we also write a national thematic report (“the costs of non-gender equality”, “Making work pay”, “the gender wage gap”, etc.).

- “**Women in industrial research**” (December 2001 – June 2003). The aim of the final report we have written was to provide a complete analysis of the issue of women in industrial research, as well as of the obstacles they encounter as their career develops and how they can overcome them. Thanks to the efforts made by the DG Research Women and Science unit, for the first time official data were made available. A literature review at the European and international levels has been carried out as well as two kinds of analysis: (i) quantitative and (ii) qualitative. Good practices and recommendations have also been gathered in order to help in the construction of actions to improve the current situation of women in industrial research.
- Targeted Socio-Economic Research (TSER) programme, financed by the European Commission and co-ordinated by Prof. D. MARSDEN (London School of Economics and Centre for Economic Performance). Theme: “**Pay inequalities and economic performance**”. Objective: Investigate the relationship between pay inequalities, organisational change, business and employment performance, focusing the analysis on performance at the detailed industry level. February 2002 – December 2004.
- « **Fiscalité du tabac : évaluation des effets sur la consommation et les recettes fiscales** » – a research requested by Rudy Demotte, Minister of Social Affairs and of Public Health (March 2004)

## 5.2. Studies abroad

- Post-doctoral research programme at the Observatoire Français des Conjonctures Economiques (OFCE) in Paris under the supervision of Prof. Jacques Le Cacheux (Université de Pau et des Pays de l'Adour, OFCE, Sciences Po Paris, Stanford University Paris and Collège des Hautes Etudes Européennes), 2008.
- 2 months at University of St.-Petersburg, 1995

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## VI. Publications and Scientific Activities

### 6.1. Publications

#### 6.1.1. Collectively written publications (with referee procedure)

- *She Figures 2009 – Women and science: Statistics and Indicators* (2009). European Commission, DG Research, Science and Society, Luxembourg, Office for Official Publications of the European Communities, 110 p.
- GROSPIC L., K. HAILA, K. LAHTENMAKI-SMITH, M. LUTHE-ALVES, J. NATTI, S. O'DORCHAI, S. QUINN, S. RAHKONEN, A. SAINT-ALBIN (de), and P. VIRTANEN (2009 forthcoming) *Evaluation of the effectiveness of the current legal framework on equal pay for equal work or work of equal value in tackling the gender pay gap*. European Commission, DG Employment and Social Affairs.

- NETWORK OF EXPERTS IN THE FIELDS OF EMPLOYMENT AND GENDER EQUALITY ISSUES (EGGE) (2009 forthcoming) *Gender segregation in the labour market: roots, implications and policy responses – A comparative review of thirty European countries* (Bettio F. and J. Plantenga, eds.), European Commission, DG Employment and Social Affairs, Equal Opportunities Unit, Luxembourg, Office for Official Publications of the European Communities.
  
- NETWORK OF EXPERTS IN THE FIELDS OF EMPLOYMENT AND GENDER EQUALITY ISSUES (EGGE) (2009 forthcoming) *The provision of childcare services – A comparative review of thirty European countries* (Plantenga, J. and C. Remery, eds.), European Commission, DG Employment and Social Affairs, Equal Opportunities Unit, Luxembourg, Office for Official Publications of the European Communities.
  
- BOSCH J., A. MARGHERITA, and S. O’DORCHAI (2009) *Reconciliation between Work, Private and Family Life in the European Union*. Eurostat, Unit F-2 Labour Market Statistics, Luxembourg, Office for Official Publications of the European Communities, 140 p.  
([http://epp.eurostat.ec.europa.eu/portal/page/portal/product\\_details/publication?p\\_product\\_code=KS-78-09-908](http://epp.eurostat.ec.europa.eu/portal/page/portal/product_details/publication?p_product_code=KS-78-09-908))
  
- O’DORCHAI S. and H. PERIVIER, (2008), *Les femmes sur le marché du travail - Les faiblesses spécifiques dans 8 pays représentatifs de l’Union Européenne*, Parlement Européen, Direction Générale Politiques Internes de l’Union, Département Thématique C Droits des citoyens et affaires constitutionnelles, Droits de la femme et égalités des genres, Bruxelles, PE 408.327, Novembre, 99p. [translated into English : *Women on the labour market - Specific weaknesses in eight countries representative of the European Union*]
  
- DE HENAU J., L. MARON, D. MEULDERS and S. O’DORCHAI (2008) « Trabalho e maternidade na Europa, condições de trabalho e políticas públicas », in: de Costa Oliveira A., B. Sorj, C. Bruschini and H. Hirata (Eds.) *Mercado de trabalho e Gênero – Comparações internacionais*. Rio de Janeiro, Editora FGV, pp.161-85.
  
- DE HENAU J., L. MARON, D. MEULDERS and S. O’DORCHAI (2008) “Emploi des mères et politiques familiales en Europe”, In: Hirata H., M. R. Lombardi and M. Maruani (Eds.) *Travail et genre, comparaisons internationales – Regards croisés Europe – Amérique Latine*, La Découverte, pp.150-68.
  
