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Policy area "Gender Issues, Equality and Diversity"

416 result(s)

Creation date: 29-07-2019
Detecting and protecting victims of trafficking in hotspots

Publication type: Study
Date: 15-07-2019
Author: Amandine Marie Anne SCHERRER
Policy area: Area of Freedom, Security and Justice; Gender Issues, Equality and Diversity; Evaluation of Law and Policy in Practice; Development and Humanitarian Aid; Human Rights
Summary: This study focuses on the issue of trafficking in human beings in the specific context of hotspots. It analyses the processes in place to facilitate the detection of victims when they arrive by sea on Greek and Italian shores, as well as the protection they are granted.

EU policies – Delivering for citizens: Promoting equality between women and men

Publication type: Briefing
Date: 28-06-2019
Author: Rosamund SHREEVES | Martina PRPIC
Policy area: Gender Issues, Equality and Diversity
Keyword: sexual violence | job application | EU Member State | work-life balance | working conditions | directive (EU) | gender equality | equal treatment | employment policy | anti-discriminatory measure | equal pay | job access | distribution of EU funding
Summary: The European Union (EU) is committed to eliminating inequalities and promoting gender equality 'in all its activities' and has made considerable advances over the years. Nevertheless, the situation remains uneven across the EU, and in recent times progress has slowed, stalled or even regressed in some areas. Yet, the evidence points clearly to the benefits of gender equality for individuals, the economy and society as a whole. Public opinion surveys show that a large majority of Europeans agree that promoting gender equality is important for a fair and democratic society, the economy and for them personally and that a growing share of citizens would like the EU to do more in this area. Europeans also expect increased EU action on related policies. During the last legislative term, as part of a broader gender equality programme, the EU institutions have been working on proposals for new EU laws to improve work-life balance and combat violence against women. Promoting equality between women and men will remain one of the major challenges in the coming years. Demographic trends, technological developments and changes to the way we work are just some of the issues where different impacts on women and men will need to be considered. Options for further EU involvement could include better implementation and enforcement of existing legislation, moves to modernise it, fill gaps in protection and addressing emerging issues, and non-legislative measures such as data collection and monitoring, awareness-raising, and support for national and grassroots initiatives. It will require the political will at all levels to tackle issues across a broad spectrum of policies, together with the provision of the necessary institutions, tools and resources to put that resolve into action. This is an update of an earlier briefing issued in advance of the 2019 European elections.

EU policies – Delivering for citizens: Human Rights

Publication type: Briefing
Date: 28-06-2019
Author: Ionel ZAMFIR | Rosamund SHREEVES | Martina PRPIC
Policy area: Gender Issues, Equality and Diversity; Human Rights
Keyword: peacekeeping | sustainable development | EU Charter of Fundamental Rights | international trade | women's rights | rule of law | gender equality | Court of Justice of the European Union | human rights
Summary: In the 70 years since the adoption of the Universal Declaration of Human Rights – the first international document to set common standards of achievement for all states – the pivotal role and moral, legal and political significance of human rights in the international arena have become indisputable. However, despite considerable progress in many areas on recognition, codification and implementation, human rights have also come under increased attack. Whether in theatres of war or in the political arena, human rights are now often rejected on ideological grounds. The EU itself has not been spared by the current backlash. In its Member States, a populist wave has empowered some political forces that increasingly question the significance of core human rights, such as the right to freedom of expression. In these troubled times for human rights, opinion polls show that European citizens perceive human rights as one of the most important values for them personally and one of the values that best represent the EU itself. Having emerged from World War II and its atrocities, European countries were determined to secure lasting peace, and the Union they created is founded on respect for democracy, the rule of law and human rights, which guide and shape its legislation and policies. Within the EU, recent action has included new legislation on data protection and access to justice, the European Pillar of Social Rights, and initiatives to combat inequality, discrimination and hate speech. There is also an acknowledgement that more needs to be done to complete the legal framework to combat discrimination and strengthen internal mechanisms for upholding the rule of law. Human rights are additionally a general objective of EU external action. The EU is deeply committed to promoting human rights, as enshrined in international treaties, in its relations with third countries and with other multilateral regional and global institutions. During Parliament’s last mandate, the EU consistently applied and deepened a range of policy approaches that strengthen its role and image as a normative power that inspires others through its example. Maintaining and consolidating this policy remains vital for preserving the EU's image and credibility as a normative power based on values, and one that has the capacity to act at a time when the principle of multilateralism is increasingly questioned. This is an update of an earlier briefing issued in advance of the 2019 European elections.
What if policy anticipated advances in science and technology?

Publication type: Briefing
Date: 26-06-2019
Author: Lieve VAN WOENSEL
Summary: What if blockchain revolutionised voting? What if your emotions were tracked to spy on you? And what if we genetically engineered an entire species? Science and policy are intricately connected. Via monthly ‘What if’ publications, the Scientific Foresight Unit (STOA; part of the European Parliamentary Research Service) draws Members of the European Parliament's attention to new scientific and technological developments relevant for policy-making. The unit also provides administrative support to the Panel for the Future of Science and Technology (STOA), which brings together 25 Members from nine different parliamentary committees who share a strong interest in science and technology in the context of policy-making.

The professional status of rural women in the EU

Publication type: Study
Date: 27-05-2019
External author: Ramona FRANIĆ, Tihana Kovačiček
Policy area: Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice
Summary: This study, commissioned by the European Parliament's Policy Department for Citizens' Rights and Constitutional Affairs at the request of the FEMM Committee, gives an overview of the professional status of rural women in the EU, as well as their employment situation and position in the labour market in rural areas in most relevant Member States. The study provides identification of the best practices implemented in the Member States and concludes with policy recommendations on the improvement of the employment situation and legal status of women living in rural areas of the EU.

The rights of LGBTI people in the European Union

Publication type: Briefing
Date: 16-05-2019
Author: Rosamund Shreeves
Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity
Summary: The prohibition of discrimination, and the protection of human rights are important elements of the EU legal order. Nevertheless, discrimination against lesbian, gay, bisexual, transgender and intersex (LGBTI) persons persists throughout the EU, taking various forms including verbal abuse and physical violence. Sexual orientation is now recognised in EU law as grounds of discrimination. However, the scope of the provisions dealing with this issue is limited and does not cover social protection, healthcare, education and access to goods and services, leaving LGBTI people particularly vulnerable in these areas. Moreover, EU competence does not extend to recognition of marital or family status. In this area, national regulations vary, with some Member States offering same-sex couples the right to marry, others allowing alternative forms of registration, and yet others not providing any legal status for same-sex couples. Same-sex couples may or may not have the right to adopt children and to access assisted reproduction. These divergent legal statuses have implications, for instance, for partners from two Member States with different standards who want to formalise/legalise their relationship, or for same-sex couples and their families wishing to move to another Member State. Combating discrimination has become part of EU internal and external policies, and the subject of numerous resolutions of the European Parliament. However, action in this area remains problematic when it touches on issues pertaining to areas traditionally reserved to Member States, such as marital status and family law.

Briefing on the achievements of the FEMM committee in the area of gender equality during the 2014-2019 term (Briefing + Annex)

Publication type: Briefing
Date: 15-05-2019
Author: Martina Schonard
Policy area: Gender Issues, Equality and Diversity
Summary: Promoting equal economic independence for women, closing the gender pay gap, advancing gender balance in decision-making, ending gender-based violence and promoting gender equality belong to the aims of the European Union.

Briefing: DE, EN, FR
Annex I: DE, EN, FR
Women's role in peace processes

Publication type: Study
Date: 15-05-2019
External author: Dr. Christina BACHE, London School of Economics and Political Science, IDEAS
Policy area: Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice

Summary: This study, commissioned by the European Parliament's Policy Department for Citizens' Rights and Constitutional Affairs at the request of the FEMM Committee, aims to provide insight on the meaningful inclusion of women - where women have decision-making authority - in peace and transition processes. Inclusive peace frameworks not only better reflect the diversity of society, they increase the durability and the quality of peace. Yet, awarding decision-making authority to those waging the war and not to those waging the peace remains a reoccurring theme in most armed conflict situations.

The study presents available data on fragility and armed conflict and takes stock of the global arms trade. It examines progress on the implementation of the United Nations Security Council Resolution 1325 and subsequent resolutions. It assesses global commitments, European Union application of the Women, Peace and Security agenda, National Action Plans and global peace and security indicators. The study explores women’s participation across the peace-making landscape, including peace and transition processes. Moreover, an evaluation of the factors that enhance and constrain women’s meaningful participation in peace-making is put forward. The study highlights the impact of war on women and children and draws attention to the engagement of women across the peace-making landscape in two case studies, Rwanda and Syria. Lastly, the study provides recommendations to achieve sustainable peace and transform global power dynamics that currently favour traditional security perspectives.

Study EN

Women, Gender Equality and the Energy Transition in the EU

Publication type: Study
Date: 03-05-2019
External author: Joy CLANCY; Marielle FEENSTRA

Summary: This study, commissioned by the European Parliament's Policy Department for Citizens’ Rights and Constitutional Affairs at the request of the FEMM Committee, examines the evidence on the role of women in the energy transition in the European Union and the extent of gender equality in the process particularly in respect of the renewable energy sector. The study identifies gender inequalities preventing women from the involvement in the energy transition and career advancement in this area and assesses how the transfer to the sustainable energy model will affect gender equality and the role of women as actors of change. It provides best practices in overcoming the barriers to gender equality in the energy transition and concludes with recommendations to the EU and national decision makers.

Study EN

Living in the EU: Demography

Publication type: At a Glance
Date: 30-04-2019
Author: Giulio SABBATI
Policy area: Social Policy | Gender Issues, Equality and Diversity | Development and Humanitarian Aid

Summary: Important effects of the ageing of its population will influence the future of the European Union (EU). The population is dramatically ageing, driven both by significant increases in life expectancy and by lower fertility rates than in the past. Population growth is therefore slowing down, along with an increasing old-age dependency ratio. Free movement within the EU, in particular east-west movement of EU citizens, has increased, reducing the population of some Member States, while increasing that of others. These changes have serious implications across a range of areas, including the economy, labour market, healthcare and pensions. Hence, they deserve in-depth analysis.

At a Glance EN

Access to maternal healthcare and midwifery for vulnerable groups in the EU

Publication type: Study
Date: 15-04-2019
External author: Ms Konstantina Davaki, London School of Economics, London, UK
Policy area: Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice

Summary: This study, commissioned by the European Parliament's Policy Department for Citizens’ Rights and Constitutional Affairs at the request of the FEMM Committee examines issues related to access of vulnerable social groups to maternal health care services and midwifery in the EU. As the study points out, this access is affected by the interplay of health systems, law, policies, socio-economic factors and attitudes of health professionals and users which leads to barriers to access and consequently to worse health outcomes for those women, as evidence demonstrates. This study critically discusses the issues, analyses the causes, surveys the literature for best practices and makes policy recommendations, aiming at improving the situation for vulnerable women and contributing to reduction of health inequalities.

Study EN
Plenary round-up – Brussels, April I 2019
Publication type At a Glance
Date 05-04-2019
Author CLARE FERGUSON | KATARZYNA SOCHACKA
Policy area Area of Freedom, Security and Justice | Transport | Gender Issues, Equality and Diversity | Employment | Internal Market and Customs Union | Economics and Monetary Issues | Fisheries
Summary Highlights of the April I plenary session included debates on the Future of Europe with Swedish Prime Minister, Stefan Löfven, and on UK withdrawal from the EU. Important debates also took place on several legislative proposals, and Members voted on proposals including the mobility package files debated during the March II plenary session on rules for posted road transport workers and on working conditions for drivers. Parliament also adopted first-reading positions on three further proposed funding programmes for the 2021-2027 period.

Maternity and paternity leave in the EU
Publication type At a Glance
Date 25-03-2019
Author Martina PRPIC | Giulio SABBATI | Ulla JURVISTE
Policy area Social Policy | Gender Issues, Equality and Diversity | Employment
Summary This infographic aims to present the current maternity and paternity leave situation in EU Member States. Maternity leave policies in EU Member States are governed by the 1992 Pregnant Workers Directive. A new proposed directive on work-life balance, due to be voted on by Parliament in April 2019, is expected to introduce a mandatory period of paternity leave across the Union. Most EU countries also grant an additional period of parental leave, but parental leave is not covered in this infographic. This revised version presents the situation in the 28 Member States as known to us on 18 March 2019.

THE GENDER GAP IN PENSIONS IN THE EU
Publication type Briefing
Date 15-03-2019
Author Denitza DESSIMIROVA
Policy area Social Policy | Gender Issues, Equality and Diversity | Financial and Banking Issues
Summary Pensions determine the economic independence of their beneficiaries. This briefing provides a summary of the EU gender gap in pensions and explains its evolution and the basic factors for its existence and size.

What if your emotions were tracked to spy on you?
Publication type At a Glance
Date 13-03-2019
Author Lieve VAN WOENSEL
Summary Recent reports of celebrity singer, Taylor Swift, deploying facial recognition technology to spot stalkers at her concerts raised many eyebrows. What started out as a tool to unlock your smartphone or tag photos for you on social media is surreptitiously becoming a means of monitoring people in their daily lives without their consent. What impact and implications are facial recognition technology applications likely to have, and what can be done to ensure the fair engagement of this technology with its users and the public at large?

Women in local and regional government
Publication type At a Glance
Date 07-03-2019
Author Vasileios MARGARAS
Policy area Gender Issues, Equality and Diversity | Regional Development
Summary Local and regional institutions are vital for women's empowerment, being both the level of governance responsible for service delivery and a potential stepping-stone to a public office career at national and European level. Nevertheless, data show that it is not always easy for women to participate in local or regional government structures. The European Union has been a staunch advocate of women's participation in decision-making at all levels of governance.
European Accessibility Act

Publication type At a Glance
Date 06-03-2019
Author Marie LECERF
Policy area Social Policy | Gender Issues, Equality and Diversity | Internal Market and Customs Union | Adoption of Legislation by EP and Council
Summary To ensure the full participation of people with disabilities in society, and to reduce the fragmentation of legislation governing their access to products and services, the European Commission adopted a proposal for a new directive – often referred to as the European Accessibility Act. This would provide a common EU definition of, and implementation framework for, accessibility requirements for certain products and services in the internal market. Following the completion of trilogue negotiations, which resulted in a provisional agreement in December 2018, the European Parliament is expected to vote on the proposal in plenary during March.

Women in politics in the EU: State of play

Publication type Briefing
Date 01-03-2019
Author Rosamund SHREEVES | Martina PRPIC
Policy area Gender Issues, Equality and Diversity
Summary Exactly one hundred years after women won the vote or were first elected to parliament in some EU countries, the data show that women continue to be under-represented in politics and public life, in the European Parliament, national parliaments and governments, and local assemblies. The arguments for gender balance in politics are numerous, and benefit not only women and female politicians, but also parties themselves and the rest of society. After all, women form half the population and need to be better represented in power structures. However, there is now solid evidence both of obstacles and of the strategies that are effective when it comes to increasing women's participation and representation. Here, political parties and the media can be both barriers and important enablers. The EU has committed to achieving a gender balance in political representation and participation as a matter of justice, equality and democracy. Concrete recommendations have been made for achieving this goal, including specific action that could be taken by the EU institutions, national governments, political parties, civil society and the media. In the run-up to the European elections in May 2019, new mandates in the Commission and European Council, and the end of the EU’s current strategy for gender equality, there is a particular focus on how a better gender balance (at least 40%) or gender parity (50%), could be achieved in the next Parliament and for other high-level posts in the EU institutions, and how the EU and its Member States can move towards true parity democracy.

Women in politics: A global perspective

Publication type Briefing
Date 28-02-2019
Author Eulalia CLAROS GIMENO | Joanna APAP | Ionel ZAMFIR
Policy area Gender Issues, Equality and Diversity | Human Rights
Summary Fair representation of women in political life has a positive impact on gender mainstreaming in various policies. The United Nations has set a dedicated target within the sustainable development goals dealing specifically with women's access to leadership. The available data on the presence of women in parliaments and in governments show a positive trend, but much still remains to be done to ensure an equal presence of both genders in decision-making. The European Union supports gender equality in politics, and the European Parliament has reaffirmed the importance of such a policy on various occasions.

FEMM Mission to Spain

Publication type Briefing
Date 25-02-2019
Author Martina SCHONARD
Policy area Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice
Summary Document prepared by the Policy Department C for the FEMM Committee Mission to Spain foreseen from 28 February to 1 March 2019.
**Women in parliaments**

**Publication type**  |  At a Glance
--- | ---
**Date**  |  21-02-2019
**Author**  |  Martina PRPIC | Giulio SABBATI
**External author**  |  CHAHRI, Samy
**Policy area**  |  EU Democracy, Institutional and Parliamentary Law | Gender Issues, Equality and Diversity

**Summary**
The Infographic “Women in parliaments” provides information on the proportion of women in national parliaments, compares representation of women in national parliaments with their numbers in the European Parliament and shows the number of women in the EP by political group. It also gives an overview of female representatives in the EP by Member State and outlines the gender quotas applicable to the EP elections in the current legislature. This is an updated version of an infographic published in February 2017.

**Victims of trafficking in hotspots**

**Publication type**  |  Briefing
--- | ---
**Date**  |  21-02-2019
**Author**  |  Amandine Marie Anne SCHERRER
**Policy area**  |  Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice | Human Rights

**Summary**
This briefing looks at the risks of exploitation faced by people leaving their countries in search of safety or better lives and arriving in Europe by sea. It gives an overview of the processes related to early identification of victims of trafficking in first reception facilities (hotspots) and the related challenges.

**Women in political decision-making in view of the next European elections**

**Publication type**  |  Study
--- | ---
**Date**  |  21-02-2019
**External author**  |  Katie MCCRACKEN, Op cit Research
Dr Ana FITZSIMONS, Op cit Research
Sergio MARQUEZ, Op cit Research
Malgorzata DRUCIAREK, Op cit Research
Prof Milica Antić Gaber, University of Ljubljana
**Policy area**  |  Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice

**Summary**
This study was commissioned by the European Parliament's Policy Department for Citizens' Rights and Constitutional Affairs at the request of the FEMM Committee. It provides analysis of women’s representation within the European Parliament and European Union institutions, key factors affecting gender balance among elected representatives, and strategies and actions to promote gender balance. It also presents case studies of three Member States conducted through the lens of parity democracy, and issues recommendations for political parties, Member States, and EU institutions.

**Research for REGI Committee – Gender Dimension of the EU Cohesion Policy**

**Publication type**  |  Study
--- | ---
**Date**  |  19-02-2019
**External author**  |  Istituto per la Ricerca Sociale: Manuela SAMEK LODOVICI (Project manager), Serena Marianna DRUFUCA, Elena FERRARI, Monica PATRIZIO, Flavia PESCE, Eleonora De SILVIS, Cristina MOJA.
CASE STUDIES:
France: Chiara Crepaldi (Istituto per la Ricerca Sociale)
Germany: Bernhard Boockmann (Institute for Applied Economic Research -IAW)
Italy: Flavia Pesce (Istituto per la Ricerca Sociale)
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Romania: Cristina Vasiliecsu (Istituto per la Ricerca Sociale)
Spain: Ruben Carrandi Cortina (Istituto per la Ricerca Sociale)
Sweden: Malin Hellström Samuelsen (Oxford Research, Stockholm)
**Policy area**  |  Gender Issues, Equality and Diversity | Regional Development

**Summary**
The study analyses how the gender dimension and the principle of gender equality are taken into account in the EU Cohesion Policy 2014-2020. The aim is to provide inputs for the discussion on how to improve the promotion of gender equality and non-discrimination in the post-2020 programming period.
In detail, the study considers how gender equality has been mainstreamed in ESF and ERDF in the programming, implementation, and monitoring phases with focus on eight selected country case studies. It also provides an assessment of the present and future challenges together with policy indications from relevant stakeholders at both European and national level.
Gender Responsive EU Budgeting. Update of the study ‘The EU Budget for Gender Equality’ and review of its conclusions and recommendations

Publication type Study
Date 15-02-2019
External author Blomeyer and Sanz:
Dr Firat Cengiz
Dr Margit Schratzenstaller
Mr Nicolò Franceschelli
Ms Margarita Sanz González

Policy area Budget | Budgetary Control | Gender Issues, Equality and Diversity

Summary This Study updates the 2015 Study entitled ‘The EU Budget for Gender Equality’. It investigates whether, and to what extent, progress has been made in gender budgeting in the EU since the publication of the 2015 Study, particularly in the light of the European Parliament’s 2017 Resolution entitled ‘EU Funds for Gender Equality’. Based on desk-based and empirical research, this Study finds that the absence of overall and consistent commitment to gender equality in the EU budget and the budgetary process continues. As a result, the Study calls on the European Commission, the European Parliament and the Council of the European Union to take legislative action to anchor gender equality to all policies that receive funding from the EU budget.