- MEULDERS D. and S. O’DORCHAI (2007) « The role of welfare state typologies in analysing motherhood », In: Del Boca D. and C. Wetzels (Eds.) *Social Policies, Labour Markets and Motherhood: a Comparative Analysis of European Countries*, Cambridge University Press.
  
- DE HENAU J., D. MEULDERS and S. O’DORCHAI (2007a). “Making Time for Working Parents. Comparing Public Childcare Provision across EU-15”, In: Del Boca, D. and C. Wetzels (Eds.) *Social Policies, Labour Markets and Motherhood: a Comparative Analysis of European Countries*, Cambridge University Press.
  
- DE HENAU J., D. MEULDERS and S. O’DORCHAI (2007b). “Parents’ Care and Career. Comparing Parental Leave Policies across EU-15”, In: Del Boca, D. and C. Wetzels (Eds.) *Social Policies, Labour Markets and Motherhood: a Comparative Analysis of European Countries*, Cambridge University Press.
  
- DE HENAU J., D. MEULDERS and S. O’DORCHAI (2007c). “Support for Market Care. Comparing Child Cash and Tax Benefits across EU-15”, In: Del Boca, D. and C. Wetzels (Eds.) *Social Policies, Labour Markets and Motherhood: a Comparative Analysis of*

*European Countries*, Cambridge University Press.

- GROUP OF EXPERTS ON GENDER, SOCIAL INCLUSION AND EMPLOYMENT (2006) *Gender mainstreaming of employment policies - A comparative review of thirty European countries* (Plantenga, J., C. Remery and J. Rubery, eds.), ISBN 978-92-79-07462-2, Luxembourg, Office for Official Publications of the European Communities, 77p. ([http://ec.europa.eu/employment\\_social/publications/2007/ke8107103\\_en.pdf](http://ec.europa.eu/employment_social/publications/2007/ke8107103_en.pdf))
- DE HENAU J., D. MEULDERS, S. O'DORCHAI and H. PERIVIER (2006). « The Relative Generosity of the EU-15 Member States' Child Policies », in: *The Rationale of Motherhood Choices : Influence of Employment Conditions and of Public Policies, Final report*, Chapter 2, EUR22025, Luxembourg, Office for Official Publications of the European Communities, pp.43-97.
- DE HENAU J., D. MEULDERS and S. O'DORCHAI (2006) « Conclusion », in: *The Rationale of Motherhood Choices : Influence of Employment Conditions and of Public Policies, Final report*, Chapter 4, EUR22025, Luxembourg, Office for Official Publications of the European Communities, pp. 124-152.
- GROUP OF EXPERTS ON GENDER, SOCIAL INCLUSION AND EMPLOYMENT (2006) *The gender pay gap – Origins and policy responses - A comparative review of thirty European countries* (Plantenga, J. and C. Remery, eds.), KE-76-06-200-EN-C, Luxembourg, Office for Official Publications of the European Communities, 66p. (<http://www.mbs.ac.uk/Research/europeanemployment/projects/gendersocial/documents/Genderpaygap2006.pdf>)
- GROUP OF EXPERTS ON GENDER, SOCIAL INCLUSION AND EMPLOYMENT (2006) *'Making work pay' debates from a gender perspective – A comparative review of some recent policy reforms in thirty European countries* (Fagan, C. and G. Hebson, eds.), KE-69-05-836-EN-C, Luxembourg, Office for Official Publications of the European Communities, 172p. ([http://www.mbs.ac.uk/Research/europeanemployment/projects/gendersocial/documents/FaganHebson\\_MakeWorkPay.pdf](http://www.mbs.ac.uk/Research/europeanemployment/projects/gendersocial/documents/FaganHebson_MakeWorkPay.pdf))
- GROUP OF EXPERTS ON GENDER, SOCIAL INCLUSION AND EMPLOYMENT (2005) *Reconciliation of work and private life – A comparative review of thirty European countries* (Plantenga, J. and C. Remery, eds.), KE-69-05-828-EN-C, Luxembourg, Office for Official Publications of the European Communities, 100p. (<http://www.mbs.ac.uk/Research/europeanemployment/projects/gendersocial/documents/ReconciliationofWorkandPrivateLife.pdf>)
- MEULDERS D., R. PLASMAN, M. CINCERA, S. LEMIERE, S. DANIS, S. O'DORCHAI, I. TOJEROW, M. JEPSSEN, A. GANGJI, D. MORENO, M. CAPRILE, K. KRUGER (2003) *Women in industrial research. Analysis of statistical data and good practices of companies*, EUR20814, Luxembourg, Office for Official Publications of the European Communities, 172 p.

#### **6.1.2. Articles in international scientific journals (with referee procedure)**

- O'DORCHAI S. and S. SISSOKO (to be submitted to *Feminist Economics*) "The wage effect for mothers of young children in the household – Mean and quantile regressions applied to ten EU-Member states".