Study EN

Zero tolerance for female genital mutilation

Publication type At a Glance
Date 05-02-2019
Author Rosamund SHREEVES

Policy area Gender Issues, Equality and Diversity

Keyword right to physical integrity | reproductive health | competence of the Member States | violence | right of asylum | women’s rights | children’s rights | gender equality | sexual mutilation

Summary The European Union is committed to working collectively to eradicate female genital mutilation (FGM) as part of broader efforts to combat all forms of violence against women and girls, and to support the efforts of its Member States in this field. The European Commission has undertaken to assess EU efforts to combat FGM every year, on or around the International Day of Zero Tolerance for Female Genital Mutilation on 6 February. This publication is a further update of an ‘at a glance’ note originally published in January 2015, PE 548.971.

At a Glance EN

Gender equality and trade

Publication type At a Glance
Date 31-01-2019
Author Ionel ZAMFIR

Policy area International Trade | Gender Issues, Equality and Diversity

Summary Trade liberalisation has a gender-differentiated impact inside and outside Europe. The EU, which is committed to promoting gender equality in all policies, has established specific mechanisms in its trade policy to enforce women's labour and human rights, and monitor the gender impact of its trade preferences. The European Parliament supports this policy and asked for it to be reinforced. This is an update of an ‘at a glance’ note from March 2018.

At a Glance EN

Women's rights in Western Balkans

Publication type Study
Date 29-01-2019
External author Dasa Duhacek and Milica Mirazic University of Belgrade; Biljana Brankovic, GREVIO member


Summary This study commissioned by the European Parliament’s Policy Department for Citizens’ Rights and Constitutional Affairs at the request of the FEMM Committee, entitled Women’s rights in Western Balkans, analyzes the countries: Albania, Bosnia and Herzegovina, Former Yugoslav Republic of Macedonia, Kosovo*, Montenegro and Serbia and is executed so as to address the following issues: 1. Economic-social factors relevant to women’s rights, 2. Violence against women (VAW), including membership of the Istanbul convention and 3. Sexual and Reproductive Health and Rights (SRHR) and LGBTI rights.

Study EN
Supporting Holocaust survivors
Publication type: At a Glance
Date: 24-01-2019
Author: Philippe PERCHOC | Magdalena PASIKOWSKA-SCHNASS
Policy area: Culture | Social Policy | Gender Issues, Equality and Diversity
Summary: Between 1933 and 1945, millions of Europeans suffered from Nazi crimes and the Holocaust. Today, the remaining survivors often live in difficult social conditions.
At a Glance: EN, FR

Jewish communities in the European Union
Publication type: At a Glance
Date: 21-01-2019
Author: Magdalena PASIKOWSKA-SCHNASS | Anja RADJENOVIC
Policy area: Area of Freedom, Security and Justice | Culture | Gender Issues, Equality and Diversity | Human Rights
Keyword: fight against crime | social media | Treaty on European Union | Jew | history of Europe | Internet | education | teaching | anti-semitism | EP resolution | racism | EU Charter of Fundamental Rights | European Union Agency for Fundamental Rights | demographic analysis | code of conduct
Summary: Europe's Jewish population has been diminishing in recent decades, and a growing number of anti-Semitic acts and anti-Jewish violence have been occurring in recent years in the EU. In defence of its values, including respect for minorities, the EU undertakes and funds actions to counter anti-Semitism. This is a further updated version of an 'at a glance' note published in January 2018.
At a Glance: EN, FR

Implementation of the Daphne programme and other funds aimed at fighting violence against women and girls
Publication type: Study
Date: 15-01-2019
External author: Birte BOOK, Meena FERNANDES, Zrinjka DOLIC
Policy area: Social Policy | Transposition and Implementation of Law | Gender Issues, Equality and Diversity | Adoption of Legislation by EP and Council
Keyword: child | domestic violence | violence | child protection | EU programme | woman | young person | action programme
Summary: This study, commissioned by the European Parliament's Policy Department for Citizens' Rights and Constitutional Affairs at the request of the FEMM Committee reviews the effectiveness of European Union funding targeting the elimination of gender-based violence. It investigates the relevance of the priorities and actions funded, and the extent to which the results address programme objectives and provide direct support to victims of violence. The study concludes with policy recommendations on the priorities for the next cycle of EU funding for fighting violence against women and girls.
Study: EN

Gender mainstreaming in the EU: State of play
Publication type: At a Glance
Date: 10-01-2019
Author: Rosamund SHREEVES
Policy area: Gender Issues, Equality and Diversity
Summary: When the European Union endorsed 'gender mainstreaming' as its official policy approach to gender equality, it was seen as a potentially revolutionary means of accelerating progress and achieving real equality between the sexes. Two decades on, concerns remain about fragmented implementation across policy areas and institutions at EU and national levels. The European Parliament regularly assesses its own progress in this area, and a FEMM committee report on gender mainstreaming in Parliament is scheduled for debate in plenary during January.
At a Glance: ES, DE, EN, FR, IT, PL

Implementation of the Treaty provisions concerning enhanced cooperation
Publication type: Study
Date: 20-12-2018
Author: IVANA KIENDL KRISTO
Summary: This study examines the existing (and planned) instances of enhanced cooperation (EnC), their institutional set up and state of play. Our analysis is at this point of time limited to the one EnC case with sufficient implementation record (EnC in divorce law, applied for more than six years to date). The remaining cases either began very recently (PESCO in late 2017); are in the preparatory stages (EPPO); are set to start in the near future (2019 for EnC in property regime rules); have not as yet entered into force (EnC in unitary patent protection awaiting ratification of the UPC Agreement by DE); or are yet to be agreed upon (FTT).
Study: EN
FEMM Mission to Italy - 17-19 December 2018

Publication type Briefing
Date 13-12-2018
Author JOHANNES HEEZEN
Policy area Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice
Keyword third country | female migrant | EP Committee | prostitution | trafficking in human beings | gender equality | abortion | Italy
Summary The FEMM Committee requested the Policy Department for Citizens’ Rights and Constitutional Affairs to provide a briefing for a mission to Italy (17-19 December 2018). The focus of this FEMM mission is on conscientious objection to abortion in Italy and the trafficking of migrant women for prostitution in Italy. This briefing provides background information on both subjects.

Policy Departments’ Monthly Highlights - December 2018

Publication type At a Glance
Date 10-12-2018
Policy area Budget | Gender Issues, Equality and Diversity | Employment | Education | Human Rights
Summary The Monthly Highlights publication provides an overview, at a glance, of the on-going work of the policy departments, including a selection of the latest and forthcoming publications, and a list of future events.

Combating anti-Muslim hatred in the EU

Publication type At a Glance
Date 28-11-2018
Author Martina PRPIC
Policy area Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity
Summary Discrimination against minorities is against EU values and principles. However, research shows that discrimination against Muslims is becoming more common, and that it is increasingly supported by some political parties. EU secondary legislation on the issue is limited, and even grounds and areas of discrimination that are already covered need more work to ensure comprehensive protection. Nonetheless, several key legislative proposals are not making any progress, much to the regret of the European Parliament.

The Istanbul Convention: A tool to tackle violence against women and girls

Publication type At a Glance
Date 23-11-2018
Author Rosamund SHREEVES | Ulla JURVISTE
Policy area Gender Issues, Equality and Diversity
Summary The Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) is the first instrument in Europe to set legally binding standards specifically to prevent gender-based violence, protect victims of violence and punish perpetrators. Following the EU’s signing of the Convention in June 2017, the European Parliament’s consent is required for the EU’s accession to the Convention. Pending Council’s formal request for that consent, Parliament adopted an interim resolution in September 2017 and reviewed progress towards EU accession in June 2018. This is an updated edition of an EPRS ‘at a glance’ note published in November 2017, PE 608.671.
 Violence against women in the EU: State of play

Publication type: Briefing
Date: 23-11-2018
Author: Rosamund SHREEVES | Martina PRPIC
Policy area: Gender Issues, Equality and Diversity
Keyword: statistics | sexual violence | EU Member State | domestic violence | EU programme | EU law | human rights
Summary: Violence against women is a violation of human rights and a form of gender-based discrimination. Rooted in inequalities between men and women, it takes many forms. Estimates about the scale of the problem are alarming. Such violence has a major impact on victims and imposes a significant cost burden on society. The instruments put in place by the United Nations and Council of Europe, including the latter’s ‘Istanbul Convention’, to which the EU plans to accede, are benchmarks in efforts to combat violence against women. The EU is tackling the problem in various ways, but has no binding instrument designed specifically to protect women from violence. Although there are similarities between national policies to combat violence against women, the Member States have adopted different approaches to the problem. Parliament’s efforts have focused on strengthening EU policy in the area. Parliament has repeatedly called for a European Union strategy to counter violence against women, including a legally binding instrument. Stakeholders have expressed a range of concerns, such as the impact of the current economic climate on the prevalence of violence and funding for prevention and support for victims, and have highlighted the need for a comprehensive EU political framework on eliminating violence against women. They have also launched new initiatives of their own. This is a further update of an earlier briefing by Anna Dimitrova-Stull, of February 2014. The most recent previous edition was from November 2017.

Domestic Sexual Abuse of Girls

Publication type: Study
Date: 19-11-2018
External author: Katie MCCRACKEN, Dr Ana FITZSIMONS, Sergio MARQUEZ, Malgorzata DRUCIAREK (Opcit Research), Prof Michelle LEFEVRE (University of Sussex)
Policy area: Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice | Agriculture and Rural Development
Keyword: right to justice | sexual violence | EU Member State | domestic violence | help for victims | child protection | criminal law | position of women | women's rights | children's rights
Summary: This study was commissioned by the European Parliament’s Policy Department for Citizens’ Rights and Constitutional Affairs at the request of the FEMM Committee. The study provides a definition and conceptual model of domestic sexual abuse of girls, as well as analyses of prevalence and risk factors across the EU. It goes on to review policies and actions to address domestic sexual abuse of girls at the EU and Member State levels, and sets out case studies of four countries. It ends by providing recommendations for Member States and EU institutions.

Promoting the Rights and Values, Justice and Creative Europe programmes

Publication type: Briefing
Date: 15-11-2018
Author: Katharina EISELE
Policy area: Area of Freedom, Security and Justice | Culture | EU Democracy, Institutional and Parliamentary Law | Gender Issues, Equality and Diversity | Education
Keyword: impact study | legal system | participatory democracy | cultural pluralism | distribution of EU funding | rights of the individual | EU programme | cultural cooperation | European citizenship | rule of law | proposal (EU)
Summary: With the future (1) Rights and Values, (2) Justice and (3) Creative Europe programmes, the European Commission aims to protect better EU rights and values; to develop further a European area of justice; and to support European cultural and creative sectors and audiovisual works under the 2021-2027 multiannual financial framework. This initial appraisal of the Commission’s impact assessment on the proposal finds that the impact assessment is substantiated by various evaluations, studies and consultations. The Commission describes the challenges encountered of the current and previous programmes well. However, the lack of policy options and of an impact analysis seriously affect the IA’s quality. In addition, the IA does not match the three proposals: the only option considered does not mention a self-standing Creative Europe programme, which the Commission ultimately proposed.

Updating the Study on Gender Mainstreaming in Committees and Delegations of the European Parliament

Publication type: Study
Date: 15-11-2018
External author: Manuela Samek Lodovici, Daniela Loi, Flavia Pesce, Cristina Vasilescu | IRS-Istituto per la Ricerca Sociale, Italy
Policy area: Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice
Summary: This study, commissioned by the European Parliament’s Policy Department for Citizens’ Rights and Constitutional Affairs at the request of the FEMM Committee, provides an update of a previous study published in 2014. It is meant to assess to what extent the Women’s Rights and Gender Equality Committee (FEMM) of the European Parliament contributed to the effective implementation of gender mainstreaming in the European Parliament activities between July 2017 and July 2018.
Sexual and reproductive health rights and the implication of conscientious objection

Publication type: Study
Date: 31-10-2018
Author: Martina SCHONARD
External author: CF Consulting Services Ltd
Ludovica ANEDDA, Lucy ARORA, Luca FAVERO, Nathalie MEURENS, Sophie MOREL, Martha SCHOFIELD (ICF); Senior experts: Prof Anette AGARDH (Lund University), Prof Els LEYE, independent consultant (Ghent University); National researchers: Czech Republic: Klara KOVAROVA (ICF); Croatia: Jelena MILOVANOVIC (ICF); Italy: Thomas TAYLOR-DI PIETRO, Ludovica ANEDDA (ICF); Poland: Krystyna KACPURA, Kamila FERENC (Federation for Women and Family Planning); Portugal: Dália COSTA (University of Lisbon); Sweden: Jack PALMIERI (Lund University).

Policy area: Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice
Keyword: approximation of laws | competence of the Member States | EU Member State | health service | gender reassignment | contraception | women's rights | gender equality | ethics | right to health | reproductive health | health care system | cancer | abortion

Summary: This study was commissioned by the European Parliament's Policy Department for Citizens' Rights and Constitutional Affairs at the request of the FEMM Committee. It aims to provide a comparative overview of the situation in the European Union, with particular focus on six selected Member States, in terms of access to sexual and reproductive healthcare goods (such as medicines) and services (such as abortion and family planning), from both legal and practical perspectives. The study looks at the extent to which conscientious objection affects access to sexual and reproductive rights (SRHR). The study will contribute to formulating a clear framework for the improvement of access to sexual and reproductive healthcare goods and services in the EU.

Mission to Austria 11/12 October 2018

Publication type: At a Glance
Date: 08-10-2018
Author: JOHANNES HEEZEN

Policy area: Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice

Summary: This document was prepared to provide background information for Members of the Committee on Women's Rights and Gender Equality (FEMM) participating in the Conference "Gender Equality and YOU" organised by the Austrian presidency (Vienna, 11-12 October 2018). It is intended to provide information on various aspects of gender equality, based on studies and analyses which have been commissioned by the Policy Department and delivered to FEMM in the course of the current legislature. Of two recent studies a short summary, as well as a link to the full text of the study is given. A number of other Policy Department studies on specific aspects of gender equality in the EU are listed for further reading.

Cyber violence and hate speech online against women

Publication type: Study
Date: 16-08-2018
External author: Adriane VAN DER WILK, Monika NATTER, ÖSB Consulting GmbH

Policy area: Gender Issues, Equality and Diversity
Keyword: electronic commerce | computer crime | Internet | public awareness campaign | social media | data collection | child protection | psychological harassment | data protection | gender equality

Summary: This study, commissioned by the European Parliament's Policy Department for Citizens' Rights and Constitutional Affairs at the request of the FEMM Committee, looks into the phenomenon of cyber violence and hate speech online against women in the European Union. After reviewing existing definitions of the different forms of cyber violence, the study assesses the root causes and impact of online violence on women. It continues by analysing and mapping the prevalence, victims and perpetrators. The document ends with an outline of the existing legal framework and recommendations for action within the EU remit.
Women in the Western Balkans: Gender equality in the EU accession process

Publication type: Briefing
Date: 18-07-2018
Author: Velina LILYANOVA

Policy area: Gender Issues, Equality and Diversity | Foreign Affairs

Summary: The study follows up the June 2017 briefing on ‘Rights and empowerment of women in the Western Balkans’. It presents an overview of EU efforts to promote gender equality in the context of EU accession. The study aims to highlight the EU’s efforts to promote gender equality as part of EU enlargement policy, and the way the EU strives to mainstream equality across the board. It also aims to cast light on some major challenges that women face in the Western Balkans, such as their weaker roles in economy and politics, and widespread gender-based violence. This follows up the June 2017 briefing on ‘Rights and empowerment of women in the Western Balkans’.

Review Clauses in EU Legislation: A Rolling Check-List (6th edition)

Publication type: Study
Date: 29-06-2018
Author: IVANA KIENDL KRISTO


Keyword: parliamentary scrutiny | legislative act (EU) | regulatory policy | Council of the European Union | parliamentary committee | European Commission | EU programme | European Parliament | interinstitutional relations (EU)

Summary: This study provides an overview of review clauses (reviews, evaluations, implementation reports) contained in EU legislation during the sixth, seventh and the current, eighth parliamentary term. Drawing on information publicly available across several sources, it provides in a single, comprehensive repository an analytical overview of acts that contain a review clause. The study puts a special focus on (and the analysis of) review clauses in EU legislative acts adopted during the current parliamentary term (with a total of 147 legislative acts with a review clause adopted through the ordinary legislative procedure up until end of December 2017).

Backlash in Gender Equality and Women’s and Girls’ Rights

Publication type: Study
Date: 15-06-2018

External author: Borbála JUHASZ, independent expert to EIGE
dr. Enikő PAP, legal expert on gender issues, NANE Women’s Rights Association
National experts: Christiane Ugbor, Sophie Hansal (Austria), Dr. Gabriella Ilonszki (Hungary), Siusi Casaccia (Italy), Zuzana Maďarová (Slovakia), Laura Albu (Romania), Malgorzata Tarasiewicz (Poland)

Policy area: Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice

Keyword: poverty | non-governmental organisation | education policy | reproductive health | equal treatment | sexual violence | EU Member State | work-life balance | position of women | women’s rights | civil society | gender equality

Summary: This study, commissioned by the European Parliament’s Policy Department for Citizens’ Rights and Constitutional Affairs at the request of the FEMM Committee, is designed to identify in which fields and by which means the backlash in gender equality and women’s and girls’ rights in six countries (Austria, Hungary, Italy, Poland, Romania, and Slovakia) is occurring. The backlash, which has been happening over the last several years, has decreased the level of protection of women and girls and reduced access to their rights.

Study EN
The rights of LGBTI people in the European Union

Publication type  Briefing
Date  12-06-2018
Author  Rosamund SHREEVES

Policy area  Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity

Summary  The prohibition of discrimination and the protection of human rights are important elements of the EU legal order. Nevertheless, discrimination against lesbian, gay, bisexual, transgender and intersex (LGBTI) persons persists throughout the EU, taking various forms including verbal abuse and physical violence. Sexual orientation is now recognised in EU law as grounds of discrimination. However, the scope of these provisions is limited and does not cover social protection, healthcare, education and access to goods and services, leaving LGBTI people particularly vulnerable in these areas. Moreover, EU competence does not extend to recognition of marital or family status. In this area, national regulations vary, with some Member States offering same-sex couples the right to marry, others allowing alternative forms of registration, and yet others not providing any legal status for same-sex couples. Same-sex couples may or may not have the right to adopt children and to access assisted reproduction. These divergent legal statuses have implications, for instance, for partners from two Member States with different standards who want to formalise/legalise their relationship or for same-sex couples and their families wishing to move to another Member State. Combating discrimination has become part of EU internal and external policies, and the subject of numerous resolutions of the European Parliament. However, action in this area remains problematic when it touches on issues pertaining to areas traditionally reserved to Member States, such as marital status and family law. This is a further updated version of a Briefing originally drafted by Piotr Bakowski. The previous edition was published in May 2017.

Plenary round-up – Strasbourg, May II 2018

Publication type  At a Glance
Date  31-05-2018
Author  CLARE FERGUSON


Summary  The May II plenary session highlights were the debate on the 2021-2027 Multiannual Financial Framework and own resources in the context of the publication of individual proposals for spending programmes, and the debate on the future of Europe with the Prime Minister of Luxembourg, Xavier Bettel. Alpha Condé, President of Guinea and the President of Colombia, Juan Manuel Santos Calderón, also addressed Parliament. VP/HR Federica Mogherini’s statements on the situation in the Gaza Strip, the status of Jerusalem, and the situation in Nicaragua were also discussed. Debates followed on US tariffs in the steel and aluminium sector, the use of pre-accession funds in Turkey and the impact of delocalisation on workers and regions. Parliament approved the revision of the Posting of Workers Directive, and the modernisation of the Trade Defence Instruments Regulation (at second reading), and a multiannual plan for demersal stocks in the North Sea. Parliament voted, inter alia, on a number of own-initiative reports on implementation of the interinstitutional agreement on better law-making, odometer manipulation in motor vehicles, gender equality and women's empowerment, and minimum standards on rights, support and protection for victims of crime.