- MEULDERS D. and S. O'DORCHAI (submitted to *Journal of Income Distribution*) "Revisiting poverty measures towards individualisation".
- DE HENAU J., D. MEULDERS and S. O'DORCHAI (2010) "Maybe baby: Comparing mothers' employment and child policies the EU-15", *Feminist Economics*, vol. 16, n°1, January, pp.43-77.
- O'DORCHAI S., PLASMAN R. and F. RYCX (2007) "The part-time wage penalty in European countries: how large is it for men?", *International journal of manpower*, Vol. 28, n°7, pp.571-603.
- DE HENAU J., D. MEULDERS and S. O'DORCHAI (2006) «The childcare triad? Indicators assessing three fields of child policies towards working mothers in the EU-15», *Journal of Comparative Policy Analysis*, special issue on Work/Family Reconciliation Policies in High-Employment Economies (guest editor: J. Gornick), Vol. 8, n°2, pp.129-148, June.

### 6.1.3. Articles in national scientific journals (with referee procedure)

- ALAOUI AMINE Z., K. FREDERICQ EVANGELISTA, D. MEULDERS and S. O'DORCHAI (2010 forthcoming) « Analyse des revenus individuels et de la dépendance financière des femmes et des hommes en Belgique », *Brussels Economic Review /Cahiers Economiques de Bruxelles*, Vol.53, N°1, Spring.
- ALAOUI AMINE Z., D. MEULDERS and S. O'DORCHAI (2010 forthcoming) « Distribution des revenus entre les partenaires des couples en Belgique », *Brussels Economic Review /Cahiers Economiques de Bruxelles*, Vol.53, N°1, Spring.
- O'DORCHAI S. and N. SIMEU (2010 forthcoming) « Analyse de l'évolution des revenus des femmes et des hommes après une rupture du couple dans 18 pays européens », *Brussels Economic Review /Cahiers Economiques de Bruxelles*, Vol.53, N°1, Spring.
- MEULDERS D. and S. O'DORCHAI (2009 forthcoming) "Le ménage, cache sexe de la pauvreté des femmes", *Revue de la sécurité sociale belge*.
- MARON L., D. MEULDERS and S. O'DORCHAI (2008) « Le congé parental en Belgique », *Brussels Economic Review /Cahiers Economiques de Bruxelles*, Vol.51, N°2/3, Summer-Autumn.
- O'DORCHAI S. (2008) « Do women gain or lose from becoming mothers? A comparative wage analysis in 25 European countries », *Brussels Economic Review /Cahiers Economiques de Bruxelles*, Vol.51, N°2/3, Summer-Autumn.
- MEULDERS D., S. O'DORCHAI and R. PLASMAN (2007) « Les inégalités salariales de genre : expliquer l'injustifiable ou justifier l'explicable », *Brussels Economic Review /Cahiers Economiques de Bruxelles*, Vol.50, N°3, Autumn.
- DE HENAU J., L. MARON, D. MEULDERS, S. O'DORCHAI and R. PLASMAN (2007) « Trabalho e maternidade na Europa, condições de trabalho e políticas públicas », *Cadernos de Pesquisa*, Vol.37, N°132, September-December, pp.611-640.
- DE HENAU J., L. MARON, D. MEULDERS and S. O'DORCHAI (2007) "Travail et maternité en Europe, conditions de travail et politiques publiques", *Brussels Economic Review / Cahiers Economiques de Bruxelles*, Vol.50, n°1, Spring-Summer, pp.63-88.

- DE HENAU J., D. MEULDERS and S. O'DORCHAI (2006) "The comparative effectiveness of public policies to fight motherhood-induced employment gaps in the former EU-15", *Bulletin luxembourgeois des questions sociales*, Vol. 20, pp. 36-74.
- JEPSEN M., S. O'DORCHAI, R. PLASMAN and F. RYCX (2005) "The wage penalty induced by part-time work: the case of Belgium", *Brussels Economic Review / Cahiers Economiques de Bruxelles*, special issue on Labour market polarization (guest editors: B. Mahy, R. Plasman and F. Rycx), Vol.48, n°1/2, Spring-Summer.
- MEULDERS D. and S. O'DORCHAI (2004) "Editorial", *Transfer*, special spring issue on Motherhood and Work, Vol.10, n°1, pp.5-13, Spring.
- DE HENAU J., D. MEULDERS, S. O'DORCHAI and H. PERIVIER (2004). « The relative generosity of the EU countries' childcare systems », *Transfer*, special spring issue on Motherhood and Work, Vol.10, n°1, pp.62-87, Spring.
- MEULDERS D. and S. O'DORCHAI (2004) « The role of welfare state typologies in analysing motherhood », *Transfer*, special spring issue on Motherhood and Work, Vol.10, n°1, pp.16-33, Spring.

#### 6.1.4. Working papers

- MEULDERS D. and S. O'DORCHAI (2010). "A re-evaluation of the financial consequences of separation: Individualising concepts and definitions". *Working Paper DULBEA, Research Series*, N°10-02.RS, February.
- ALAOUI AMINE Z, K. FREDERICQ EVANGELISTA, D. MEULDERS, S. O'DORCHAI, R. PLASMAN and F. RYCX (2009). « Revenus individuels et dépendance financière des femmes et des hommes dans neuf pays européens en 2006 ». *Working Paper DULBEA, Research Report*, N°09-12.RR, August.
- ALAOUI AMINE Z, K. FREDERICQ EVANGELISTA, D. MEULDERS, S. O'DORCHAI, R. PLASMAN and F. RYCX (2009). « Analyse de la répartition des revenus entre les femmes et les hommes et de la dépendance financière en Belgique sur base des données du SILC-Belge 2006 ». *Working Paper DULBEA, Research Report*, N°09-09.RR, March.
- O'DORCHAI S. (2009). "Do women gain or lose from becoming mothers? A comparative wage analysis in 20 European countries", *Working paper DULBEA, Research series*, N°09-11.RS, May.
- MEULDERS D. and S. O'DORCHAI (2009). "Gender and flexibility in working time in Belgium", *Working paper DULBEA, Research report*, N°09-08.RR, March.
- MARON L., D. MEULDERS and S. O'DORCHAI (2008) « Le congé parental en Belgique », *Working Paper DULBEA, Research series*, N°08-24.RS, December.
- O'DORCHAI S. (2008). "Pay inequality in 25 European countries", *Working Paper DULBEA, Research series*, N°08-06.RS, June.
- MEULDERS D. and S. O'DORCHAI (2008). "Childcare in Belgium", *Working paper DULBEA, Research Report*, N°08-08.RR, March.
- DE HENAU J., L. MARON, D. MEULDERS and S. O'DORCHAI (2007). "Travail et Maternité en Europe, Conditions de Travail et Politiques Publiques". *Working Paper DULBEA, Research series*, N°07-14.RS, October.

- O'DORCHAI S., R. PLASMAN and F. RYCX (2007). "The part-time wage penalty in European countries: How large is it for men?". *Working Paper DULBEA, Research series*, N°07-02.RS , January, International Journal of Manpower.
- DE HENAU J., D. MEULDERS and S. O'DORCHAI (2006), "The comparative effectiveness of public policies to fight motherhood-induced employment penalties and decreasing fertility in the EU-15", *Working paper DULBEA, Research series*, N°06-02.RS, February.
- JEPSEN M., S. O'DORCHAI, R. PLASMAN and F. RYCX (2005). "The wage penalty induced by part-time work: the case of Belgium", *Working Paper DULBEA, Research series*, N°05-17.RS, September. Brussels Economic Review/Cahiers Economiques de Bruxelles, 2005, vol. 48, n°1-2, pp. 73-94.)

### 6.1.5 Research reports

- MEULDERS D. and S. O'DORCHAI, (2009), *National Expert Assessment of the Gender Perspective in the National Reform Programme for Employment*, report by the European Commission's Network of Experts in the fields of Employment and Gender equality issues (EGGE) for the Equal Opportunities Unit, DG Employment.
- MEULDERS D. and S. O'DORCHAI, (2009), *Flexible working time arrangements in Belgium*, report by the European Commission's Network of Experts in the fields of Employment and Gender equality issues (EGGE) for the Equal Opportunities Unit, DG Employment.
- MEULDERS D. and S. O'DORCHAI, (2008), *National Expert Assessment of the Gender Perspective in the National Reform Programme for Employment*, report by the European Commission's Network of Experts in the fields of Employment and Gender equality issues (EGGE) for the Equal Opportunities Unit, DG Employment.
- MARON L., E. MARTINEZ, D. MEULDERS and S. O'DORCHAI, (2008), *Gender segregation in the labour market: roots, implications and policy responses in Belgium*, report by the European Commission's Network of Experts in the fields of Employment and Gender equality issues (EGGE) for the Equal Opportunities Unit, DG Employment.
- MEULDERS D. and S. O'DORCHAI, (2008), *The provision of childcare services in Belgium*, report by the European Commission's Network of Experts in the fields of Employment and Gender equality issues (EGGE) for the Equal Opportunities Unit, DG Employment.
- MEULDERS D. and S. O'DORCHAI, (2007), *Gender mainstreaming in Belgium – An analysis of employment policies from a gender perspective*, European Commission's Expert Group on Gender, Social Inclusion and Employment report for the Equal Opportunities Unit, DG Employment.
- MEULDERS D. and S. O'DORCHAI (2006) *Assessment of the Belgian Strategic Report on Social Protection and Social Inclusion from a gender perspective*, Expert Group on Gender and Employment, European Commission, DG Employment and Social Affairs, Brussels, 23p.
- MEULDERS D. and S. O'DORCHAI (2006) *National Expert Assessment of the Gender Perspective in the Belgian Reform Programme for Employment*, European Expert Group on Gender, Social Inclusion and Employment, European Commission, DG Employment and Social Affairs, Brussels.