Transforming the lives of girls and women through EU external relations, 2016-2020

Publication type  At a Glance
Date  23-05-2018
Author  Joanna APAP

Policy area  Gender Issues, Equality and Diversity | Foreign Affairs

Summary  A motion for a resolution on the implementation of the Gender Action Plan is scheduled to be voted during the May II plenary session. It is founded on four thematic pillars, namely: ensuring girls’ and women’s physical and psychological integrity; promoting the economic and social rights as well as empowerment of girls and women; strengthening the girls’ and women’s voice and participation; and shifting the institutional culture within the Commission and the EEAS. The motion for a resolution highlights a number of positive trends that have been noted after the first year of functioning of the Gender Action Plan II 2016-2020 as well as a series of issues and areas for improvement.
EYE event - Equal opportunities: Forever poor or born to be free?

Publication type At a Glance
Date 16-05-2018
Author Nora MILOTAY
Policy area Social Policy | Gender Issues, Equality and Diversity
Summary The principle of equal opportunities for all is a corner stone of democracy. It implies that, on the basis of the principle of non-discrimination, all people should have opportunities in all areas of life, such as education, employment, advancement or distribution of resources, irrespective of their age, race, gender, religion, ethnic origin or any other individual or group characteristic unrelated to ability, performance or qualifications. All kinds of inequalities affect access to opportunities and can lead to more inequalities. As long as all have equal access to high-quality education, other public goods and services, finance and entrepreneurship, some level of inequality of outcomes is both economically inevitable and politically acceptable. Inequalities, including those of opportunities, are currently growing and young people are particularly hardly hit. There is hardly any public debate that does not touch on this issue as it is at the core of the current global challenges. What is really at stake and how is the European Union responding?

The vulnerability of women migrant workers in agriculture and the EU: the need for a Human Rights and Gender based approach

Publication type Study
Date 14-05-2018
External author Dr. Letizia PALUMBO
Dr. Alessandra SCIURBA
Policy area Area of Freedom, Security and Justice | Social Policy | Gender Issues, Equality and Diversity | Public Health | Human Rights
Keyword Spain | asylum seeker | female migrant | minimum pay | EU strategy | EU migration policy | farming sector | right of asylum | slavery | trafficking in human beings | working conditions
Summary This study, commissioned by the European Parliament's Policy Department for Citizens' Rights and Constitutional Affairs at the request of the Committee on Women's Rights and Gender Equality, explores the working conditions of migrant women in agriculture in the EU, focusing on some case studies in Italy and Spain. In particular, it aims to examine the factors that render women vulnerable to exploitation, paying attention to gendered dynamics and power relations. The study contends that to prevent and combat exploitation in agriculture it is necessary to implement concerted actions aimed at tackling, from a human rights and gender perspective, the structural factors of a socio-economic system which fosters and relies on workers' vulnerability.

Plenary round up - May I

Publication type At a Glance
Date 03-05-2018
Author CLARE FERGUSON | KATARZYNA SOCHACKA
Policy area Environment | EU Democracy, Institutional and Parliamentary Law | Transport | Energy | Budgetary Control | Gender Issues, Equality and Diversity | Agriculture and Rural Development | Economics and Monetary Issues | Fisheries | Foreign Affairs
Summary The May I plenary session highlight was the European Commission statement on the post-2020 Multiannual Financial Framework package adopted by the College of Commissioners on the morning of 2 May 2018. The package comprises proposals for a new post-2020 multiannual financial framework (MFF) for the European Union, as well as for a new system of own resources (OR) to provide the EU with the means to finance its annual budgets. Members will respond in a resolution to be voted at the end of May, and the Commission will make a series of further legislative proposals for individual spending programmes later in May and in June. Prime Minister of Belgium, Charles Michel, also attended the session, for a debate on the future of Europe. Members also discussed VP/HR Federica Mogherini’s statement on early presidential elections in Venezuela and approved a call for their immediate suspension. Parliament voted, inter alia, on a number of own-initiative reports
Plenary round-up – Strasbourg, April 2018

Publication type: At a Glance
Date: 20-04-2018

Author: CLARE FERGUSON | KATARZYNA SOCHACKA


Keyword: Mauritius | Syria | bilateral agreement | organic farming | EU institution | money laundering | chemical weapon | reduction of gas emissions | motor vehicle industry | civil war | EU budget | common fisheries policy | budgetary discharge | waste management | proposal (EU)

Summary: The April plenary session's highlight was the debate on the future of Europe with the President of the French Republic, Emmanuel Macron, detailing his ambitions for a reinvigorated Europe, ready to face existing and emerging challenges. Members also heard from the European Council and Commission Presidents on the outcome of the March European Council meeting. High Representative Federica Mogherini made statements on the UN global compacts for migration and refugees, Syria, Russia, the situation in the Korean peninsula and of Greek soldiers arrested in Turkey. Parliament adopted, inter alia, legislative resolutions on greenhouse gas emissions, the circular economy, European political parties and foundations, anti-money-laundering, market surveillance of motor vehicles, and organic production and labelling. Members granted discharge for the execution of the 2016 budget to the European Commission and all EU institutions and agencies, except the Council/European Council and European Asylum Support Office.

At a Glance

Exploring Best Practices in Combatting Violence Against Women: Sweden

Publication type: In-Depth Analysis
Date: 19-04-2018

Author: Eeva ERIKSSON | AMY BLESSING


Summary: This paper was produced by the Policy Department on Citizens’ Rights and Constitutional Affairs at the request of the Committee on Women’s Rights and Gender Equality (FEMM). The paper examines the status of women in Sweden, a country known for its proven track record on gender equality: it delves into the issue of preventing violence against women and protecting victims of violence. Gender equality is a cornerstone of Swedish society, thus violence against women is a priority for the Swedish Government. Various vulnerable groups might still require greater legislative protection and government response.

In-Depth Analysis

Gender equality in the media and digital sectors

Publication type: At a Glance
Date: 11-04-2018

Author: Rosamund SHREEVES

Policy area: Gender Issues, Equality and Diversity

Keyword: anti-discriminatory measure | sexual violence | equal pay | domestic violence | mass media | sustainable development | EP resolution | gender equality

Summary: Having highlighted women’s participation and representation in the media and digital sectors on International Women’s Day on 8 March 2018, Parliament is analysing the current situation and proposing ways to empower women and girls in an own-initiative report scheduled for debate during the April plenary session.

At a Glance

International Roma Day: How the European Union supports the study of Roma culture, language and history

Publication type: Briefing
Date: 03-04-2018

Author: Magdalena PASIKOWSKA-SCHNASS

Policy area: Culture | Gender Issues, Equality and Diversity | Education

Keyword: public awareness campaign | EU Member State | Roma | protection of minorities | EU Charter of Fundamental Rights | social integration | history of Europe

Summary: International Roma Day, marked on 8 April, is devoted to Europe’s largest ethnic minority, the Roma, a predominant part of whom suffer from discrimination and isolation. This day also focuses on Roma history, culture, language and aspirations, which remain largely unknown in Europe, even though they are key to mutual understanding and can contribute to closing the gap between communities. The study and promotion of Roma culture and language fall under the remit of legislation concerning the preservation of cultural and linguistic diversity on the one hand, and the protection of minority languages, on the other, as provided for by the EU Treaties and the Council of Europe Charter for Regional and Minority Languages. The EU offers support for the preservation of the Roma language, Romani, and its numerous local dialects, some of which are endangered and could disappear. The EU allocates funds to the study of Roma history, culture and language, while some EU Member States have also put in place programmes that include the teaching of Roma culture, history and language in primary schools.

Briefing
The fight against poverty, social exclusion and discrimination

Publication type EU Fact Sheets
Date 01-04-2018
Author AOIFE KENNEDY
Policy area Social Policy | Gender Issues, Equality and Diversity
Keyword poverty | European social policy | redistribution of income | EU action | anti-discriminatory measure | European Social Fund | fight against unemployment | social integration | socioeconomic conditions | social assistance
Summary By supporting Member States in the fight against poverty, social exclusion and discrimination, the European Union aims to reinforce the inclusiveness and cohesion of European society and to allow all citizens to enjoy equal access to available opportunities and resources.

Equality between men and women

Publication type EU Fact Sheets
Date 01-04-2018
Author Martina SCHONARD
Policy area Gender Issues, Equality and Diversity
Keyword sexual discrimination | equal pay | violence | participation of women | position of women | EU programme | gender equality | European Institute for Gender Equality
Summary Equality between women and men is one of the objectives of the European Union. Over time, legislation, case law and changes to the Treaties have helped shore up this principle and its implementation in the EU. The European Parliament has always been a fervent defender of the principle of equality between men and women.

Equality and the Fight against Racism and Xenophobia

Publication type Study
Date 28-03-2018
Author Wouter VAN BALLEGOOJ
Policy area Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity | Security and Defence
Keyword xenophobia | anti-discriminatory measure | EU Member State | equal pay | European Convention on Human Rights | racism | EU Charter of Fundamental Rights | EU law | secondary legislation | European Union Agency for Fundamental Rights | gender equality
Summary This study specifically focuses on EU action and cooperation concerning equality and the fight against racism and xenophobia. Despite existing EU legislation and action it argues that there are still significant gaps and barriers to equal treatment and to adequate prevention and prosecution of, and compensation for, hate crimes within the European Union. The impact of the gaps and barriers identified – in action and cooperation – at EU level are assessed both in terms of economic impact and their impacts on economic rights and freedoms. To address these gaps and barriers, the study provides some options for EU action in the field.

EU Fundamental Rights Agency

Publication type At a Glance
Date 26-03-2018
Author Anja RADJENOVIC
Policy area Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity
Summary The European Union Agency for Fundamental Rights is an independent body which contributes to ensuring full respect of fundamental rights in the EU in accordance with the European Convention on Human Rights and Fundamental Freedoms, and the EU Charter of Fundamental Rights. The Agency addresses various topics, including discrimination of minorities, hate crime, data protection, access to justice, gender-based violence and fundamental rights of asylum-seekers and migrants. This is an updated edition of an ‘at a glance’ note from May 2016.
Bullying and sexual harassment at the workplace, in public spaces, and political life in the EU

**Publication type**: Study  
**Date**: 15-03-2018  
**External author**: Helge HOEL, University of Manchester, Maarit VARTA  
**Policy area**: Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice  
**Keyword**: sexual harassment | equal treatment | workplace | harassment at work | position of women | women's rights | gender equality  
**Summary**: This study, commissioned by the European Parliament’s Policy Department for Citizens’ Rights and Constitutional Affairs at the request of the Committee on Women’s Rights and Gender Equality (FEMM), provides a broad account and an in-depth analysis of bullying and sexual harassment in the workplace, in public spaces and in political life. In this study trends in understanding of phenomena are acknowledged, status and progress in research is accounted for, key issues of controversies and debate are identified and recommendations for actions and intervention are provided.

Special Reports of the European Court of Auditors - A Rolling Check-List of recent findings

**Publication type**: Study  
**Date**: 13-03-2018  
**Author**: Gabriella ZANA-SZABO | RONNIE JOHANNES KORVER  
**Keyword**: financial transparency | EU policy | report | European Court of Auditors  
**Summary**: This rolling check-list presents an overview of the Special Reports of the European Court of Auditors (ECA), concentrating on those relevant for the 2016 discharge procedure. It strives to link the research topics of the Special Reports to relevant debates and positions within the European Parliament, including the working documents of the Committee on Budgetary Control, the work of the specialised parliamentary committees, forthcoming plenary resolutions and individual questions by Members. This check-list has been prepared by the Ex-Post Evaluation Unit of the European Parliamentary Research Service (EPRS), the EP's in-house research service and think-tank, as part of its on-going support for parliamentary committees and individual Members in scrutinising the executive in its implementation of EU law, policies and programmes. The European Parliament is strongly committed to Better Law-Making, and particularly to the effective use of ex-ante impact assessment and ex-post evaluation throughout the entire legislative cycle. It is in this spirit that the Parliament has a particular interest in following the transposition, implementation and enforcement of EU law, and, more generally, monitoring the impact, operation, effectiveness and delivery of policy and programmes in practice.

Gender equality and trade

**Publication type**: At a Glance  
**Date**: 06-03-2018  
**Author**: Ionel ZAMFIR  
**Policy area**: Trade liberalisation has a gender-differentiated impact. The EU, which is committed to the promotion of gender equality in all policies, has established specific mechanisms in its bilateral trade agreements to enforce women's labour rights, and monitor the gender impact of the agreement. Parliament is due to discuss an own-initiative report during its March plenary session asking for those to be reinforced.
Gender equality in the media and digital sectors

Publication type: At a Glance
Date: 06-03-2018
Author: Rosamund SHREEVES
Policy area: Gender Issues, Equality and Diversity
Keyword: digital single market | sexual discrimination | broadcasting | anti-discriminatory measure | sexual violence | sustainable development | EP resolution | gender equality
Summary: International Women's Day provides an opportunity both to celebrate women's achievements and to take stock of progress towards gender equality. This year, the European Parliament is highlighting the situation in the media and digital sectors, with a report scheduled for debate during the March plenary session, following a high-level event on 8 March itself.

Sexism in advertising

Publication type: At a Glance
Date: 05-03-2018
Author: Martina PRPIC
Policy area: Gender Issues, Equality and Diversity
Keyword: sexual discrimination | broadcasting | advertising | anti-discriminatory measure | gender equality
Summary: Women continue to be misrepresented in the media, which has negative consequences for the personal and professional development of both women and men. Due to its purpose and pervasiveness, advertising can be especially powerful in conveying messages, both positive and negative. The European Parliament has recognised the importance of combating sexism in advertising, and called on the Commission and the Member States to step up their efforts.

Sexual harassment of women in the EU

Publication type: At a Glance
Date: 01-03-2018
Author: Martina PRPIC | Giulio SABBATI
Policy area: Gender Issues, Equality and Diversity
Keyword: sexual harassment | women's rights | European Union Agency for Fundamental Rights | EU statistics
Summary: The issue of sexual harassment has been given significant media attention recently. Vastly under-reported, the true extent and gravity of the problem is not completely known. The most comprehensive survey available on violence against women at EU level (published by the EU Agency for Fundamental Rights in 2014) also reveals women’s experiences with sexual harassment. The respondents were given a list of 11 possible acts of sexual harassment, six of which were defined as ‘most serious’. It was possible to give more than one answer. Every second woman (55 %) in the EU has experienced sexual harassment at least once since the age of 15, and 45 % have experienced the ‘most serious’ forms of sexual harassment. Out of all the women who indicated at least one serious incident, 35 % did not speak to anyone about the incident, while 63 % spoke to somebody (2 % gave no answer).

At a Glance
ES, DE, EN, FR, IT, PL
Gender equality in the EU's digital and media sectors

Publication type: Briefing
Date: 01-03-2018
Author: Rosamund SHREEVES | Martina PRPIC | Giulio SABBATI

Policy area: Gender Issues, Equality and Diversity
Keyword: digitisation | sexual discrimination | updating of skills | equal treatment | equal pay | working conditions | women’s rights | digital technology | gender equality | EU statistics

Summary: As the 'digital revolution' expands into more areas of our lives, from the way we work, to how we consume, look after our health, learn and take part in politics, it is increasingly clear that this is not just a purely technical – or economic – process, but also a social one, and one which is not gender-neutral. Analysis of the risks and benefits finds that new information and communication technologies can be a gateway for women and girls to access new opportunities, means of expression and participation, and a powerful tool for advancing gender equality. In employment, for example, the digital sector offers highly skilled, better-paid jobs that could help to eliminate the gender pay gap. Likewise, the convergence between traditional and online media is blurring the boundaries between consumers and creators, and opening spaces for new voices, forms of awareness-raising and mobilisation – as the recent wave of ‘hashtag activism’ against sexual harassment has shown. On the other hand, if access is unequal, if algorithms or content available online are gender biased or do not reflect women’s needs and realities, or if women themselves are not involved in shaping that content, digitalisation can reinforce existing gender inequalities. It can also create new risks and barriers, not least the colonisation of online spaces by misogyny and cyber-violence. The need to ensure digital inclusion, and tackle gender stereotyping and other barriers to access, skills, representation and safety affecting women and girls has been recognised globally in the Sustainable Development Goals, and within the EU’s Digital Single Market Strategy, together with the need for better data to inform action. The existing data point to a global digital gender divide. Within the EU, this is not so much a question of women and girls lacking basic internet access or skills – although there are gender differences, and the number of women who have never used the internet remains significant (14 % of women compared to 12 % of men). The gender gaps are much wider in advanced IT skills, tertiary education, employment and decision-making in the digital sector, with girls and women less likely to continue studying science and technology beyond the age of 15, enter or continue a career in ICT, reach specialist and managerial levels or start their own tech companies. Research highlights that children’s perceptions of their own abilities and career aspirations are shaped early, and strongly influenced by attitudes and expectations in families, peer groups, schools, and wider society – including limiting or positive images, messages and role models conveyed by traditional and new media. Media monitoring shows that there has been some progress, but women continue to be under-represented as reporters and decision-makers and misrepresented in coverage across the news media as well as in film and other sectors.

EN

The underlying causes of the digital gender gap and possible solutions for enhanced digital inclusion of women and girls

Publication type: Study
Date: 15-02-2018
External author: MS KONSTANTINA DAVAKI

Policy area: Intellectual Property Law | Gender Issues, Equality and Diversity
Keyword: computer crime | labour market | digitisation | updating of skills | information technology | digital divide | digital technology | gender equality | information technology profession

Summary: This study, commissioned by the European Parliament’s Policy Department for Citizens’ Rights and Constitutional Affairs at the request of the FEMM Committee, attempts to reveal the links between the different factors (access, skills, socio-economic and cultural), which prevent women from having equal access to digital technology. It then suggests ways of dealing with online and offline inequalities to the effect of closing the digital gender gap and improving women’s and girls’ digital inclusion and future technology-related career paths.

Study EN

Gender Equality in the Media Sector

Publication type: Study
Date: 17-01-2018
External author: Katie McCracken, Director, Opcit Research
Dr. Ana FitzSimons, Senior Researcher, Opcit Research
Dr. Sarah Priest, Senior Researcher, Opcit Research
Sylvia Girstmair Researcher, Opcit Research
Professor Brenda Murphy, Professor of Gender Studies, University of Malta

Policy area: Social Policy | Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice
Keyword: EU Member State | communications profession | press | gender mainstreaming | gender equality | Malta

Summary: This study examines key elements of the European policy agenda pertaining to gender equality in the media sector. It also reviews existing research on women’s representation within media content and the media workforce. The study provides analysis of actions to promote gender equality in the media sector at both the EU and Member State levels. Finally, it presents case studies of gender equality in the media in four Member States: Austria, Malta, Sweden, and the UK.

Study EN
Assistive technologies for people with disabilities

Publication type: In-Depth Analysis
Date: 15-01-2018
Author: Philip Nicholas BOUCHER
Keyword: medical device | European social policy | access to education | equal treatment | job access | facilities for the disabled | integration of the disabled | new technology
Summary: Assistive technologies (ATs) are designed to improve the functional capabilities of people with disabilities. Some are relatively low-tech and very familiar, such as reading glasses, crutches and hearing aids. Others are more advanced, using cutting-edge science and technology, with future ATs under development that could have a huge impact on all our lives. This briefing provides an overview of a scientific foresight study of ATs for three specific types of disability: blindness and visual impairment, deafness and hearing impairment, and autism spectrum disorders.