- MEULDERS D. and S. O'DORCHAI (2006) *The gender pay gap in Belgium*, External Report commissioned by the European Commission's DG Employment and Social Affairs, Unit G1 Equality between Women and Men, to the European Expert Group on Gender, Social Inclusion and Employment, Brussels, 42p. ([http://ec.europa.eu/employment\\_social/gender\\_equality/docs/2007/be\\_paygap\\_en.pdf](http://ec.europa.eu/employment_social/gender_equality/docs/2007/be_paygap_en.pdf))
- MEULDERS D. and S. O'DORCHAI (2005) *Reconciliation of Work and Private Life in Belgium*, External Report commissioned by the European Commission's DG Employment and Social Affairs, Unit G1 Equality between Women and Men, to the European Expert Group on Gender, Social Inclusion and Employment, Brussels, 55p. ([http://ec.europa.eu/employment\\_social/gender\\_equality/docs/2007/be\\_reconc\\_en.pdf](http://ec.europa.eu/employment_social/gender_equality/docs/2007/be_reconc_en.pdf))
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- MEULDERS D. and S. O'DORCHAI (2004) "Making Work Pay". *Debates from a Gender Perspective – The Belgian National Report*, External Report commissioned by the European Commission's DG Employment and Social Affairs, Unit G1 Equality between Women and Men, to the European Expert Group on Gender, Social Inclusion and Employment, Brussels.
- MEULDERS D. and S. O'DORCHAI (2004) *Assessment of the Belgian Action Plan for Employment and Social Inclusion from a gender perspective*, Expert Group on Gender and Employment, European Commission, DG Employment and Social Affairs, Brussels.
- DE HENAU J., G. KARAKAYA, D. MEULDERS, S. O'DORCHAI, R. PLASMAN and R. R. TORRES (2004). « *Fiscalité du tabac: évaluation des effets sur la consommation et les recettes fiscales* », a research project requested by Rudy Demotte, Minister of Social Affairs and of Public Health, DULBEA, March.
- MEULDERS D. and S. O'DORCHAI (2003) *The costs of non-gender equality. National report for Belgium*, External Report commissioned by the European Commission's DG Employment and Social Affairs, Unit G1 Equality between Women and Men, to the European Expert Group on Gender, Social Inclusion and Employment, Brussels. (<http://www.mbs.ac.uk/Research/europeanemployment/projects/gendersocial/publications-egge.aspx>)
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- MEULDERS D. and S. O'DORCHAI (2003) *Assessment of the Belgian Action Plan on Social Inclusion 2003-2005 from a gender perspective*, Expert Group on Gender and Employment, European Commission, DG Employment and Social Affairs, Brussels, 16p. ([http://www.mbs.ac.uk/Research/europeanemployment/projects/gendersocial/documents/SI\\_NAP\\_BE2003.pdf](http://www.mbs.ac.uk/Research/europeanemployment/projects/gendersocial/documents/SI_NAP_BE2003.pdf))
- DE HENAU J., D. MEULDERS and S. O'DORCHAI (2002). *Supplementary information regarding policies to promote gender equality and employment : Belgium*, Report of the European Commission's groups of Experts on Gender and Employment, draft version, 14 p.

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#### 6.1.6. Publications in conference proceedings

- O'DORCHAI S. (2009) "Targeting women in science and research: a cross-country comparison based on composite indicators", to be published in the proceedings of the Second International PROMETEA Conference "The scientific and technological careers of women and men – Private temporalities, professional temporalities, public and corporate policies", Maison de l'UNESCO, Paris (France), November 26-27, 2009.
- MEULDERS D. and S. O'DORCHAI (2009) "Revenus individuels et dépendance financière des femmes et des hommes dans neuf pays européens en 2006", to be published in the proceedings of the Sophia Colloquium "Savoirs de genre, quel genre de savoir?", Brussels, October 23-24, 2009.
- MEULDERS D. and S. O'DORCHAI (2003) "Welfare State Comparisons and Motherhood », in: BLAAS W. (Ed.) *Eastern Enlargement as an All European Development Project*, proceedings of the conference of the thematic network "Improvement of Economic Policy Coordination for Full Employment and Social Cohesion in Europe" (Budapest, 7-9 March), Institut für Finanzwissenschaft und Infrastrukturpolitik der Technischen Universität Wien, Der Öffentliche Sektor, Forschungsmemoranden, pp.171-195.

## 6.2. Scientific activities

### 6.2.1. Presentations at conferences, colloquia, seminars and workshops

- 15<sup>th</sup> annual meeting of the Society of Labor Economists (SOLE), London, June 17-19, 2010

**Paper submitted:** MEULDERS D. and S. O'DORCHAI (2010) "A re-evaluation of the financial consequences of separation: Individualising concepts and definitions"

- Second International PROMETEA Conference "The scientific and technological careers of women and men – Private temporalities, professional temporalities, public and corporate policies", Maison de l'UNESCO, Paris (France), November 26-27, 2009

**Paper presented:** O'DORCHAI S. (2009) "Targeting women in public and private research"

- Annual IAFFE Conference, Boston, Massachusetts, USA, June 26-28, 2009

**Paper presented:** ALAOUI AMINE Z., K. FREDERICQ EVANGELISTA, D. MEULDERS and S. O'DORCHAI (2009) "Revisiting poverty measures towards individualisation"

- 14<sup>th</sup> annual meeting of the Society of Labor Economists (SOLE), Boston, May 8-9, 2009