In-Depth Analysis EN
Annex I EN
Annex II EN
Annex III EN
Annex IV EN

Ten issues to watch in 2018

Publication type: In-Depth Analysis
Date: 08-01-2018
Author: Etienne BASSOT
Keyword: computer crime | United Kingdom | migration | international relations | North Korea | European election | EU strategy | social inequality | terrorism | EU budget | youth policy | withdrawal from the EU | euro area | data protection | European Parliament
Summary: This is the second edition of an annual EPRS publication designed to identify key issues and policy areas that are likely to feature prominently on the political agenda of the European Union over the coming year. Topics presented include: the implications for the EU of the terrorism threat, the North Korean issue, the security challenges posed by disinformation, fake news and cyber-crime, the ongoing migration crisis and rising inequalities. Other important policy areas covered are youth empowerment, the EU budget, the future of the euro area, the European elections in 2019 and, last but not least, Brexit.

In-Depth Analysis ES, DE, EN, FR, IT, PL

Radicalisation and violent extremism – focus on women:
How women become radicalised, and how to empower them to prevent radicalisation

Publication type: Study
Date: 21-12-2017
External author: Seran DE LEEDE
Renate HAUPFLEISCH
Katja KOROLKOVA
Monika NATTER
With contributions by:
Claudia CARVALHÓ (Case study Spain)
Hadiya MASIEH (Case study United Kingdom)
Policy area: Area of Freedom, Security and Justice | Culture | Gender Issues, Equality and Diversity | Foreign Affairs | Security and Defence | Education | Human Rights
Keyword: prevention of delinquency | fight against crime | international cooperation | education | extremism | terrorism | position of women | case study | women's rights
Summary: This study, commissioned by the European Parliament’s Policy Department for Citizens’ Rights and Constitutional Affairs at the request of the Committee on Women’s Rights and Gender Equality, focuses on Islamist radicalisation and violent extremism in the EU and has two aims: 1) to explore and assess the question of women’s radicalisation and their involvement in violent extremism in the EU as well as to look into the mechanisms in place to prevent women and girls from radicalisation and propose further actions; and 2) to identify the potential of women in preventing radicalisation, in particular by looking into women’s current role in counter-radicalisation strategies and to explore potential gendered approaches and best practices to counter-radicalisation.
Study EN
Gender Perspective on Access to Energy in the EU

Publication type Study
Date 18-12-2017
Author Martina SCHONARD
External author Joy CLANCY, Viktoria DASKALOVA, Mariëlle FEENSTRA (University of Twente, NL), Nicolò FRANCESCHELLI, Margarita SANZ (Blomeyer & Sanz)
Policy area Energy | Gender Issues, Equality and Diversity | Taxation
Keyword poverty | EP Committee | energy policy | EU Member State | EU policy - national policy | comparative study | gender mainstreaming | self-sufficiency in energy | gender equality | EU statistics
Summary This study, commissioned by the European Parliament Policy Department for Citizens' Rights and Constitutional Affairs, presents an overview of the situation within the EU with regard to the way energy poverty is experienced by women and men and explores through a gender lens existing EU legislation and policy to address energy poverty. Interpretation and implementation of EU legislation at national level are also investigated. Possible opportunities to ensure that policies and interventions to address energy poverty are more gender aware are identified and discussed.

Mapping the Cost of Non-Europe, 2014-19 - Fourth edition

Publication type Study
Date 07-12-2017
Author WOLFGANG HILLER
Keyword single market | company law | corporation tax | Economic and Monetary Union | water management | transport policy | women's rights | international relations | rule of law | research policy | workers' representation | equal pay | tax avoidance | Schengen Agreement | euro area
Summary This study brings together work in progress on a long-term project to identify and analyse the 'cost of non-Europe' in a number of policy fields. This concept, first pioneered by the European Parliament in the 1980s, is used here to quantify the potential efficiency gains in today's European economy through pursuing a series of policy initiatives recently advocated by Parliament – from a wider and deeper digital single market to more systematic coordination of national and European defence policies or increased cooperation to fight corporate tax avoidance. The benefits are measured principally in additional GDP generated or more rational use of public resources. The latest analysis suggests that the European economy could be boosted by €1.75 trillion per year – or 12 % of EU-28 GDP (2016) – by such measures over time. The study is intended to make a contribution to the on-going discussion about the European Union's policy priorities over the current five-year institutional cycle, running from 2014 to 2019.

A Europe for mobile and international families

Publication type Briefing
Date 30-11-2017
Policy area Area of Freedom, Security and Justice | European Added Value | Private international law and judicial cooperation in civil matters | Gender Issues, Equality and Diversity | EU Law: Legal System and Acts
Keyword European cooperation | family law | EU Member State | cross-border dimension | EU law - international law | free movement of persons | European Union Agency for Fundamental Rights
Summary As an EU citizen, you can freely move around the EU with your partner and/or children. The EU has clear rules on which national court has jurisdiction in international divorce and parental responsibility cases. The European Parliament supports amicable solutions through mediation in cross-border family disputes, including parental child abductions.
Violence against women in the EU: State of play

Publication type: Briefing
Date: 20-11-2017

Author: Rosamund SHREEVES | Martina PRPIC
Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity
Keyword: sexual violence | domestic violence | women's rights | gender equality

Summary: Violence against women is a violation of human rights and a form of gender-based discrimination. Rooted in inequalities between men and women, it takes many forms. Estimates about the scale of the problem are alarming. Such violence has a major impact on victims and imposes a significant cost burden on society. The instruments put in place by the United Nations and Council of Europe, including the latter's 'Istanbul Convention', to which the EU plans to accede, are benchmarks in efforts to combat violence against women. The EU is tackling the problem in various ways, but has no binding instrument designed specifically to protect women from violence. Although there are similarities between national policies to combat violence against women, the Member States have adopted different approaches to the problem. Parliament’s efforts have focused on strengthening EU policy in the area. Parliament has repeatedly called for a European Union strategy to counter violence against women, including a legally binding instrument. Stakeholders have expressed a range of concerns, such as the impact of the current economic climate on the prevalence of violence and funding for prevention and support for victims, and have highlighted the need for a comprehensive EU political framework on eliminating violence against women. They have also launched new initiatives of their own. This is a further update of an earlier briefing by Anna Dimitrova-Stull, of February 2014. The most recent previous edition was from November 2016.

The Istanbul Convention: A tool to tackle violence against women and girls

Publication type: At a Glance
Date: 17-11-2017

Author: Rosamund SHREEVES | Ulla JURVISTE
Policy area: Gender Issues, Equality and Diversity
Keyword: sexual harassment | institutional structure | ratification of an agreement | European convention | data collection | sexual violence | domestic violence | help for victims | psychological harassment | position of women

Summary: The Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) is the first instrument in Europe to set legally binding standards specifically to prevent gender-based violence, protect victims of violence and punish perpetrators. Following the EU’s signing of the Convention in June 2017, the European Parliament’s consent is required for the EU’s accession to the Convention. Pending Council’s formal request for that consent, Parliament adopted an interim resolution in September 2017. This is an updated edition of an EPRS ‘at a glance’ note published in September 2017, PE 608.671.

Violence against women and the EU accession to the Istanbul Convention

Publication type: Study
Date: 15-11-2017

External author: Athena CHRISTOFI, Elena FRIES-TERSCH, Nathalie MEURENS, Catarina MONTEIRO, Sophie MOREL, Hana SPANIKOVA, Milieu.
Policy area: Area of Freedom, Security and Justice | Culture | Public international law | Gender Issues, Equality and Diversity | Education | Public Health | Human Rights
Keyword: sexual discrimination | fight against crime | European convention | domestic violence | help for victims | EU law | women's rights | civil society | human rights

Summary: This study was commissioned by the European Parliament's Policy Department for Citizens’ Rights and Constitutional Affairs at the request of the FEMM Committee. This study has three main objectives: 1) providing an overview of the progress made by EU Member States in the area of violence against women; 2) presenting the state of play of the ratification or implementation of the Istanbul Convention by Member States; and 3) analysing the EU accession to the Istanbul Convention and its consequences. The study concludes with policy recommendations on the role of the European Parliament in monitoring the process of implementation of the Istanbul Convention.

Study EN
EU Gender Action Plan 2016-2020 at year one: European Implementation Assessment

Summary

The EU’s Gender Action Plan 2016-2020 (referred to as GAP II) is the Union’s framework for promoting gender equality and women and girls’ empowerment in external relations in third and partner countries, as well as in international fora and agendas. GAP II is significant, as it constitutes the manifestation of the principles related to gender parity outlined in the new European Consensus on Development. Its goals are also key to the successful achievement of the Sustainable Development Goals (SDGs). Against this background, this European Implementation Assessment seeks to provide an initial assessment of the strengths and weaknesses of GAP II at its first milestone: the end of its first year of operation in third countries. Given the short timeframe of the evaluation, this study presents some preliminary findings on the achievements and shortcomings in the application of GAP II, but also aims to assess the new framework itself. Moreover, it provides Members with a number of opportunities for action and recommendations for improving EU performance on promoting and protecting gender parity and women’s empowerment in partner countries.

Study DE, EN

Work-life balance for parents and carers

Summary

This note seeks to provide an initial analysis of the strengths and weaknesses of the European Commission impact assessment (IA) accompanying the above proposal, submitted on 26 April 2017 and referred to Parliament’s Committee on Employment and Social Affairs. The proposal is a follow-up to the withdrawal of the Commission’s proposal to revise Council Directive 92/85/EEC (the Maternity Leave Directive). After the withdrawal, the Commission announced its intention to prepare a new initiative with a broader approach. The European Parliament has called in its resolution for a comprehensive proposal from the Commission on work-life balance. In line with the Treaty on the Functioning of the European Union (TFEU), the Commission conducted a two-stage consultation with the social partners on work-life balance. There was no agreement among social partners to enter into direct negotiations to conclude an EU level agreement. A roadmap for the new initiative was published in August 2015 and the initiative was concluded an EU level agreement. A roadmap for the new initiative was published in August 2015 and the initiative was included in the Commission’s 2017 work programme within the framework of the European Pillar of Social Rights. The Commission’s proposal for a directive is part of a package of measures aiming to address women’s underrepresentation in employment by improving conditions to reconcile work and family duties. The proposal builds on existing EU legislation (especially Directive 2010/18/EU on parental leave), policies and best practices of the Member States in the area of work-life balance.

Briefing EN
Global Trendometer: Essays on medium- and long-term global trends - Summer 2017

Publication type  Study
Date  06-09-2017
Author  Anne ALTMAYER | Marcin CESLUK-GRAJEWSKI | Daniele RECHARD | Agnieszka WIDUTO | Jessica Freya WINDLE-WEHRLE | EAMONN NOONAN
Keyword  demography | water management | sub-Saharan Africa | construction equipment | middle class | multilateral relations | protectionism | raw material | economic analysis | China | redistribution of income | equal treatment | international trade | tax system
Summary  With the publication of the "Global Trendometer" the EPRS Global Trends Unit seeks to contribute to the process of identifying and addressing medium- and long-term trends, and their possible implications for policy-making in the European Union. In this latest edition, three essays and seven two-page vignettes on different geopolitical, economic, technological and social issues paint a broad-ranging picture of some developments that may shape Europe’s future.

European Accessibility Act

Publication type  At a Glance
Date  05-09-2017
Author  Marie LECERF
Policy area  Social Policy | Gender Issues, Equality and Diversity | Internal Market and Customs Union
Keyword  single market | telephone | television | product design | computer equipment | facilities for the disabled | electronic commerce | care of the disabled | UN convention | EU strategy | electronic banking | carriage of passengers | harmonisation of standards | provision of services
Summary  To ensure the full participation of people with disabilities in society and to reduce the fragmentation of legislation governing their access to products and services, the Commission has adopted a proposal for a directive – often referred to as the European Accessibility Act. This would provide a common EU definition of, and implementation framework for, accessibility requirements for certain products and services in the internal market. Parliament is due to vote on the proposal in the September plenary.

At a Glance  ES, DE, EN, FR, IT, PL

The Istanbul Convention: A tool to tackle violence against women and girls

Publication type  At a Glance
Date  05-09-2017
Author  Rosamund SHREEVES | Ulla JURVISTE
Policy area  Gender Issues, Equality and Diversity
Summary  The Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) is the first instrument in Europe to set legally binding standards specifically to prevent gender-based violence, protect victims of violence and punish perpetrators. Following the EU’s signing of the Convention in June 2017, the European Parliament’s consent is required for the EU’s accession to the Convention. Pending Council’s formal request for that consent, Parliament is due to discuss an interim report on the process in September 2017.

At a Glance  ES, DE, EN, FR, IT, PL

Mapping the Representation of Women and Men in Legal Professions Across the EU

Publication type  Study
Date  02-08-2017
External author  Yvonne Galligan, Renate Haupfleisch, Lisa Irvine, Katja Korolkova, Monika Natter, Ulrike Schultz, Sally Wheeler
Policy area  Gender Issues, Equality and Diversity | Employment | Adoption of Legislation by EP and Council
Keyword  legal profession | EU Member State | equal pay | position of women | gender equality | EU statistics
Summary  Upon request by the Committee on Legal Affairs, this study analysis is mapping across all 28 EU Member States the representation of women and men in legal professions. The aim of this study is to identify areas where women or men are currently underrepresented and to analyse the underlying reasons and constraints.

Study  EN
European disability policy: From defining disability to adopting a strategy

Publication type In-Depth Analysis
Date 12-06-2017
Author Marie LECERF
Policy area Social Policy | Gender Issues, Equality and Diversity
Keyword worker with disabilities | EU strategy | equal treatment | disabled person | economic and social cohesion | discrimination based on disability | population ageing | EU Member State | service industry
Summary More than 70 million people in the EU, close to one in six, have a disability. Many of them encounter difficulties performing simple daily tasks, pursuing studies and getting a job. That is why, alongside and in support of Member State policies, the EU has committed to combating all forms of discrimination to which disabled people are particularly vulnerable.

Delegation to Morocco - 17-20 July 2017 - Briefing note for FEMM Members

Publication type Briefing
Date 13-07-2017
Author JOHANNES HEEZEN
Policy area Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice
Keyword statistics | EP delegation | sexual violence | Morocco | bilateral relations | distribution of EU funding | illiteracy | women's rights | gender equality
Summary This briefing note was prepared at the request of the FEMM Committee. The briefing provides information on the situation of women and gender equality in Morocco for FEMM Members joining an AFET delegation to Morocco from 17-20 July 2017. The briefing contains statistics and background information on the labour participation of women in Morocco, violence against women, women's political participation, and female illiteracy in Morocco. It also looks at the EU-Morocco partnership and the national and international legal context.

Rights and empowerment of women in the Western Balkans

Publication type Briefing
Date 23-06-2017
Author Velina LILYANOVA
Policy area Gender Issues, Equality and Diversity
Keyword pre-accession strategy | domestic violence | position of women | trafficking in human beings | international convention | Western Balkans | gender equality
Summary Gender equality – recognised by the United Nations as a human right, and enshrined in the EU Treaties – is among the requirements with which Western Balkan candidates and potential candidates for EU accession (Albania, Bosnia and Herzegovina, the former Yugoslav Republic of Macedonia, Kosovo, Montenegro and Serbia) have to comply. In recent years, these six countries have taken steps to advance women's rights. They have adopted or amended their relevant legislation (for instance, criminal and labour laws), elaborated national strategies and action plans, and established institutional mechanisms to carry out and monitor the policies in the area. Despite these formal efforts, however, promoting gender equality is often seen as a low-priority task, the main focus being centred on political and economic issues. In practice, women in the region still share similar challenges of increased personal, economic, and social insecurity. Traditional stereotypes place them in a subordinate position, and public awareness of their rights is low. Moreover, even though laws on gender equality exist, the institutions responsible for implementing them are weak and enjoy little public trust. Widespread domestic violence, limited labour market opportunities and unequal access to participation in high-level politics (despite existing quotas) are palpable issues concerning women still waiting to be tackled. As the Western Balkan governments' response to the above challenges is largely seen as inadequate, there have been calls to dedicate greater attention to them, including in the framework of EU accession, and for an increase in civil society involvement. For its part, civil society has repeatedly called for stricter monitoring, more consistent implementation and public awareness-raising as part of the national agenda.

Gender Equality Policies in Croatia - Update

Publication type Study
Date 14-07-2017
External author Nada BODIROGA-VUKOBARAT, Adrijana MARTINOVIĆ, Faculty of Law, University of Rijeka, Croatia
Policy area Social Policy | Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice
Keyword economic independence | labour market | statistics | female unemployment | domestic policy | Croatia | sexual violence | domestic violence | work-life balance | political representation | women's rights | gender equality | small and medium-sized enterprises | equal pay
Summary This study was commissioned by the European Parliament’s Committee on Women’s rights and Gender Equality (FEMM). It provides an overview of gender equality policies in Croatia. Apart from providing the history of institutional and political development in Croatia in this area, it illustrates in particular issues related to gender equality in the labour market and employment, women entrepreneurs, women in decision-making positions, policies against violence against women, reconciliation of private and professional life, gender stereotypes, sexual health and rights, economic independence for women and men, pay and pension gap, as well as national policies on eradication of gender based violence.

Study EN

Rights and empowerment of women in the Western Balkans

Publication type Briefing
Date 23-06-2017
Author Velina LILYANOVA
Policy area Gender Issues, Equality and Diversity
Keyword pre-accession strategy | domestic violence | position of women | trafficking in human beings | international convention | Western Balkans | gender equality
Summary Gender equality – recognised by the United Nations as a human right, and enshrined in the EU Treaties – is among the requirements with which Western Balkan candidates and potential candidates for EU accession (Albania, Bosnia and Herzegovina, the former Yugoslav Republic of Macedonia, Kosovo, Montenegro and Serbia) have to comply. In recent years, these six countries have taken steps to advance women's rights. They have adopted or amended their relevant legislation (for instance, criminal and labour laws), elaborated national strategies and action plans, and established institutional mechanisms to carry out and monitor the policies in the area. Despite these formal efforts, however, promoting gender equality is often seen as a low-priority task, the main focus being centred on political and economic issues. In practice, women in the region still share similar challenges of increased personal, economic, and social insecurity. Traditional stereotypes place them in a subordinate position, and public awareness of their rights is low. Moreover, even though laws on gender equality exist, the institutions responsible for implementing them are weak and enjoy little public trust. Widespread domestic violence, limited labour market opportunities and unequal access to participation in high-level politics (despite existing quotas) are palpable issues concerning women still waiting to be tackled. As the Western Balkan governments' response to the above challenges is largely seen as inadequate, there have been calls to dedicate greater attention to them, including in the framework of EU accession, and for an increase in civil society involvement. For its part, civil society has repeatedly called for stricter monitoring, more consistent implementation and public awareness-raising as part of the national agenda.

Briefing EN

European disability policy: From defining disability to adopting a strategy

Publication type In-Depth Analysis
Date 12-06-2017
Author Marie LECERF
Policy area Social Policy | Gender Issues, Equality and Diversity
Keyword worker with disabilities | EU strategy | equal treatment | disabled person | economic and social cohesion | discrimination based on disability | population ageing | EU Member State | service industry
Summary More than 70 million people in the EU, close to one in six, have a disability. Many of them encounter difficulties performing simple daily tasks, pursuing studies and getting a job. That is why, alongside and in support of Member State policies, the EU has committed to combating all forms of discrimination to which disabled people are particularly vulnerable.

In-Depth Analysis DE, EN, FR
**World Day Against Child Labour**

**Publication type** At a Glance  
**Date** 09-06-2017  
**Author** Kristina GROSEK  
**Policy area** Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity | Employment  
**Keyword** the EU's international role | public awareness campaign | child protection | sustainable development | international convention | EU Charter of Fundamental Rights | international labour law | child labour | children's rights  
**Summary** The International Labour Organization (ILO) introduced the World Day Against Child Labour in 2002, as part of their efforts to eradicate this unacceptable phenomenon. The day is observed each year on 12 June, and this year the focus will be on the impact of conflicts and disasters. It is also an opportunity to consider what measures have been taken at international and EU level to prevent child labour, and with what success.

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**The use of EU funds for gender equality in Poland**

**Publication type** In-Depth Analysis  
**Date** 15-05-2017  
**External author** Małgorzata Druciarek & Izabela Przybysz, Institute of Public Affairs, Poland  
**Policy area** Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice  
**Keyword** European Structural and Investment Funds | Poland | sexual discrimination | violence | fund (EU) | EU programme | women's rights | gender equality  
**Summary** This research article was requested by the European Parliament's Committee on Women's Rights and Gender Equality. It was commissioned, overseen and published by the Policy Department for Citizens' Rights and Constitutional Affairs.

The focus of the study is to assess how gender equality funds for 2014-2020 are allocated in Poland. The focus is mainly on the ESIF's funding within the National and Regional Operational Programmes, as well as the Horizon 2020 and the REC Programmes on the Gender Equality Objective, and the follow-up of Daphne Programmes on violence against women. The reference period is 2014-2016. The report presents to what extent the rules of projects' selection procedures determine the implementation of gender equality principles within operational programmes.

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**Gender Gap in Pensions: Looking ahead**

**Publication type** Study  
**Date** 15-05-2017  
**External author** Agnieszka Chłoń-Domińczak, Warsaw School of Economics  
**Policy area** Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice  
**Keyword** poverty | pension scheme | minimum pay | equal treatment | equal pay | administrative transparency | budgetary specification | distribution of EU funding | gender mainstreaming | social security | gender equality | EU employment policy  
**Summary** The study was commissioned overseen and published by the European Parliament’s Policy Department for Citizens’ Rights and Constitutional Affairs at the request of the FEMM Committee. The issue of gender gap in pensions has aroused increasing attention over recent years. While the current gap in pension levels between men and women reflects past labour market tendencies and design of pension systems, pronounced changes have occurred with regard to both employment of women and pension systems. The ageing population has stimulated revision to pension systems, including raising retirement age and the introduction of a closer correspondence between lifetime earnings and pension levels. These changes will influence the pattern in the future gender pension gap. This report recommends an approach to assessment of the future gender pension gap using the Forward-looking Gender Pension Gap Index. The index proposed spans two domains: the employment gap and pension system compensation. Both these domains impact tomorrow’s distribution of pensions between men and women.
The rights of LGBTI people in the European Union

Publication type: Briefing
Date: 12-05-2017
Author: Rosamund SHREEVES

Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity
Keyword: discrimination on the basis of sexual orientation | matrimonial law | area of freedom, security and justice | adoption of a child | right of asylum | civil union | marital status | adoption law | EU financing | directive (EU) | EU programme | free movement of persons

Summary: The prohibition of discrimination and the protection of human rights are important elements of the EU legal order. Nevertheless, discrimination against lesbian, gay, bisexual, transgender and intersex (LGBTI) persons persists throughout the EU, taking various forms including verbal abuse and physical violence. Sexual orientation is now recognised in EU law as a ground of discrimination. However, the scope of these provisions is limited and does not cover social protection, healthcare, education and access to goods and services, leaving LGBTI people particularly vulnerable in these areas. Moreover, EU competence does not extend to recognition of marital or family status. In this area, national regulations vary, with some Member States offering same-sex couples the right to marry, others allowing alternative forms of registration, and yet others not providing any legal status for same-sex couples. Same-sex couples may or may not have the right to adopt children and to access assisted reproduction. These divergent legal statuses have implications, for instance, for partners from two Member States with different standards who want to formalise/legalise their relationship or for same-sex couples and their families wishing to move to another Member State. Combating discrimination has become part of EU internal and external policies and the subject of numerous resolutions of the European Parliament. However, action in this area remains problematic when it touches on issues pertaining to areas traditionally reserved to Member States, such as marital status and family law. This is a further updated version of a briefing originally drafted by Piotr Bakowski. The previous edition was published in May 2016, PE 582.031.

EU measures against discrimination

Publication type: At a Glance
Date: 21-04-2017
Author: Martina PRPIC

Policy area: Gender Issues, Equality and Diversity | Human Rights
Keyword: equal treatment | anti-discriminatory measure | opinion poll | application of EU law | European Convention on Human Rights | directive (EU) | gender equality

Summary: Equality and respect for human dignity and human rights are among the core values of the EU. This is reflected in several EU directives targeting various types of discrimination. However, not all grounds and areas of discrimination are covered by EU law, and work on better protection against discrimination is ongoing.

Gender equality policies in Slovakia

Publication type: Study
Date: 14-04-2017
External author: Silvia PORUBANOVA, Institute for Labour and Family Research

Policy area: Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice
Keyword: sexual violence | domestic violence | work-life balance | social security legislation | position of women | parental leave | women's rights | gender equality | social-security benefit | national law | equal pay | Slovakia | entrepreneurship | participation of women

Summary: The Slovak Republic addresses equality between women and men both in its national legislation and relevant strategic materials and documents. With the aim to strengthen institutional support for women and development of effective policies and programmes, the Slovak republic made necessary changes in legislation and adjusted policies to better facilitate creation of conditions for effective implementation of systematic measures at the institutional level. These have been essential in the effort to achieve gender equality and eliminate gender inequalities in the society.

International Roma Day

Publication type: At a Glance
Date: 28-03-2017
Author: Anita ORAV

Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity
Keyword: crime against humanity | public awareness campaign | ethnic discrimination | equal treatment | Second World War | racial discrimination | marginalisation | social integration

Summary: Since 1990, 8 April has been marked every year as International Roma Day, providing an opportunity both to discuss the situation of Roma, and to celebrate Romani culture.
Gender equality and taxation in the European Union

Publication type: Study
Date: 15-03-2017

External author: Åsa Gunnarsson (Forum for Studies on Law and Society, Umeå University - Sweden); Ulrike Spangenberg (Forum for Studies on Law and Society, Umeå University – Sweden/Germany); Margit Schratzenstaller (Austrian Institut for Fiscal Studies, Austria)

Policy area: Social Policy | Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice
Keyword: corporation tax | EU Member State | fiscal policy | tax on consumption | tax on income | gender equality

Summary: This study provides an overview over gender aspects in taxation at Member State and EU level. After an outline of gender gaps in socioeconomic realities across Member States, relevant for taxation, the implementation of gender aspects at EU and Member State level and the existing legal approaches and obligations are reviewed critically. Research results on gender-disaggregated effects are presented for the taxation of personal income, corporations and business income, property, and consumption. Finally, the study presents recommendations on how to improve gender equality in taxation.

Study EN

Gender Equality Plans in the private and public sector in the European Union

Publication type: Study
Date: 15-03-2017

External author: Silvia Sansonetti

Policy area: Social Policy | Transposition and Implementation of Law | Gender Issues, Equality and Diversity | Employment

Summary: This study aims at mapping existing Gender Equality Plans (GEPs) in the public and private sectors in the Member States of the EU, as far as data is available; it aims at analysing how GEPs have impacted/are impacting the economic situation of women in the EU; analysing national legislation and collective agreements in connection with GEPs; analysing the impact of the crisis/austerity on GEPs and analyse more in-depth the substance and impact of GEPs in the private and public sectors in 2 Member States, Austria and Spain.

Study EN

Assessing progress towards gender equality

Publication type: At a Glance
Date: 10-03-2017

Author: Rosamund Shreeves

Policy area: Gender Issues, Equality and Diversity
Keyword: research report | EU strategy | equal treatment | anti-discriminatory measure | application of EU law | violence | distribution of EU funding | women's rights | European Parliament | gender equality | EU statistics

Summary: International Women's Day on 8 March provides an opportunity to take stock of progress towards gender equality. Three own-initiative reports by the European Parliament’s Committee on Women’s Rights and Gender Equality (FEMM), highlighting persistent gender inequalities and emerging issues in the European Union, are on the agenda for the plenary in March 2017.

At a Glance EN

Review Clauses in EU Legislation: A Rolling Check-List (5th edition)

Publication type: Study
Date: 10-03-2017

Author: Ivana Kiendl Kristo | Stephan Huber

Keyword: parliamentary scrutiny | legislative act (EU) | regulatory policy | Council of the European Union | parliamentary committee | European Commission | EU programme | European Parliament

Summary: This check-list presents a comprehensive overview of ‘review clauses’, that is to say, review, evaluation and reporting provisions contained in recent EU legislative acts and programmes. It is produced by the Policy Cycle Unit of the European Parliamentary Research Service (EPRS), the EP's in-house research service and think- tank, with a view to supporting parliamentary committees in monitoring the evaluation of EU law, policies and programmes, thus feeding the ex-post analysis into the ex-ante phase of the policy cycle. The European Parliament is strongly committed to the concept of better law-making, and particularly to the effective use of ex-ante impact assessment and ex-post evaluation throughout the whole legislative cycle. It is in this spirit that Parliament shows a particular interest in following the transposition, implementation and enforcement of EU law and EU programmes and, more generally, monitoring the impact, operation, effectiveness and delivery of policy and programmes in practice.

Study EN
**Special Reports of the European Court of Auditors: A Rolling Check-List of recent findings**

**Publication type** Study  
**Date** 10-03-2017  
**Author** Gabriella ZANA-SZABO | Biliana TZARNORETCHKA  
**Keyword** European Parliament | report | budgetary discharge | European Court of Auditors

**Summary**  
This rolling check-list presents a comprehensive overview of the European Court of Auditors' (ECA) special reports, concentrating on those relevant for the 2015 EU discharge procedure. The document seeks to link the topics discussed in the special reports to the relevant debates and positions within the European Parliament, including notably the working documents of the Budgetary Control Committee, to the work of the various specialised parliamentary committees, and to individual Members' questions. It is produced by the Policy Cycle Unit of the European Parliamentary Research Service (EPRS), the Parliament's in-house research service and think-tank, as part of its on-going support for parliamentary committees and individual Members, helping them to scrutinise the executive in its implementation of EU law, policies and programmes. The European Parliament is strongly committed to the concept of better law-making, and particularly to the effective use of ex-ante impact assessment and ex-post evaluation throughout the whole legislative cycle. It is in this spirit that the Parliament has a particular interest in following the transposition, implementation and enforcement of EU law, and, more generally, in monitoring the impact, operation, effectiveness and delivery of policy and programmes in practice.

**Maternity, paternity and parental leave in the EU**

**Publication type** Briefing  
**Date** 06-03-2017  
**Author** Martina PRPIC  
**Policy area** Social Policy | Gender Issues, Equality and Diversity | Employment  
**Keyword** births | pension scheme | demography | equal treatment | adoption of a child | maternity leave | child care | parental leave | paternity leave | fertility | maternity benefit | gender equality

**Summary**  
The EU has been working on reforming family leave policies in Member States since the 1980s. Its efforts resulted in two currently valid directives: the 1992 Maternity Leave Directive and the 2010 Parental Leave Directive. Even though EU Member States' transposition of the current directives has been mostly satisfactory technically, in 2015 the Commission announced a package on work-life balance which would replace the current legislation. The rationale for the new package is increasing female labour participation, bringing gender balance to care activities now predominantly performed by women, and improving negative demographic trends. The current legislative framework has been evaluated as inadequate to deal with these challenges. While the content of the Commission proposal is not yet fully known, an analysis of the current situation may shed light on the direction of change, as well as the obstacles that the new proposal may face. Even though Member States have transposed the current directives, they have also been given much freedom in deciding on elements which may be crucial in achieving the aims of the new Commission proposal. Why Member States decided to implement certain elements over others depends on their cultural, social and economic situations, which, according to experts, play a significant role in deciding policies of that type and may also influence the new proposal.

**Women in parliaments**

**Publication type** At a Glance  
**Date** 03-03-2017  
**Author** Martina PRPIC  
**Policy area** EU Democracy, Institutional and Parliamentary Law | Gender Issues, Equality and Diversity  
**Keyword** national parliament | political representation | woman | European Parliament | gender equality

**Summary**  
The Infographic "Women in parliaments" provides information on the proportion of women in national parliaments, compares representation of women in national parliaments with their numbers in the European Parliament and shows the number of women in the EP by political group. It also gives an overview of female representatives in the EP by Member State and outlines the gender quotas applicable to the EP elections in the current legislature. This is an updated version of an infographic by Evarts Anosovs, Eva-Maria Poptcheva, Giulio Sabbati published in January 2015.

Source: © European Union, 2019 - EP
Gender equality: EU challenges and policies [What Think Tanks are thinking]

Publication type: Briefing
Date: 03-03-2017
Author: Marcin CESLUK-GRAJEWSKI
Policy area: Gender Issues, Equality and Diversity
Keyword: equality determination | EU Member State | think tank | gender mainstreaming | gender equality
Summary: Equality between women and men is one of the European Union’s founding values. Under the “Strategic engagement for gender equality 2016-2019” policy plan, the EU seeks to increase female labour-market participation, reduce the gender pay gap, promote equality between women and men in decision-making, fight gender-based violence, and promote gender equality across the world. However, despite all efforts, such as adopting legislation on equal treatment, gender inequality remains a serious problem in Europe. This note offers links to commentaries and reports published in recent years by major international think tanks on issues relating to gender inequality in the EU and other related topics.

Empowering women in the EU and beyond: Labour market

Publication type: Briefing
Date: 02-03-2017
Author: Rosamund SHREEVES | Giulio SABBATI
Policy area: Gender Issues, Equality and Diversity | Employment
Keyword: level of education | labour market | youth unemployment | EU Member State | work-life balance | position of women | gender equality | European Union | part-time employment | gender mainstreaming | scientific profession | demographic analysis | EU statistics
Summary: Equal access to the labour market is recognised as a cornerstone of women’s economic independence and participation in public life. The EU and its Member States have obligations to integrate those excluded from the labour market (Article 151 TFEU), advance gender equality in employment (Article 153 TFEU; Directive 2006/54/ EC), and ensure equal pay for work of equal value (Article 157 TFEU). All EU Member States have ratified the 1979 UN Convention on the Elimination of all forms of Discrimination against Women, which upholds women’s rights to work, equal opportunities and social benefits (Article 11).

Empowering women in the EU and beyond: Education and reproductive health

Publication type: Briefing
Date: 02-03-2017
Author: Joanna APAP | Christian DIETRICH
Policy area: Gender Issues, Equality and Diversity | Human Rights
Keyword: statistics | access to education | sexual discrimination | reproductive health | Unesco | child | health care | position of women | woman | gender mainstreaming | demographic analysis
Summary: In the EU, gender equality in education and several other policy areas is protected by law. In practice, however, full gender equality has still not been achieved. Beyond the EU, the United Nations Educational, Scientific and Cultural Organization (UNESCO) has found that millions of girls are still being denied an education. Therefore, the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) is calling for all countries to repeal discriminatory laws that create barriers for women and girls not only in education, but also in access to healthcare, decent jobs and equal pay. The right to sexual and reproductive health (SRH) is not only an integral part of the general right to health but is also fundamentally linked to the enjoyment of many other human rights, according to UN experts.

Empowering women in the EU and beyond: Leadership and conflict resolution

Publication type: Briefing
Date: 02-03-2017
Author: Joanna APAP | Christian DIETRICH
Policy area: Gender Issues, Equality and Diversity | Human Rights
Keyword: statistics | peacekeeping | board of management | political involvement | participation of women | position of women | gender mainstreaming | political figure | decision-making | military personnel | UN resolution
Summary: Experts agree that much depends on women being involved on an equal footing in political leadership, as well as corporate governance, conflict prevention, conflict resolution, and post-conflict power structures. In most societies around the world, women hold only a minority of decision-making positions in public and private institutions. Yet for the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), women’s political participation is a fundamental prerequisite for gender equality and genuine democracy. Furthermore, the European Union has increasingly recognised that conflict and crisis management are not gender-neutral and has introduced numerous gender policies and initiatives to forward the aims of landmark United Nations Security Council (UNSC) Resolution 1325 (2000).
Empowering women in the EU and beyond: Economic and financial resources

Publication type: Briefing
Date: 02-03-2017
Author: Rosamund SHREEVES | Giulio SABBATI
Policy area: Gender Issues, Equality and Diversity | Economics and Monetary Issues
Keyword: poverty | statistics | sexual discrimination | equal pay | economic resources | position of women | woman | gender mainstreaming | demographic analysis
Summary: Ensuring that women have equal access to economic and financial resources and benefit equally from economic opportunities and growth has been recognised as a vital contribution towards gender equality, poverty eradication and sustainable development. This principle is embedded in numerous international instruments, including the current UN Sustainable Development Goals (SDGs) which are binding on the EU and its Member States. The first report from a new United Nation (UN) high-level panel, created to find concrete ways of implementing the SDGs related to women’s economic empowerment, has identified a number of interconnected areas where action is needed. One priority is to ensure that women have access to and control over finances and assets, both for their economic security and for building wealth. Other priorities include: securing decent jobs and equal pay and creating an enabling environment by investing in public services and infrastructure (including child and elderly care); changing business practices and discriminatory laws; and developing gender-sensitive (macro)economic and social policies. Women’s participation in economic decision-making through leadership and collective action is also vital to allow equal opportunities to shape economic structures. Measures must therefore address factors linked to women’s experiences and to the wider structural conditions that determine them, particularly the value given to women’s unpaid work.

Briefing EN

Japan: women’s empowerment

Publication type: Briefing
Date: 02-03-2017
Author: Enrico D’AMBROGIO
Policy area: Gender Issues, Equality and Diversity | Employment | Economics and Monetary Issues | Foreign Affairs
Keyword: wage determination | statistics | Japan | position of women | gender mainstreaming | gender equality
Summary: The world’s third largest economy has not yet done enough to encourage its female talent. Prospects for women in Japan are excellent in terms of literacy, enrolment in primary and secondary education, and healthy life expectancy. However, the picture changes if we look at women’s reduced participation in political and professional life. In 2016, three women ascended to top political jobs in Japan: Tomomi Inada was appointed Minister of Defence; Yuriko Koike was elected Governor of Tokyo; and the Democratic Party elected Rehnō Murata as its President. These may be signs that Japan’s conservative political culture is starting to open up for female politicians. Meanwhile Prime Minister Shinzō Abe’s ‘Womenomics’ programme aims to promote women’s empowerment and ‘create a society in which women shine’. However, despite some encouraging results, much remains to be done. Issues such as the gender pay gap, maternity harassment, and a lack of childcare need to be tackled in order to increase women’s labour force participation and improve their prospects of having a career with the same possibilities as their male colleagues. Women also need more job security, while the labour market rather offers this opportunity to men. A change in Japan’s corporate culture might be also necessary: a departure from the prevalent model of long working hours would allow both men and women to enjoy a more adequate work-life balance and would encourage families to have more children, helping the country tackle the consequences of a fast-ageing society.

Briefing EN

Horizon 2020 EU framework programme for research and innovation

Publication type: Study
Date: 24-02-2017
Author: Anna ZYGIEREWICZ
Keyword: cross-border cooperation | private sector | EU Member State | Framework Programme for Research and Development | EU research policy | research and development | innovation | report | gender equality
Summary: Horizon 2020, the EU framework programme for research and innovation (2014-2020) is aimed at building a society and an economy based on knowledge and innovation across the Union, while contributing to sustainable development. The programme supports the implementation of the Europe 2020 strategy and other Union policies, as well as the achievement and functioning of the European Research Area (ERA). The introduction to this European implementation assessment (EIA) presents basic information on the implementation of Horizon 2020, including policy on gender equality and international cooperation. In addition, the annexes contain the input to the EIA received from external experts, who prepared analyses of the implementation of the three Horizon 2020 priorities: excellent science, industrial leadership, and societal challenges. The implementation of each priority was analysed from two perspectives: a) a research and industry perspective prepared by experts from the Centre for Strategy and Evaluation Services (CSES) and the Centre for Industrial Studies (CSIL); b) economic and financial perspective prepared by experts from the Europe Economics consortium.
State of Play of EU-Mauritania Relations

Publication type: In-Depth Analysis
Date: 23-02-2017

External author: Morten Bøås


Keyword: ethnic group | migration | Mauritania | political situation | EDF | head of State | protocol to an agreement | refugee | human rights | Islamic State | regional security | development policy | Sahel | fishing agreement | terrorism | slavery | Cotonou Agreement | democratisation | Mali | adaptation to climate change | economic situation

Summary: Mauritania, an important ally of the EU in the fight against terrorism in the Sahel, faces several inter-related development challenges: ensuring an efficient use of the revenue derived from natural resources, economic diversification and improved governance. The severity of these development challenges is increased by difficult political relations between the three main ethnic groups in the country, the dominant group being the Arab-Berber Bidhan. They constitute less than one-third of the country’s population, but dominate economically and politically. The Haratin, the largest group in the country, is made up of descendants of black Africans enslaved by the Bidhan (freed or still enslaved). The third group in the country is the West Africans or Black Mauritians. Mauritania’s post-independence history is marked by repeated attempts by this group to assert its non-Arab identity and claim for a more equitable share of political and economic power. The tension that these divisions create is a problem in itself, but they can also be appropriated by violent Islamist insurgencies in the region. The urgency of this challenge is further complicated by the likelihood of increased climate change effects that the country is currently not adequately prepared for. This study therefore discusses the main political, economic and development challenges that contemporary Mauritania is faced with, illustrating how these challenges can only be properly grasped with consideration to their historical evolution. Based on this, the study investigates the current basis for EU-Mauritania relations and suggests a select number of policy areas for consideration, as this relationship continues to evolve around issues of mutual concern such as security and development.