**Paper presented:** O'DORCHAI S. (2008) "Do women gain or lose from becoming mothers?"

A comparative wage analysis in 20 European countries” (presented as a poster)

- First EU-Microdata User-conference, Mannheim, March 6-7, 2009

**Paper presented:** O’DORCHAI S. (2008) “Do women gain or lose from becoming mothers? A comparative wage analysis in 25 European countries”

- Séminaire "Genre" de l'Université de Paris, Centre d’Economie de la Sorbonne (CES), Université Paris 1 Panthéon-Sorbonne, March 1-2, 2009

**Paper presented:** O’DORCHAI S. (2008) “Do women gain or lose from becoming mothers? A comparative wage analysis in 25 European countries”

- “Parentalité et emploi – Un défi pour les politiques publiques”, conference organised by the Groupement de recherche européen du CNRS – Marché du travail et genre en Europe (MAGE) in collaboration with the Département d’économie appliquée of the Université Libre de Bruxelles (DULBEA) and the Unit Politiques et Services à l’Enfance of the Université Libre de Bruxelles (ULB-ESP), Brussels, 18 December, 2008.

**Paper presented:** O’DORCHAI S. (2008) “Do women gain or lose from becoming mothers? A comparative wage analysis in 25 European countries”

- « Les discriminations sur le marché de l'emploi en Wallonie, face visible d'un système inégalitaire, un défi pour la FGTB », conference organised by the CEPAG, Brussels, 8 December 2008

**Paper presented:** O’DORCHAI S. (2008) "L'écart salarial de genre: une question de capital humain, de caractéristiques d'entreprise ou de discrimination?"

- 2008 IAFFE Summer Conference, Torino, June 19 – 21

**Paper presented:** O’DORCHAI S. (2008) “Pay inequality in 25 European countries”

- 35th CEIES Seminar “New family relationships and living arrangements - demands for change in social statistics”, Warsaw, January 24-25, 2008

**Paper presented:** DE HENAU J., D. MEULDERS and S. O’DORCHAI “Maybe baby: Comparing mothers’ employment and child policies the EU-15”

- “50 ans d’économie appliquée au service de la société”, conference organised by DULBEA (ULB), Brussels, October 11-12, 2007

**Poster presented:** O’DORCHAI S., PLASMAN R. and F. RYCX (2007) “The part-time wage penalty in European countries: how large is it for men?”

- 12th Annual Meeting of the Society of Labor Economists (SOLE), Chicago (USA), May 4-5, 2007

**Paper presented:** O’DORCHAI S., PLASMAN R. and F. RYCX (2007) “The part-time wage penalty in European countries: how large is it for men?”

- American Economic Association (AEA) Conference, Chicago, United States, January 5-7, 2007

As member of IAFFE, I helped organise a **special IAFFE session** on Parenthood and work in Europe and in the US at this conference

**Paper presented:** O’DORCHAI S. and S. SISSOKO (2006) “The motherhood wage penalty”

- Annual EALE Conference, Prague, Czech Republic, 21-23 September 2006.

**Paper presented:** DE HENAU J., D. MEULDERS and S. O’DORCHAI (2005) “Maybe Baby! The comparative effectiveness of Public Policies to fight motherhood-induced employment penalties and decreasing fertility in the EU-15”

- 92<sup>nd</sup> Applied Econometrics Association (AEA) conference on “Policies against unemployment”, Naples, Italy, June 1-2, 2006.

**paper presented:** DE HENAU J., D. MEULDERS and S. O'DORCHAI (2005) "Maybe Baby! The Comparative Effectiveness of Public Policies to Fight Motherhood-Induced Employment Penalties and Decreasing Fertility in the Former EU-15"

- International conference on The rationale of parenthood choices / Analyse des choix parentaux, hosted by the Applied Econometrics Association (AEA), Pau, France, March 4-5, 2005

**paper presented:** DE HENAU J., D. MEULDERS and S. O'DORCHAI (2005) "The Child Care Triad ? Indicators Assessing Three Fields of Child Policies Toward Dual-Earner Families in the EU-15"

- International conference on The rationale of parenthood choices / Analyse des choix parentaux, hosted by the Applied Econometrics Association (AEA), Pau, France, March 4-5, 2005

**paper presented:** DE HENAU J., D. MEULDERS and S. O'DORCHAI (2005) "The Relative Generosity of the EU-15 Member States' Child Policies towards Dual-earner Families"

- Applied Econometrics Association (AEA) conference on the "Econometrics of Labour Demand", Mons, Belgium, October 6-8, 2004.

**paper presented:** O'DORCHAI S., R. PLASMAN and F. RYCX (2004) "The wage penalty induced by part-time work. Evidence from European countries »

- 13<sup>th</sup> IAFFE International Annual Conference on Feminist economics, St. Hilda's College, Oxford, England, August 5-7, 2004

**paper presented:** DE HENAU J., D. MEULDERS, S. O'DORCHAI and H. PÉRIVIER (2004) "The relative generosity of the EU countries' childcare systems »

- 9th Conference of the international seminar on working time « Flexibilité des temps de travail et éclatement des temps sociaux », Conservatoire National des Arts et Métiers, Paris, 26-28 février 2004.