Young Women’s Unemployment in EU

Publication type: Briefing
Date: 15-02-2017

External author: Daniela Loi, Monica Patrizio and Manuela Samek Lodovici (Istituto per la Ricerca Sociale, Milano, Italia)

Policy area: Social Policy | Gender Issues, Equality and Diversity

Keyword: parental allowance | youth unemployment | sexual discrimination | unemployment | EU Member State | self-employment | EU statistics

Summary: The European Parliament Committee on Women’s Rights and Gender Equality of the European Parliament Legal Affairs requested this briefing paper in the framework of its own-initiative legislative report on Women’s Economic Empowerment in the Private and Public Sectors in the EU.

Peru: Human rights situation

Publication type: At a Glance
Date: 14-02-2017

Author: Enrique GOMEZ RAMIREZ

Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity | Foreign Affairs | Human Rights
torture | homicide | freedom of association | right to justice | equal treatment | freedom of assembly | rights of minorities | Peru | cruel and degrading treatment | sexual minority | women's rights

Keyword: torture | abuse of power | disappearances | forced sterilization | arbitrary detention | lack of accountability | impunity | death penalty | human rights

Summary: Although Peru has ratified most international human rights instruments, there remain some serious problems, such as violent repression of civil demonstrations, attacks on journalists, corruption and impunity, and even torture. However, significant measures have been taken to tackle violence against women and sexual minorities.
European Commission follow-up to European Parliament requests

Publication type: Study  
Date: 02-02-2017

Author: Gertrud MALMERSJO | Gabriella ZANA-SZABO | ROXANA OSIAC | Stephan HUBER


Keyword: parliamentary scrutiny | powers of the institutions (EU) | EP resolution | parliamentary committee | European Commission | European Parliament | work study

Summary: In addition to its well-known role as a co-legislator, the European Parliament also supervises and scrutinises the work of the European Commission. The Parliament can therefore ask the Commission to take action to fulfil its role as guardian of the Treaties and to contribute to the improved functioning of the European Union and its legislation. Such requests usually take the form of resolutions. This Rolling Check-List covers the resolutions adopted by Parliament on the basis of own-initiative reports and legislative own-initiative reports during the current eighth legislative term up to December 2015, and the actions taken by the Commission as a result up to 31 October 2016. In total, the report covers 97 resolutions across almost all parliamentary committees. It provides a detailed overview of the Parliament's requests, and tracks the Commission's response and any further action taken. It thus offers a comprehensive scrutiny and reference tool, providing easy access to the follow-up given by the Commission to the Parliament's requests.

Cross-border aspects of adoptions

Publication type: At a Glance  
Date: 26-01-2017

Author: Rosamund SHREEVES

Policy area: Area of Freedom, Security and Justice | Public international law | Private international law and judicial cooperation in civil matters | Gender Issues, Equality and Diversity

Keyword: cross-border cooperation | freedom of movement | adoption of a child | adoption law | legislative initiative | children's rights

Summary: At present, there is no guarantee that domestic adoptions carried out in one EU Member State will be recognised automatically in another. The resulting hurdles facing families who move to another EU country after adopting a child can interfere with their freedom of movement, harm children’s rights, and impose significant costs. The European Parliament has identified scope for EU legal action in this area and further cooperation on several other cross-border aspects of adoption. A legislative own-initiative report is due to be debated in plenary in February.

Ten issues to watch in 2017

Publication type: In-Depth Analysis  
Date: 26-01-2017

Author: Etienne BASSOT


Keyword: transfer of population | United States | European security | Economic and Monetary Union | migration | EU budget | Ukraine | EU emission allowance | withdrawal from the EU | common agricultural policy | presidential election

Summary: This is the first edition of a new EPRS publication designed to identify key issues and policy areas that are likely to feature prominently on the agenda of Members of the European Parliament over the coming year. Key issues presented include: the implications for the EU of the new US administration, the withdrawal of the UK from the EU, the migration crisis, rising inequalities, and the EU’s external security challenges, with a more specific examination of the situation in Ukraine. Other important policy areas covered are the budget, agriculture, climate and transport and, last but not least, the outlook for economic and monetary union.

In-Depth Analysis: DE, EN, FR

Multimedia: EN
Gender Equal Access to Goods and Services Directive 2004/113/EC

Publication type: Study
Date: 24-01-2017
Author: Helmut WERNER
Keyword: sexual discrimination | approximation of laws | equal treatment | service industry | provision of services | gender equality
Summary: Directive 2004/113/EC is part of EU anti-discrimination law and sets minimum rules for ensuring gender equality in access to and supply of goods and services. Its implementation across EU Member States is critically assessed in this study. It concludes that the notion of 'indirect discrimination' requires increased attention, for example in the health sector or in relation to the rapidly developing collaborative economy.

Multiple cause-effect relationships require that gender equality in accessing goods and services is pursued by the application of this directive in synergy with other gender equality, anti-discrimination, accessibility and consumer protection law.

This European implementation assessment is intended to support the implementation report being prepared on the subject by the European Parliament’s Committee on Women's Rights and Gender Equality.

Study: DE, EN, FR

Gender Equality policies in Malta with a specific focus on Violence against Women

Publication type: In-Depth Analysis
Date: 16-01-2017
Author: Martina SCHONARD
Policy area: Social Policy | Gender Issues, Equality and Diversity
Keyword: sexual discrimination | approximation of laws | equal treatment | help for victims | violence | women's rights | gender equality | Malta | human rights
Summary: This In-Depth analysis is prepared for the FEMM Committee Delegation Members to Malta on 3-4 February 2017.

Maternity and paternity leave in the EU

Publication type: At a Glance
Date: 15-12-2016
Author: Martina PRPIC | Ulla JURVISTE | Giulio SABBATI
Policy area: Social Policy | Gender Issues, Equality and Diversity | Employment
Keyword: family benefit | competence of the Member States | work-life balance | maternity leave | parental leave | family policy | paternity leave | maternity benefit | gender equality
Summary: This infographic aims to present the current state of affairs of maternity and paternity leave in EU Member States. Maternity leave policies in EU Member States are governed by the 1992 Pregnant Workers Directive. After an unsuccessful attempt to introduce a new maternity leave directive, the Commission has announced a new, more holistic package as a replacement.

Gender Equality Policies in Spain - Update

Publication type: Study
Date: 15-12-2016
External author: Emanuela LOMBARDO (Facultad de Ciencias Políticas y Sociología, Universidad Complutense de Madrid, Spain)
Policy area: Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice
Keyword: Spain | labour market | care for the elderly | economic recession | maternity leave | child care | parental leave | gender equality
Summary: While gender equality policies have been institutionalized and consolidated in Spain until 2008, the 2009-2016 period shows backlash provoked by austerity policies adopted in response to the economic crisis. Institutional dismantlement, budget cuts, legislative standstill, policy reforms with negative gender impacts, and problems of implementation indicate an uncertain future for gender equality policies in Spain. This study maps developments in Spanish gender equality institutions, laws, and policies, including employment, care, political and economic decision-making, gender-based violence, and sexual and reproductive rights.

Study: EN
Fighting conflict-related sexual violence

Publication type: Briefing
Date: 08-12-2016
Author: Ionel ZAMFIR
Policy area: Gender Issues, Equality and Diversity | Human Rights

Summary: Although both men and women are vulnerable when faced with armed conflict, they tend to be affected very differently. Women are exposed to many risks, sexual violence standing out as the most prominent among them. Despite efforts by the international community to ban it through internationally binding legal norms, conflicts since the end of the Cold War have displayed multiple, horrendous forms of violence against women, whether in Africa, former Yugoslavia or in present-day Iraq, Syria and Nigeria. To the scourge of gender-based violence brought about by conflict, the international community has responded by integrating it in the jurisdiction of international tribunals dealing with war crimes. The UN Security Council has strongly condemned all forms of gender-based violence in several resolutions, and has proposed a range of measures. Given the gravity of the crimes, the EU has emphasised the importance of a zero-tolerance policy, focusing on accountability and awareness-raising. Helping victims of gender-based violence deal with its long-lasting psychological and social consequences is increasingly recognised as a crucial measure. One of the most important steps is to break the culture of shame and silence that makes the vast majority of cases go unreported, and renders judicial recourse impossible. Women who speak out about their or others' ordeals face multiple risks and threats, and their courage deserves to be honoured. In recognition of such courage, the European Parliament granted the 2016 Sakharov Prize to two women from Iraq, who, having been victims of violence themselves, resolved to put their efforts into fighting off the scourge.

Demography and Family Policies from a Gender Perspective

Publication type: Study
Date: 07-12-2016
External author: Konstantina DAVAKI (London School of Economics and Political Sciences, the UK)
Policy area: Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice
Keyword: labour market | demography | population ageing | EU Member State | work-life balance | economic recession | family policy | working life | fertility | gender equality | EU statistics

Summary: The European Union is in the midst of three crises: the economic, the demographic and the refugee. This study evaluates policies aiming at increasing fertility through work-life balance, reveals their interrelation with family policies and economic priorities and suggests ways of addressing challenges on all three fronts with the view to minimise their gendered outcomes.

Violence against women in the EU: State of play

Publication type: Briefing
Date: 25-11-2016
Author: Rosamund SHREEVES | Martina PRPIC
Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity
Keyword: sexual violence | domestic violence | women's rights | gender equality

Summary: Violence against women is a violation of human rights and a form of gender-based discrimination. Rooted in inequalities between men and women, it takes many forms. Estimates about the scale of the problem are alarming. Such violence has a major impact on victims and imposes a significant cost burden on society. The instruments put in place by the United Nations and Council of Europe are benchmarks in efforts to combat violence against women. The EU is tackling the problem in various ways, but has no binding instrument designed specifically to protect women from violence. Although there are similarities between national policies to combat violence against women, the Member States have adopted different approaches to the problem. Parliament’s efforts have focused on strengthening EU policy in the area. Parliament has repeatedly called for a European Union strategy to counter violence against women, including a legally binding instrument. Stakeholders have expressed a range of concerns, such as the impact of the current economic climate on the prevalence of violence and funding for prevention and support for victims, and have highlighted the need for a comprehensive EU political framework on eliminating violence against women. They have also launched new initiatives of their own. This is a further update of an earlier briefing by Anna Dimitrova-Stull, of February 2014.
### Harmful practices' as a form of violence against women and girls

**Publication type** Briefing  
**Date** 25-11-2016

**Author** Rosamund SHREEVES | Martina PRPIC

**Policy area** Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity

**Summary** Violence against women and girls is prevalent across the world and in all societies, but the forms it takes vary and change over time. In recent years, a number of forms of violence, some of which had not previously been documented in Europe, have become an increasing concern. Three specific practices, which have become an issue in some EU countries are ‘honour’ crimes, early/forced marriage and female genital mutilation (FGM). These manifestations of gender-based violence, which are classified as ‘harmful practices’ in international human rights instruments, are carried out on women and girls as part of accepted tradition or cultural practice, by families or communities. They have a major impact on victims, causing physical and psychological harm, and limiting their capacity to participate fully in society or develop and reach their full potential. Although there is growing awareness of the problem on the part of the European Union and individual Member States, legislative and policy responses to FGM and other harmful practices are still reported to be lagging behind those for other forms of violence against women. Further policy challenges are raised by the fact that, as a result of crises and conflict, such practices are also reported to be re-emerging or becoming more acute in some areas of the world. Other forms of harm, which affect women and girls in Europe, may also warrant classification as ‘harmful practices’. This is an introduction to a series of individual briefings on the issues of ‘honour’ crimes, forced/early marriage, FGM and emerging forms of harm, looking in detail at action at national and EU levels. An overall analysis of the EU legislative framework and policy initiatives on violence against women is available in the briefing, Violence against Women in the EU: State of Play. Please click here for the full publication in PDF format.

**Briefing** [EN]

### Universal Children's Day

**Publication type** At a Glance  
**Date** 18-11-2016

**Author** Rosamund SHREEVES

**Policy area** Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity | Global Governance

**Keyword** public awareness campaign | child protection | children's rights

**Summary** The annual Universal Children’s Day represents an opportunity to consider how children in Europe are faring in some of the key areas covered in the Convention on the Rights of the Child and what the European Union is doing to protect their rights and ensure their wellbeing.

**At a Glance** [EN]

### Knowledge and Know-How: The Role of Self-Defence in the Prevention of Violence against Women

**Publication type** Study  
**Date** 18-11-2016

**External author** Liz Kelly and Nicola Sharp-Jeffs

**Policy area** Area of Freedom, Security and Justice | Social Policy | Gender Issues, Equality and Diversity | Public Health | Education | Adoption of Legislation by EP and Council | Human Rights

**Keyword** EU Member State | self-defence | domestic violence | interest group | women's rights | European Union Agency for Fundamental Rights

**Summary** This study, commissioned by the European Parliament Policy Department for Citizens’ Rights and Constitutional Affairs upon request by the FEMM Committee, examined research on the effectiveness of self-defence and its place in policies at EU and Member State levels. It concludes that there is a growing evidence base that feminist self-defence can be effective in preventing violence. Whilst references to self-defence are present in the EU and Council of Europe policy documents, they are not substantial and yet to be developed into a coherent approach. Self-defence should be considered a promising practice and be better promoted and supported. More space should be made for it in policy, financing and research.

**Study** [EN]

### The Protection Role of the Committee on Petitions in the Context of the Implementation of the UN Convention on the Rights of Persons with Disabilities - Update 2016

**Publication type** Study  
**Date** 03-11-2016

**External author** Mark PRIESTLEY (University of Leeds), Meredith RALEY (National University of Ireland Galway) and Gauthier de BECO (University of Leeds)

**Policy area** Area of Freedom, Security and Justice | Social Policy | Gender Issues, Equality and Diversity | Petitions to the European Parliament

**Keyword** labour market | UN convention | disabled person | anti-discriminatory measure | EU Member State | social rights | UNO | integration of the disabled

**Summary** This study was commissioned by the European Parliament's Policy Department for Citizens' Rights and Constitutional Affairs at the request of the PETI Committee. It explains the context of the UN Convention on the Rights of Persons with Disabilities (UN CRPD) with reference to the PETI Committee’s role in the EU Framework for its implementation. It considers the petitions received on disability issues and developments in the CRPD protection mechanisms implemented at level of the UN, the EU and the Member States. Recommendations are made to assist the EP in deliberating on disability issues in its protection role.

**Study** [EN]
European Structural and Investment Funds and People with Disabilities in the European Union

Publication type: Study
Date: 03-11-2016

External author: Camilla PARKER and Ines BULIC COJOCARIU (European Network on Independent Living)

Policy area: Area of Freedom, Security and Justice | Social Policy | Gender Issues, Equality and Diversity | Petitions to the European Parliament | Regional Development

Keyword: European Structural and Investment Funds | UN convention | mental illness | disabled person | data collection | EU Member State | health care | child care | integration of the disabled

Summary: This study, commissioned by the European Parliament’s Policy Department for Citizens’ Rights and Constitutional Affairs, reviews the situation of people with disabilities in the European Union (EU) and how EU funds (European Structural and Investment Funds) have supported the reforms needed to replace outdated systems of institutional care with community-based and inclusive services. It also highlights areas that must be addressed to avoid the mistakes of the past, in particular the use of EU funds to maintain institutional care, and ensure that instead they are used to promote community living.

Study EN

International Marriage Brokers and Mail Order Brides - Analysing the Need for Regulation

Publication type: Study
Date: 14-10-2016

External author: Julia REINOLD (Maastricht Graduate School of Governance | UNU-MERIT), Inez ROOSEN (Maastricht Graduate School of Governance | UNU-MERIT), Alexander HOGENBOOM (Maastricht University), Ingrid WESTENDORP (Maastricht Graduate School of Governance | UNU-MERIT), Marta LATEK

Policy area: Internet site | EU Member State | Russia | marriage | trafficking in human beings | women's rights | children's rights | foreign national | socioeconomic conditions | Philippines

Keyword: Internet site | EU Member State | Russia | marriage | trafficking in human beings | women's rights | children's rights | foreign national | socioeconomic conditions | Philippines

Summary: The study was requested by the European Parliament’s Committee on Women’s Rights and Gender Equality and commissioned, overseen and published by the Policy Department for Citizen’s Rights and Constitutional Affairs. This Study analyses the socio-legal status of the Mail-Order Bride industry in the EU, in terms of regulation, protection of rights, and the consequences of Mail-Order Bride relationships for women, men and children involved. It focuses on the United Kingdom, Germany, the Netherlands and Ireland; defines the Mail-Order Bride (MOB) phenomenon. The report uses a combination of sociological and legal research methods including desk research, expert interviews and a mapping of International Marriage Broker (IMB) websites. It finds that it is difficult to distinguish between MOB and other groups of female marriage migrants. The report identifies three main legal gaps, namely the lack of regulation of IMB activities, the lack of a harmonized regime for family reunification, and the lack of harmonized protective measures for women in case of relationship break up. There is a need for additional prevention and protection measures, since female marriage migrants are considered particularly vulnerable to domestic violence.

Study EN

Study on the Use of Funds for Gender Equality in Selected Member States

Publication type: Study
Date: 14-10-2016

External author: Manuela SAMEK LODOVICI (IRS), Flavia PESCE (IRS) and Daniela Loi (IRS)

Policy area: Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice

Keyword: European Structural and Investment Funds | EU Member State | European Social Fund | EU initiative | Framework Programme for Research and Development | EU programme | gender equality | small and medium-sized enterprises | multiannual financial framework | development policy | pre-accession aid | EU office or agency | European Regional Development Fund | educational exchange | gender mainstreaming

Summary: The focus of the study is to assess how gender mainstreaming is applied in the EU funds allocations for 2014-2020. The focus is on ESIFs funding for childcare and gender mainstreaming in the use of Horizon 2020 and the REC. The report identifies key challenges and opportunities for more effective implementation of gender mainstreaming in the ESIFs funding for 2014-2020.

Study EN

UN habitat III: Shaping the urban agenda

Publication type: At a Glance
Date: 10-10-2016

Author: Marta LATEK

Policy area: Environment | Gender Issues, Equality and Diversity | Regional Development

Keyword: development policy | OECD | developing countries | international conference | economic growth | social inequality | urban habitat | sustainable development | UNO

Summary: The United Nations Conference on Housing and Sustainable Urban Development (UN Habitat) will hold its third biennial meeting from 17 to 20 October 2016 in Quito (Ecuador), gathering nearly 200 national government delegations, as well as different stakeholders. The conference aims to deliver a new global urban agenda and the means to implement it. Rapidly growing urbanisation, especially in developing countries, makes the creation of socially inclusive, resilient, economically prosperous, and energy-efficient cities a major global challenge. Achieving the 2030 Agenda will largely rely on the actions undertaken to address the demands of growing cities.
Jewish communities in the European Union

Publication type At a Glance
Date 22-09-2016
Author Magdalena PASIKOWSKA-SCHNASS
Policy area Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity
Keyword France | broadcasting | Israel | religious discrimination | terrorism | protection of minorities | anti-semitism | Jew | EU Charter of Fundamental Rights | religious fundamentalism | European Union Agency for Fundamental Rights
Summary Europe’s Jewish population has been diminishing in recent decades, and a growing number of anti-Semitic acts and anti-Jewish violence have been occurring in recent years in the EU. In defence of its values, including respect for minorities, the EU undertakes and funds actions to counter anti-Semitism.