**paper presented:** DE HENAU J., D. MEULDERS, S. O'DORCHAI and K. ORSINI (2004) "It's time to care !" Effectiveness of family-friendly policies in enhancing labour market participation and a balanced time allocation of earner-carers. Evidence from 6 European countries"

- 12<sup>th</sup> IAFFE International Annual Conference on Feminist economics, University of the west Indies, Cave Hill Campus St. Michael, Barbados, West Indies, June 27-29, 2003

**paper presented:** MEULDERS D. and S. O'DORCHAI (2002) « Welfare State Comparisons and Motherhood »

- « Marché du Travail et Genre dans les Pays du Maghreb : Spécificités, points communs et synergies avec l'Europe », colloquium organised by MAGE, INSEA and DULBEA, Rabat, April 11-12, 2003

**paper presented :** O'DORCHAI S. (2003) « La place du Maroc dans l'ensemble des typologies européennes d'Etats-providence et les implications pour les femmes au travail »

- « Social Welfare in a Widening Europe », forum organised by DREES-MiRe, Paris, March 20-22, 2003

**paper presented :** MEULDERS D. and S. O'DORCHAI (2002) « Welfare State Comparisons and Motherhood »

- « EU-Enlargement and Social Cohesion », international conference organised by the thematic network EPOC (Improvement of Economic Policy Coordination for Full Employment and Social Cohesion in Europe), Budapest, March 7-9, 2003

**paper presented :** MEULDERS D. and S. O'DORCHAI (2002) « Welfare State Comparisons

and Motherhood »

- « Researching Family, Employment and welfare Issues in Europe : the quantitative approach », joint conference of 4 European research projects of the 5<sup>th</sup> Framework Programme : AGIR, DynSoc, FENICS and MOCHO, Brussels, February 18-20, 2003

**paper presented** : LE CACHEUX J., D. MEULDERS, S. O'DORCHAI and H. PERIVIER (2002) « A formal comparison of family policies across Europe, 1988-2000”

#### **6.2.2. Invitations as a speaker (excl. conferences and colloquia)**

- Invitation to give a lecture on the gender wage gap for the Commission on Gender Equality of the Belgian Senate, Palais des Nations, Brussels, June 28, 2006.

**papers presented** :

- MEULDERS D. and R. PLASMAN (2006) « Les inégalités salariales de genre: expliquer l'injustifiable ou justifier l'inexplicable »
- MEULDERS D. and S. O'DORCHAI (2006) *The gender pay gap in Belgium*, External Report commissioned by the European Commission's DG Employment and Social Affairs, Unit G1 Equality between Women and Men, to the European Expert Group on Gender, Social Inclusion and Employment, Brussels.

#### **6.2.3. Referee Reports for Scientific Journals**

- Book review in *Transfer*, European Review of Labour and Research, Quarterly of the ETUI/REHS Research Department, Vol. 12, N° 3, Autumn, 2006, pp. 463-67: BURKE R. J. and M. C. MATTIS (Eds.) (2005) *Supporting women's career advancement – Challenges and opportunities*, New Horizons in management series (ed. C. L. Cooper), Edward Elgar, 359p.
- Book review in *Transfer*, European Review of Labour and Research, Quarterly of the ETUI/REHS Research Department, Vol. 14, N°3, Autumn, 2008, pp. 509-13: VAN DER LIPPE T. and P. PETERS (Eds.) (2007) *Competing claims in work and family life*, Edward Elgar, 296p..
- Book review in *Feminist Economics*, 2010, vol. 16, n°3 (forthcoming): CRAIG L. (2007) *Contemporary motherhood – The impact of children on adult time*, Ashgate, 187p.
- Referee report for *Transfer* concerning the article “Absence from work among women employees in Sweden” (May 2009)

#### **6.2.4. Editorial Boards**

- Member of the scientific committee of Brussels Economic Review / Cahiers Economiques de Bruxelles (2006-)

#### **6.2.5. Member of Dissertation Committees**

- Güngör Karakaya, ULB (Ph.D. defended in December 2008, Supervisor: R. Plasman).
- Arynah Gangji, ULB (Ph.D. defended in September 2008, Supervisor: R. Plasman).

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## **VII. Other Responsibilities**

### **7.1. Organisation of Conferences and Workshops**

- « Beyond the leaky pipeline. Challenges for research on gender and science », final conference of the project « Meta-analysis of gender and science research », organised as an event of the Belgian presidency of the EU by DULBEA (ULB, Bruxelles) and CIREM (Barcelona) in collaboration with the Institut pour l'égalité des femmes et des hommes, Brussels, 19-20 octobre 2010.