A European Pillar of Social Rights: First Reactions

Publication type Briefing
Date 15-09-2016
Author STEFAN SCHULZ
Summary Key findings Based on earlier criticism of EMU policies, calls for complementing the European Semester exercise by a monitoring of social indicators, a ‘Social Triple A’ for Europe, were increasingly raised with the financial and economic crisis. Commission President Juncker made the issue into a central point of his policy agenda. In September 2015 he announced a ‘Pillar of Social Rights’, which should start with the euro area countries but remain open to others. The Commission proposal is organised along no less than 20 policy areas for each of which principles that should become common to participating states are set out. In this context, the precise meaning of "rights" (individual entitlements vs. principles) remains to be clarified, as does the issue of EU vs. Member State competency. The proposal is currently the subject of a wide-ranging stakeholder consultation, lasting until the end of 2016. Among the key initial reaction are an ILO report and an assessment by ETUI. While the ILO welcomes the initiative, making specific suggestions for improving social standards and fostering upward convergence, the ETUI analysis is more sceptical, flagging up the subordination of the social acquis to economic growth as the main goal and proposing to recast the whole text with a stronger emphasis on rights, including several new ones.

Sexual and Reproductive Health and Rights

Publication type Study
Date 15-09-2016
External author Katie McCracken, Sergio Márquez, Sarah Priest, Ana Fitzsimons and Kasturi Torchia (Opct Research)
Policy area Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice
Keyword sex education | sexual discrimination | sexuality | United Kingdom | EU Member State | public health | gender reassignment | gender equality | World Health Organisation | discrimination on the basis of sexual orientation | Spain | sexually transmitted disease | educational system | Denmark
Summary Upon request by the FEMM Committee this study updates knowledge on the provision of sexual education and reproductive rights in the European Union. It involved a review of recent research and data on sexual and reproductive health, and case studies in Denmark, Spain and the United Kingdom. Good quality sexual and relationship education (SRE) reduces risk of sexually transmitted infection, unplanned pregnancy and sexual exploitation amongst young people. However, the implementation of sex and relationship education is inconsistent across Member States.

The Policy on Gender Equality in Poland - Update September 2016

Publication type Study
Date 07-09-2016
External author Dorota SZELEWA (School of Social Policy, Social Work and Social Justice, University College Dublin, Ireland) and ICRA Foundation, Warsaw, Poland
Policy area Gender Issues, Equality and Diversity
Keyword project evaluation | Poland | EU policy | equal treatment | employment policy | organisation of elections | administrative transparency | gender mainstreaming | gender equality
Summary The study was requested by the European Parliament’s Committee on Women’s Rights and Gender Equality and commissioned, overseen and published by the Policy Department for Citizens’ Rights and Constitutional Affairs. The study presents a review of the most important legislation, institutional arrangements and policy programs with regard to gender equality in Poland. In particular, the following policy fields are covered: women in political decision-making, reproductive rights, trafficking in human beings and domestic violence, access to different forms of employment, as well as the policies addressing the reconciliation of work and family life. The final section describes the problem of public attitudes towards gender and gives examples of programs aimed at countering gender stereotypes.
Reception of Female Refugees and Asylum Seekers in the EU - Case Study Belgium and Germany

Publication type: Study
Date: 30-08-2016
External author: Yasemin BEKYOL and Petra BENDEL
Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity
Keyword: humanitarian aid | statistics | female migrant | Germany | right of asylum | Belgium | fund (EU) | refugee | health risk | young person | EU law | social facilities
Summary: Commissioned by the European Parliament’s Policy Department for Citizens’ Rights and Constitutional Affairs at the request of the Committee on Women’s Rights and Gender Equality, this study provides an overview of the implementation of Directive 2013/33/EU laying down standards for the reception of applicants for international protection. It outlines the legal framework and examines how gender related aspects and the reception needs of vulnerable groups are considered in practice in Munich (Germany) and Brussels (Belgium).
Study: DE, EN

The Istanbul Convention: A tool to tackle violence against women and girls

Publication type: At a Glance
Date: 19-07-2016
Author: Ulla JURVISTE
Policy area: Gender Issues, Equality and Diversity
Keyword: sexual discrimination | fight against crime | Council of Europe | sexual violence | domestic violence | help for victims | international convention | women’s rights | gender equality
Summary: A powerful international tool, the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) entered into force in August 2014, having been opened for signature in May 2011. It is the first instrument in Europe to set legally binding standards specifically to prevent gender-based violence, protect victims of violence and punish perpetrators. This is an updated edition of an EPRS note published in November 2015.
At a Glance: EN

Review Clauses in EU Legislation: A Rolling Check-List (fourth edition)

Publication type: Study
Date: 15-07-2016
Author: IVANA KIENDL KRISTO | Stephan HUBER
Keyword: parliamentary scrutiny | legislative act (EU) | regulatory policy | Council of the European Union | parliamentary committee | European Commission | EU programme | European Parliament
Summary: This check-list presents a comprehensive overview of ‘review clauses’, that is to say, review, evaluation and reporting provisions contained in recent EU legislative acts and programmes. It is produced by the Policy Cycle Unit of the European Parliamentary Research Service (EPRS), the EP’s in-house research service and think tank, with a view to supporting parliamentary committees in monitoring the evaluation of EU law, policies and programmes, thus feeding the ex-post analysis into the ex-ante phase of the policy cycle. The European Parliament is strongly committed to the concept of better law-making, and particularly to the effective use of ex-ante impact assessment and ex-post evaluation throughout the whole legislative cycle. It is in this spirit that Parliament shows a particular interest in following the transposition, implementation and enforcement of EU law and EU programmes and, more generally, monitoring the impact, operation, effectiveness and delivery of policy and programmes in practice.
Study: EN

Assessment of the European Globalisation Adjustment Fund from a Gender Equality Perspective

Publication type: Study
Date: 15-07-2016
External author: Silvia Sansonetti (Fondazione Giacomo Brodolini, Italy)
Policy area: Gender Issues, Equality and Diversity | Human Rights
Summary: The study was requested by the European Parliament’s Committee on Women’s Rights and Gender Equality and commissioned, overseen and published by the Policy Department for Citizens’ Rights and Constitutional Affairs. This assessment aims at investigating gender differences across EGF interventions. By adopting gender budgeting principles, the analysis shows that there are at least four factors resulting in different treatment of men and women in the implementation of the fund: a more frequent implementation of the EGF in male-dominated sectors based on the fact that the impact of the crisis by sectors is not gender neutral, the size of the firms involved in the interventions, and the prevailing productive structure by sectors. Apart from a general analysis, the study includes also detailed analyses of EGF cases in seven Member States.
Study: EN
The Gender Pension Gap: Differences between Mothers and Women without Children

Publication type: Study
Date: 15-07-2016
External author: Manuela Samek

Policy area: Gender Issues, Equality and Diversity
Keyword: pension scheme | relationship | data collection | comparative study | woman | gender equality | demographic analysis

Summary: This study was commissioned by the European Parliament's Policy Department for Citizens' Rights and Constitutional Affairs at the request of the FEMM Committee. Demographic trends and the financial and economic crisis have obliged European countries to accelerate the revision of their pension systems with the aim of ensuring their sustainability. However, serious question on the effects these reforms on pension adequacy have been raised. This report summaries and recent changes in pension reforms and their effects on gender pension gaps, with a focus on women with children. The assessment of recent pension reforms in a gender perspective shows that changes in pension design may increase the gender gap in pensions and translate into higher poverty risks for older women compared to men, unless specific measures are implemented in Member States to support women’s position in the labour market and to address periods out of the labour market due to caring duties.

Study

Public opinion and EU policies: Exploring the expectations gap

Publication type: Briefing
Date: 07-07-2016
External author: EPRS, DG

Keyword: the EU's international role | European tax cooperation | EU industrial policy | common foreign and security policy | gender equality | external border of the EU | EU environmental policy | European social policy | opinion poll | energy policy | terrorism | EU situation | coordination of EMU policies | common agricultural policy | EU employment policy

Summary: The Eurobarometer survey of the European Parliament ‘Europeans in 2016: Perceptions and expectations, fight against terrorism and radicalisation’ aimed to identify, across a range of different policy fields, the level of awareness of citizens of EU action in that field, and to assess how content they were with EU involvement in each field. This compendium brings together a set of short briefings by the European Parliamentary Research Service (EPRS) following up the survey. Taking each of those policy fields in turn, they look at what the Union is already doing, identify gaps between citizens’ expectations and current EU activity, and possible areas for additional EU action. The full survey can be accessed on the European Parliament website, including a series of infographics presenting the differences in public opinion by policy area in each Member State.

Briefing DE, EN, FR

Public expectations and EU policies - Equal treatment of men and women

Publication type: Briefing
Date: 30-06-2016
Author: Alina DOBREVA | Gianluca SGUEO | Rosamund SHREEVES

Policy area: Gender Issues, Equality and Diversity
Keyword: sexual violence | work-life balance | EU financing | EU programme | women’s rights | legal basis | gender equality | European social policy | equal treatment | opinion poll | equal pay | EU situation | EU budget

Summary: Public opinion surveys suggest that the majority of Europeans are aware of EU action, and consider that equal treatment of women and men should be an EU priority, with majority support for existing or higher levels of EU involvement. In areas where the public feel that EU intervention is most effective – notably ensuring equal pay, facilitating work-life balance and combating violence against women – there is scope for further action at national and EU level, ranging from ‘soft’ measures such as awareness-raising campaigns to better implementation and enforcement of existing equal treatment legislation, and the potential introduction of new legislative proposals. A number of initiatives are already on the table, but stakeholders have also expressed concerns about diminishing commitment to gender equality policy at EU level.

Briefing EN

Adoption of children in the European Union

Publication type: Briefing
Date: 16-06-2016
Author: Rosamund SHREEVES | Ulla JURVISTE | Giulio SABBATI | Anna DIMITROVA -STULL

Policy area: Area of Freedom, Security and Justice | Public international law | Private international law and judicial cooperation in civil matters | Gender Issues, Equality and Diversity
Keyword: comparative law | drafting of EU law | EU Member State | jurisdiction | child protection | UNO | international adoption | civil procedure | UN convention | parental responsibility | EU competence | data protection | EU statistics

Summary: Globally, there have been significant changes in the landscape of adoption over recent years, including fluctuations in the volume of adoptions, the countries involved and who is eligible to adopt. This paper aims to provide an overview of the adoption of children in the European Union (EU), focusing on trends in the number of domestic and intercountry adoptions and a comparison of the current adoption requirements in the individual Member States.
Violence against women in the EU: State of play

Publication type Briefing
Date 01-06-2016
Author Rosamund SHREEVES | Martina PRPIC
Policy area Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity
Summary Violence against women is a violation of human rights and a form of gender-based discrimination. Rooted in inequalities between men and women, it takes many forms. Estimates about the scale of the problem are alarming. Such violence has a major impact on victims and imposes a significant cost burden on society. The instruments put in place by the United Nations and Council of Europe are benchmarks in efforts to combat violence against women. The EU is lacking the requisite instruments, but has no binding instrument designed specifically to protect women from violence. Although there are similarities between national policies to combat violence against women, the Member States have adopted different approaches to the problem. Parliament’s efforts have focused on strengthening EU policy in this area. Parliament has repeatedly called for a European Union strategy to counter violence against women, including a legally binding instrument. Stakeholders have expressed a range of concerns, such as the impact of the current economic climate on the prevalence of violence and funding for prevention and support for victims, and have highlighted the need for a comprehensive EU political framework on eliminating violence against women. They have also launched new initiatives of their own. This is a further update of an earlier briefing by Anna Dimitrova-Stull, of February 2014.

Briefing EN

The rights of LGBTI people in the European Union

Publication type Briefing
Date 17-05-2016
Author Piotr BAKOWSKI | Marc LILIENKAMP | Rosamund SHREEVES
Policy area Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity
Keyword EU Member State | area of freedom, security and justice | adoption of a child | right of asylum | adoption law | civil union | EU financing | EU programme | directive (EU) | free movement of persons | discrimination on the basis of sexual orientation | matrimonial law | marital status
Summary The prohibition of discrimination and the protection of human rights are important elements of the EU legal order. Nevertheless, discrimination against lesbian, gay, bisexual, transgender and intersex (LGBTI) persons persists throughout the EU, taking various forms including verbal abuse and physical violence. Sexual orientation is now recognised in EU law as a ground of discrimination. However, the scope of these provisions is limited and does not cover social protection, healthcare, education and access to goods and services, leaving LGBTI people particularly vulnerable in these areas. Moreover, EU competence does not extend to recognition of marital or family status. In this area, national regulations vary, with some Member States offering same-sex couples the right to marry, others allowing alternative forms of registration, and yet others not providing any legal status for same-sex couples. Same-sex couples may or may not have the right to adopt children and to access assisted reproduction. These divergent legal statuses have implications, for instance, for partners from two Member States with different standards who want to formalise/legalise their relationship or for same-sex couples and their families wishing to move to another Member State. Combating discrimination has become part of EU internal and external policies and the subject of numerous resolutions of the European Parliament. However, action in this area remains problematic when it touches on issues pertaining to areas traditionally reserved to Member States, such as marital status and family law. This is an updated version of a briefing published in May 2015.

Briefing EN

Reception of Female Refugees and Asylum Seekers in the EU - Case Study Belgium

Publication type In-Depth Analysis
Date 13-05-2016
Author AMALIA RIGON | Eeva ERIKSSON
Policy area Gender Issues, Equality and Diversity | Human Rights
Keyword aid to refugees | sexual discrimination | EP Committee | EU migration policy | right of asylum | Belgium | refugee | women's rights | gender equality
Summary Upon request by the Committee on Women's Rights and Gender Equality (FEMM) of the European Parliament, this note provides background information for the FEMM Committee mission to an asylum seeker reception centre in Jette. It presents both the EU and the Belgian legal framework concerning the reception of asylum seekers and examines how gender aspects have been taken into consideration in the context of the asylum application procedure and reception conditions in Belgium.

In-Depth Analysis EN
Women and Girls in Humanitarian Emergencies

Publication type: In-Depth Analysis
Date: 09-05-2016
Author: Eeva ERIKSSON

Policy area: Gender Issues, Equality and Diversity | Human Rights
Keyword: humanitarian aid | right to health | the EU's international role | reproductive health | sexual violence | right to education | participation of women | position of women | gender mainstreaming | gender equality | abortion

Summary: Upon request by the Committee on Women's Rights and Gender Equality (FEMM) of the European Parliament, this note provides background information for the FEMM Committee mission to the World Humanitarian Summit which will be held in Istanbul from 23 to 24 May 2016. The note focuses on some key concerns and topics in the field of gender equality, in particular on empowering women in humanitarian action and emergencies, ensuring universal access to sexual and reproductive health and reproductive rights, preventing gender-based violence and ensuring gender responsive humanitarian programming and policies.

Implementation of the Directive on Human Trafficking from a gender perspective

Publication type: At a Glance
Date: 02-05-2016
Author: Anja RADJENOVIC

Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity
Keyword: Europol | fight against crime | EU Member State | prostitution | slavery | position of women | trafficking in human beings | directive (EU) | women's rights | gender equality | human rights

Summary: In 2011, the European Parliament and the Council adopted Directive 2011/36/EU on preventing and combating trafficking in human beings (THB) and protecting its victims. The European Commission was required to report to the Parliament and Council by 6 April 2015 on Member State compliance with the Directive, which had to be transposed into national law by 6 April 2013. At its May plenary session the Parliament will vote on an own-initiative report on implementation of the Directive from a gender perspective.

Trafficking in Human Beings from a Gender Perspective (Directive 2011/36/EU): European Implementation Assessment

Publication type: Study
Date: 29-04-2016
Author: Amandine Marie Anne SCHERRER | Helmut WERNER

External author: - Denise Charlton and Nusha Yonkova, on Ireland;
- Josie Christodoulou, on Cyprus and Greece;
- Ryszard Piotrowicz, Bärbel Uhl, Klara Skrivankova, Marjan Wijers, on Germany, Lithuania, the Netherlands, Romania, Sweden and the UK;
- Venla Roth, on Finland;
- Genoveva Tisheva and Nusha Yonkova, on Bulgaria;
- Viviana Waisman and Gema Fernandez Rodriguez de Liévana, on Spain.

Policy area: Transposition and Implementation of Law | Gender Issues, Equality and Diversity | Human Rights
Keyword: fight against crime | EU Member State | application of EU law | help for victims | prostitution | child protection | position of women | trafficking in human beings | directive (EU) | gender mainstreaming | witness protection

Summary: Trafficking in human beings (THB), in all its forms, is a serious crime affecting fundamental rights, health, social life, economy and justice. THB knows no boundaries and most reported victims are female EU nationals from Central and Eastern Europe. THB can be tackled effectively only through a coherent approach at the levels of legislation and executive powers and through strategic policy-making. Proper investigation and prosecution are important and enhance victim protection and assistance as well as prevention. However, taking into account the gender dimension of THB is essential to ensure adequate support for the victims as well as effective prevention. The 2011 EU Anti-Trafficking Directive represents a landmark piece of legislation in that respect. The Ex-Post Impact Assessment Unit of the European Parliament has asked several groups of experts to analyse the implementation and application of the Directive, from a gender perspective, in 12 Member States: Bulgaria, Cyprus, Finland, Germany, Greece, Ireland, Lithuania, the Netherlands, Romania, Sweden, the UK and Spain. The contributions received point to an uneven implementation of the Directive's requirements across the EU Member States. The findings emphasise the need to improve the identification of victims, which is key for granting them protection, to establish better training on the gender aspects of the different forms of human trafficking for front-line officers, to enhance cooperation between public administration and competent NGOs, and to expand prevention via public awareness campaigning.
Radicalisation and counter-radicalisation: A gender perspective

**Publication type:** Briefing  
**Date:** 21-04-2016  
**Author:** Anja RADJENOVIC | Anita ORAV | Rosamund SHREEVES  
**Policy area:** Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity  
**Keyword:** extremism | terrorism | participation of women | position of women | women's movement | social integration | religious fundamentalism  
**Summary:** Terrorism resulting from radicalisation and violent extremism is a serious threat to European security. Part of the complexity of these phenomena lies in the fact that there is neither a single pathway to radicalisation nor a single terrorist profile. From a gender perspective, women’s radicalisation and involvement in violent extremist groups remains relatively under-estimated as there is still a general view that terrorism almost exclusively concerns men. However, recent studies indicate that around 550 Western women have travelled to ISIL/Da'esh-occupied territory, whilst a new report on European foreign fighters suggests that 17% of them are women. The role of women in counter-radicalisation is more widely acknowledged, although the focus tends to be confined to women as concerned family members. While the influence of mothers is highlighted by many practitioners, women’s role in prevention goes beyond close family circles, extending to other capacities such as policy shapers, educators, community members and activists. Women’s empowerment, be it through legal, financial or cultural means, thus becomes essential for tackling the root causes of extremism and defeating radicalisation. Although a gender aspect has not been systematically applied in security strategies, several experts advise the adoption of a gendered approach to counter-radicalisation policies.

Preparing a Harmonized Maternity Leave for Members of the European Parliament - Legal Analysis

**Publication type:** In-Depth Analysis  
**Date:** 20-04-2016  
**Author:** ANNE BONEWIT  
**Policy area:** Gender Issues, Equality and Diversity | Human Rights  
**Keyword:** Member of the European Parliament | rules of procedure | national parliament | EU Member State | Member of Parliament | maternity leave | parental leave | parliamentary rules of procedure | status of the person elected  
**Summary:** Upon request by the FEMM Committee, the Policy Department has examined the Member States’ different national legislations for maternity or parental leave for national members of Parliament. Furthermore, the rules concerning absence and leave for Members of the European Parliament have also been explored. The overview of the European and national rules provide insights in the different ways how maternity or parental leave is regulated for members of parliament at both levels. It concludes that the provisions of the European Electoral Act prohibit presently the introduction of rules for maternity or parental leave with a possibility of temporary replacement for MEPs.

Mapping of NGOs Working for Women’s Rights in Selected Member States

**Publication type:** Study  
**Date:** 05-04-2016  
**External author:** Katie McCracken (Opcit Research, London, United Kingdom), Sergio Marquez (Opcit Research, London, United Kingdom) and Sarah Priest (Researcher, Opcit Research, London, United Kingdom)  
**Policy area:** Gender Issues, Equality and Diversity | Human Rights  
**Keyword:** France | United Kingdom | position of women | women's rights | gender equality | Italy | collective activities | Poland | non-governmental organisation | Portugal | non-profit organisation | Bulgaria | women's movement | Sweden  
**Summary:** This study, commissioned by the European Parliament’s Policy Department for Citizens’ Rights and Constitutional Affairs at the request of the FEMM Committee, examines the activities of new feminist organisations in the EU which emerged, physically and on-line, since 2010. It is based on case studies in seven EU countries as well as a literature review to provide historical context.