- « Belgian Gender and Income Analysis : closing seminar », organised by DULBEA and the Institut pour l'égalité des femmes et des hommes, Brussels, December 7, 2009.
- “50 ans d'économie appliquée au service de la société”, conference organised by DULBEA (ULB), Brussels, October 11-12 , 2007
- American Economic Association (AEA) Conference, Chicago, United States, January 5-7, 2007: As member of IAFFE, I helped organise a **special IAFFE session** on Parenthood and work in Europe and in the US at this conference
- « Marché du Travail et Genre dans les Pays du Maghreb : Spécificités, points communs et synergies avec l'Europe », colloquium organised by MAGE, INSEA and DULBEA, Rabat, April 11-12, 2003

## **7.2. Member of Scientific Committees of Conferences**

- Member of the Organisation Committee and of the Scientific Committee of the AEA international conference on “the Rationale of Parenthood Choices”, held at the University of Pau, March 4-5, 2005.

## **7.3. Member of scientific associations**

- Since 2001, member of the International Association For Feminist Economics (IAFFE).
- Since 2004, member of the American Economic Association (AEA)
- Since 2006, member of Applied Econometrics Association (AEA)
- Since 2009, member of Society of Labor Economists (SOLE)

## **7.4. Administrative Responsibilities at the ULB**

- December 2003 – December 2004: effective representative of the scientific personnel in the faculty board of the Institut des sciences du travail

## **7.5. Expert or consultant activities**

Assistance to Danièle Meulders and Robert Plasman who represent respectively Belgium and Luxembourg in the European Commission's Expert Group on Gender, Social Inclusion and Employment (EGGSIE, previously known as EGGE). Each year this group carries out an assessment of both the National Action Plans for Employment and those for Social Inclusion (since 2003) from a gender point of view and writes a national thematic report (“the costs of non-gender equality”, “Making work pay”, “the gender wage gap”, etc.).

*“Evaluation of the effectiveness of the current legal framework on equal pay for equal work or work of equal value in tackling the gender pay gap (EQPA)”*, a research commissioned by the DG Employment and Social Affairs of the European Commission and carried out by Particip, Germany in collaboration with scientific experts. The final report will be published at the end of 2009.

Support to Eurostat (subcontractor: Sogeti, Luxembourg) for the production of 10 Statistics in Focus and especially a statistical *Panorama publication about the reconciliation between work, private and family life in the European Union*. The panorama publication will be out by the end of 2009.

## **7.6. Other scientific activities**

Assistance to Professors D. Meulders in the field of teaching, editing exams, correcting exams, guiding students in their thesis and doctoral work, negotiating publication opportunities, etc.

## VIII. Brief description of the research subjects

My research interests include:

- Gender equality
- Gender wage gap
- Motherhood and employment
- Public policies
- Poverty and income distribution

As an illustration, a brief description of one of my running research projects is provided hereafter.

English title: **Belgian Gender and Income Analysis (BGIA)**

French title : Genre et revenu : analyse et développement d'indicateurs

### *Problem:*

The data currently available give little indication as to existing income inequalities between men and women. Information is available for singles but as regards couples, most analyses are based on the idea of equal sharing of resources between both partners. This presents a major obstacle for an efficient design of policies and analytical assessment according to either level of income or gender or both.

### *Social and political value:*

For various reasons it is important to have a clear idea of existing income inequalities between men and women.

Firstly, income is a key factor of our society: it is both the source and consequence of individuals' social position. Gender differences as regards income are thus at the heart of more general gender inequalities.

Secondly, the analysis of households' risk at living in poverty sheds valuable insight into the current state of affairs but fails to inform about the precariousness of each of the household's members' situation were it to dissolve. However, within an overarching context of a destabilising household model, this latter aspect is of utmost importance. Currently available statistical information fails to sufficiently assess the correlation between income, or personal access to income, and life's hazards. For example, the "cost" of children, in the sense of the loss of income they entail both in the short and the long run, is unequally borne by women. Another example, the high poverty risks of elderly women living as singles are directly related to gender inequalities in the constitution of pension rights.

Thirdly, an equal division of income within the household is in fact an abstract notion, not a real-life fact. Indeed, the process of income allocation and the differences in consumption level and behaviour within households are too frequently ignored. As a result, an in-depth gender and income analysis should also include an assessment of gender inequalities in access to financial resources and in the allocation of financial responsibilities within the family.

### *Scientific value:*

In Belgium, very high-quality poverty indicators exist which have inspired poverty research at the European level. Belgium could once again play a pioneer role. Indeed, it is not the only country where it is difficult to examine income inequalities between women and men based on currently available statistical indicators. However, the Belgian tax and social security system is very specific so that the methodology used to develop new indicators needs to be sufficiently transparent in order for other countries to be able to adapt it and make it workable within their own national contexts. Only then can our method and results be useful for our colleague researchers abroad.

Moreover, in Belgium, high-quality data regarding income exist. So far they have not sufficiently been analysed from a gender perspective. However, the availability of individual data that can be linked to household information makes it possible to considerably widen the scope of existing analyses.

### *Objective of the project:*

The aim of the project is to provide an in-depth analysis at the individual level of the actual income situation of women and men on the basis of the different data sources available. The data are coded.

Therefore, it is necessary to develop a methodology et to construct indicators. This methodology and the creation of a new data base on “gender and income” will on the one hand allow to compute identical indicators in the future and on the other hand, encourage further research on this subject.

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Date et signature.