Differences in Men's and Women's Work, Care and Leisure Time

**Publication type:** Study  
**Date:** 15-03-2016  
**External author:** Konstantina DAVAKI (Department of Social Policy, London School of Economics and Political Science, the UK)  
**Policy area:** Gender Issues, Equality and Diversity  
**Keyword:** poverty | work-life balance | EU growth strategy | position of women | labour flexibility | parental leave | female work | gender equality | working time | European social policy | female worker | care for the elderly | child care | EU employment policy  
**Summary:** The economic crisis has profoundly affected the labour market and private life of men and women. This study examines the interrelation of policies with the ways women and men allocate time to paid work, care and leisure and the gendered outcomes produced in different socio-economic and cultural settings. It shows that policies are powerful tools which contribute to a better work-life balance and transform gender roles in accordance to the targets of EU2020 strategy and EU28 commitment to gender equality.
EU policy for Roma inclusion

Publication type: At a Glance
Date: 14-03-2016
Author: Anita ORAV
Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity
Keyword: public awareness campaign | Roma | social integration
Summary: Around 6 million Roma, or about half of the estimated Roma population in Europe, live in the European Union. Bulgaria, Slovakia, Romania and Hungary are the Member States with the highest percentages of Roma within their populations. International Roma Day, which falls on 8 April, provides an opportunity to discuss the situation of Roma, the largest ethnic minority in Europe. This is an updated version of a note published for the April 2015 plenary session.

The obligations of the EU public administration under the UN Convention on the Rights of Persons with Disabilities: European Implementation Assessment

Publication type: In-Depth Analysis
Date: 14-03-2016
Author: Irmgard ANGLMAYER
Keyword: personnel administration | regulations for civil servants | Internet site | European school | social security | EU institution | facilities for the disabled | special education | UN convention | access to education | equal treatment | worker with disabilities | discrimination based on disability
Summary: As parties to the UN Convention on the Rights of Persons with Disabilities (CRPD), both the European Union and its Member States are obliged to implement and safeguard the set of fundamental rights enshrined in the Convention. Full compliance with the Convention is required also by the state parties' public administrations, including the EU public administration, made up of its institutions, bodies and agencies. The UN CRPD Committee's 'Concluding Observations' of September 2015, which marked the end of the first round of the review process, include a number of recommendations addressed to the EU public administration, touching upon employment, reasonable accommodation, accessibility, access to justice, the European Schools and the Community health insurance scheme. The CRPD Committee calls on the EU institutions to become a role model, both with regard to employment of persons with disabilities, and in its interaction with the public. This paper analyses the legal framework and policies the EU institutions have in place with regard to disability rights, and which have been to some extent prompted, or at least influenced, by the CRPD. It also assesses the progress made in the institutions' compliance with the CRPD, notably in the areas addressed in the UN 'Concluding Observations'.

The Issue of Violence Against Women in the European Union

Publication type: Study
Date: 10-03-2016
Author: ANNE BONEWIT
Policy area: Gender Issues, Equality and Diversity | Human Rights
Keyword: sexual harassment | public awareness campaign | data collection | sexual violence | domestic violence | psychological harassment | position of women | trafficking in human beings | EU law | women's rights | gender equality
Summary: This study provides an update of the 2011 study on the Issue of Violence against women in the European Union. The different forms and interrelated factors of violence against women are examined. The study also provides an overview of the current international and European political and legal framework on violence against women. Other issues such as the difficulty of the monitoring and gathering of data, the protection of victims, and the prevention of violence against women are also discussed.

Mainstreaming Employment and Social Indicators into Macroeconomic Surveillance

Publication type: At a Glance
Date: 07-03-2016
Author: Marion SCHMID-DRÜNER
Keyword: governance | European social policy | employment statistics | social indicator | transparency in decision-making | EU growth strategy | coordination of EMU policies | EU employment policy
Summary: This At-a-Glance note of Policy Department A gives a short summary of the study the Committee on Employment and Social Affairs of the European Parliament commissioned to obtain an up-to-date assessment of how employment and social issues are addressed in the European Semester governance mechanisms and of the contribution of the employment and social indicators applied in the macro surveillance exercises since 2013.

Source: © European Union, 2019 - EP
Gender mainstreaming in the EU: State of play

Publication type: At a Glance
Date: 04-03-2016
Author: Rosamund SHREEVES
Policy area: Gender Issues, Equality and Diversity
Keyword: humanitarian aid | sexual discrimination | EP Committee | drafting of EU law | development aid | position of women | trade agreement (EU) | EU financing | interinstitutional cooperation (EU) | legal basis | women's rights | gender equality
Summary: When the European Union endorsed 'gender mainstreaming' as its official policy approach to gender equality, it was seen as a potentially revolutionary means of accelerating progress and achieving real equality between the sexes. Twenty years on, there are concerns about fragmented implementation across policy areas and institutions at EU and national levels, and a possible downgrading of its status.

Gender aspects of migration and asylum in the EU: An overview

Publication type: Briefing
Date: 04-03-2016
Author: Rosamund SHREEVES
Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity
Keyword: sexual discrimination | sexual violence | EU Member State | right of asylum | position of women | refugee | directive (EU) | gender equality | female migrant | EU migration policy | integration of migrants | UNHCR | EU statistics
Summary: Against a background of huge worldwide displacement, the EU is currently facing a surge in the number of people arriving in search of international protection. One aspect of this massive movement of people that is beginning to come under the spotlight is its gender dimension. Men and women are exposed to different types of risk and vulnerability during the different stages of migration. Due to their status in society and their sex, women and girls are particularly subject to discrimination and sexual and gender-based violence – which may of themselves be grounds for flight – and have specific protection risks and needs that may be overlooked in reception procedures. In addition, failure to take due account of gender issues in asylum systems and integration measures may lead to discriminatory outcomes. Other factors, including age and sexual orientation, also affect vulnerability and needs. A body of gender-sensitive standards and guidance on displacement and asylum has been built up at international and EU levels. However, reservations have been expressed regarding some aspects of the EU legal framework, particularly its implementation at national level. It has been concluded that variable responsiveness to gender across the EU means that women are not guaranteed consistent gender-sensitive treatment when they seek protection in Europe. In the context of the current refugee crisis, stakeholders including the UN Refugee Agency (UNHCR), women's and refugee organisations and the European Parliament have expressed strong concerns about protection gaps, and called for further action to protect women and girls.

Women's Empowerment and its Links to Sustainable Development

Publication type: In-Depth Analysis
Date: 01-03-2016
Author: Eeva ERIKSSON
Policy area: Social Policy | Gender Issues, Equality and Diversity | Development and Humanitarian Aid | Public Health | Human Rights
Keyword: the EU's international role | development aid | development plan | sustainable development | position of women | UN technical commission | women's rights | action programme | gender equality
Summary: Upon request by the Committee on Women's Rights and Gender Equality (FEMM) of the European Parliament, this note provides background information for the FEMM Committee mission to the 60th Session of the Commission on the Status of Women which will be held at the United Nations Headquarters in New York from 14 to 24 March 2016. The note focuses on the key priority theme of the 60th Session which is "women's empowerment and its links to sustainable development".
**Forced Marriage from a Gender Perspective**

**Publication type:** Study  
**Date:** 15-02-2016  
**Author:** Emma Psaila, Vanessa Leigh, Marilena Verbari, Sara Fiorentini, Virginia Dalla Pozza and Ana Gomez

**Policy area:** Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice | Human Rights

**Keyword:** sexual discrimination | civil law | EU Member State | criminal law | position of women | case law (EU) | trafficking in human beings | women's rights | forced marriage | case-law | national law | marriage of convenience | Roma | international instrument | family migration

**Summary:** This study provides an overview of the practice of forced marriage in the EU from a gender equality and women’s rights perspective. It analyses the definitions of forced marriage and puts forward a definition from a gender perspective. It also provides an overview of the relevant international/EU legislation, policies and deliberations, as well as national policies, civil law and criminal law (in the 12 Member State that criminalise forced marriage). For those Member States that criminalise forced marriage, the study provides an assessment of the effectiveness and possible consequences of the implementation of the criminal legislation, including an analysis of data and case-law. The study includes a specific chapter focusing on forced marriage within Roma communities and five case-studies specifically focusing on Denmark, Germany, Spain, Slovakia and the UK. The study also puts forward recommendations for improving the response to forced marriage at EU and Member State level.

**Study**  
EN

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**Female Refugees and Asylum Seekers: The Issue of Integration**

**Publication type:** Study  
**Date:** 25-02-2016  
**Author:** Silvia Sansonetti

**External author:** Emma Psaila, Vanessa Leigh, Marilena Verbari, Sara Fiorentini, Virginia Dalla Pozza and Ana Gomez


**Keyword:** housing need | domestic violence | position of women | EU financing | trafficking in human beings | social facilities | political refugee | right to health | aid to refugees | female migrant | access to education | health care system | EU migration policy | integration of migrants | job access

**Summary:** Upon request by the FEMM Committee, the study presents an overview of the most important issues faced by refugees and asylum seeking women in their host country regarding access to appropriate housing, including privacy and shelter in case of domestic violence, training and language courses, the labour market, and the health systems, including psychological support and trauma healing. A summary of international standards and of applicable European laws, as well as details on available funding from the European level are provided. International promising projects illustrate the way forward.

**Study**  
EN

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**Arbitrary detention of women and children for immigration-related purposes**

**Publication type:** Briefing  
**Date:** 26-02-2016  
**Author:** Joanna APAP

**Policy area:** Gender Issues, Equality and Diversity | Human Rights

**Keyword:** right to justice | sexual violence | rights of aliens | child protection | international human rights law | migratory movement | international instrument | women's rights | children's rights | social facilities | prison system

**Summary:** An unprecedented mass movement of asylum-seekers and migrants of all ages started in 2014, and has continued throughout 2015 and into 2016. Fleeing armed conflicts, mass killings, persecution and pervasive sexual and gender-based violence (SGBV), these persons seek protection under the 1951 Refugee Convention, its subsequent Protocol and other international instruments. In times of such instability, women and girls are particularly at risk of gender-based violence, including sexual violence. Between January and November 2015, Europe witnessed more than 950 000 asylum-seeker and migrant arrivals via the Mediterranean Sea. With record numbers of asylum-seekers worldwide, the head of the UN Refugee Agency (UNHCR), Filippo Grandi, has urged greater efforts to find solutions. The UNHCR has pointed out that in recent years, detention facilities are increasingly being used to host migrants and asylum-seekers, including by countries with good human rights records. If used, detention must be lawful and clearly shown to be necessary, reasonable and proportional. Detention conditions must uphold human dignity and international standards. The study points out that migrants and asylum-seekers face multiple forms of violence and abuse, including psychological manipulation, physical violence or rape. Women and girls are particularly at risk of SGBV during the journey. Situations of vulnerability such as the impact of the journey and experiences of migrants prior to their confinement, which are often physically and psychologically trying, and during which they could have been exposed to diverse forms of abuse and violence need to be addressed. In addition, the effect of confinement in detention centres, particularly if prolonged, needs to be addressed. All these factors require a coordinated and effective protection response.

**Briefing**  
EN

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Source: © European Union, 2019 - EP
The gender dimension of human trafficking

Publication type: Briefing
Date: 08-02-2016
Author: Anja RADJENOVIC | Solfja VORONOVA
Policy area: Freedom, Security and Justice | Gender Issues, Equality and Diversity
Keywords: human trafficking, gender, European Parliament, women's rights

Summary: Human trafficking is a serious crime and a violation of human rights. It is on the rise due to increasing mobility, the development of new technologies and the generally low risks and high profit involved. Data on the prevalence of this crime show that the majority of its victims are women and girls. Sexual exploitation is by far the first purpose of trafficking in women. Most trafficked women are forced into commercial sexual services while many are also victims of domestic servitude. There are several factors which contribute to trafficking in women. Their vulnerability, especially as a consequence of violence, and the demand for their sexual services are two leading factors which have received increased attention in recent years. Tackling this demand requires addressing prostitution. EU Member States have adopted different approaches to this phenomenon, ranging from criminalisation of all activities related to prostitution to regulation. Traffickers operate via various channels of recruitment which involve coercion, force or deception. They usually exploit the poor economic situation of women searching for a better life abroad. The internet and new technologies play an important role, as does migrant smuggling. The EU has adopted key instruments to tackle trafficking in human beings. They are based on a victim-centred approach and recognise that support and protection of victims, as well as prevention should be gender-specific. The European Parliament plays an important part in shaping EU policies in the field.

Mainstreaming Employment and Social Indicators into Macroeconomic Surveillance

Publication type: Study
Date: 03-02-2016
External author: Manuela SAMEK LODOVICI (Istituto per la Ricerca Sociale), Chiara CREPALDI (Istituto per la Ricerca Sociale), Flavia PESCE (Istituto per la Ricerca Sociale), Sonja BEKKER (Tilburg University), Claudio LUCIFORA (Università Cattolica del Sacro Cuore), Davide BARBIERI (Istituto per la Ricerca Sociale), Serena Marianna DRUFICA (Istituto per la Ricerca Sociale), Cristina VASILESCU (Istituto per la Ricerca Sociale), Irene ZANCANARO (Istituto per la Ricerca Sociale), Mika VIDLUND (Country expert Finland), Elvira GONZALES (Country expert Spain) and Irena KOTOWSKA (Country expert Poland)
Keywords: employment and social indicators, macroeconomics, European Semester, gender, social policy

Summary: The Committee on Employment and Social Affairs of the European Parliament commissioned this study to obtain an up-to-date assessment of how employment and social issues are addressed in the European Semester governance mechanisms and of the contribution of the employment and social indicators applied in the macro surveillance exercises since 2013, as well as the role and perceptions of the main stakeholders in this respect. The study findings show a European Semester currently undergoing important developments under the pressure of changing economic and social conditions, with the increasing visibility of the structural employment and social effects of the crisis. These developments underline the need for revising the EU governance and coordination system in order to address the social and employment imbalances besides the macroeconomic ones to support greater and more inclusive growth prospects in the long run and to develop a more comprehensive assessment of social and employment conditions at the country level. The ultimate goals of the EU2020 strategy should be taken as the basis of the Semester coordination efforts.

Policy Departments’ Monthly Highlights - January 2016

Publication type: At a Glance
Date: 18-01-2016
Keywords: energy storage | EU policy | EP Committee | bibliography

Summary: The Monthly Highlights publication provides an overview, at a glance, of the on-going work of the policy departments, including a selection of the latest and forthcoming publications, and a list of future events.
Reception of Female Refugees and Asylum Seekers in the EU - Case Study Germany

Publication type: Study
Date: 15-01-2016
Author: ANNE BONEWIT
Policy area: Gender Issues, Equality and Diversity
Keyword: female migrant | sexual discrimination | Germany | national law | EU migration policy | sexual violence | child protection | right of asylum | position of women | refugee | central government | gender equality
Summary: Upon request by the FEMM Committee, the reception of female asylum seekers in Germany is examined. The research is provided for the delegation of FEMM Members to a refugee camp in Munich/Germany. It presents both the EU and the German legal framework concerning the reception of (female) refugees. Attention has been paid whether gender-sensitive asylum application procedures and reception conditions are provided in practice in Germany.

EU action against anti-Semitism and Islamophobia

Publication type: At a Glance
Date: 07-01-2016
Author: Anja RADJENOVIC
Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity
Keyword: xenophobia | area of freedom, security and justice | religious discrimination | terrorism | Islam | racism | anti-semitism | common foreign and security policy | religious fundamentalism | human rights
Summary: Recent years have witnessed growing trends of anti-Semitism as well as a sharp increase in incidents and attacks directed towards members of the Muslim community. Attacks against Jewish communities in Toulouse, Brussels, Paris and Copenhagen, and verbal and physical violence against Muslim communities have shown the need for additional measures. Please click here for the full publication in PDF format.

Review Clauses in EU Legislation: A Rolling Check-List (Third edition)

Publication type: Study
Date: 11-12-2015
Author: Stephan HUBER | IVANA KIENDL KRISTO
Keyword: regulation (EU) | EP Committee | recommendation (EU) | decision (EU) | directive (EU) | interinstitutional cooperation
Summary: Third edition. This check-list presents a comprehensive overview of "review clauses", namely review, evaluation and reporting provisions contained in recent EU legislative acts and programmes. The review clauses, listed by parliamentary committee responsible at the time of the adoption of the relevant legislative act, mainly concern the European Commission, reflecting its institutional role and duties (notably in Article 17 of the Treaty on the European Union) to oversee the application of Union law.
Combating ‘honour’ crimes in the EU

Publication type: Briefing
Date: 09-12-2015
Author: Martina PRPIC

Policy area: Gender Issues, Equality and Diversity

Keyword: homicide | physical aggression | fight against crime | cultural identity | cultural difference | integration of migrants | domestic violence | customs and traditions | position of women | EU programme | UN resolution | human rights

Summary: Awareness of ‘honour’ crimes has increased in the EU in the past decade. Even though the majority of such crimes still usually go unreported, even when made known to the police, this type of crime has often been miscategorised. Experts have warned that this type of violent behaviour is different from, for example, domestic violence, because perpetrators are usually groups of people who find rationale for their crime in their cultures or traditions. The perpetrators believe that by abusing or even killing the victim, they are protecting the family’s or the community’s 'honour’, which has somehow been ‘tarnished’ by the behaviour of the victim.

Globally, the majority of ‘honour’ crimes are committed in the Middle East and southern Asia. Even though such crimes have mostly been associated with Islam, they also occur in Hindu, Sikh, Druze, Christian and Jewish communities. The EU and the Council of Europe have given much attention to ‘honour’ crimes, mostly through documents dealing with violence against women in general.

Although the incidence of ‘honour’ crimes is higher outside the EU, increased migration and subsequent problems with integration of immigrants into host communities have contributed to these types of crimes becoming a serious issue for some EU countries as well. Apart from individual, national efforts, EU institutions have also taken steps to combat ‘honour’-based violence, mostly within the framework of combatting gender-based violence. The European Parliament has specifically addressed the issue through several resolutions covering ‘honour’ crimes as well as other types of violence over vulnerable groups. The EU institutions have also shown concern for victims outside EU borders, and repeatedly address these issues in countries wanting to join the EU (for instance, Turkey) and in others such as Pakistan and Yemen.

How the EU budget is spent: Rights, Equality and Citizenship

Publication type: Briefing
Date: 03-12-2015
Author: Gianluca SGUEO

Policy area: Budget | Gender Issues, Equality and Diversity | Human Rights

Keyword: project evaluation | EU financing arrangements | public awareness campaign | consumer protection | citizens’ Europe | anti-discriminatory measure | auditing | rights of the individual | EU programme | legal basis | human rights

Summary: The Rights, Equality and Citizenship Programme aims to protect equality and the rights of persons, as enshrined in the Treaty on the Functioning of the European Union, the Charter of Fundamental Rights of the European Union (EU) and the international human rights conventions to which the European Union has acceded. The programme has nine specific objectives, ranging from the promotion of non-discrimination to the enforcement of consumers' rights, and funds a variety of actions, including awareness-raising and training activities, and support to key European actors involved in the protection of equality and the rights of persons (e.g. Member State authorities implementing European Union law). Please click here for the full publication in PDF format

The Gender Dimension of Climate Justice

Publication type: In-Depth Analysis
Date: 02-12-2015
Author: Rosamund SHREEVES | ANNE BONEWIT


Keyword: the EU's international role | sustainable development | position of women | powers of the institutions (EU) | Council of the European Union | European Commission | gender equality | social impact | climate change | climate change policy | development aid | participation of women | civil society | European Parliament

Summary: Upon request by the FEMM Committee, the European Parliament's Policy Department for Citizens' Rights and Constitutional Affairs examined the concept of Climate Justice. The analysis explains how climate justice could help to address the issues faced by women as a result of climate change, adaptation and global climate policy. The research showed that both the UN and the EU should step up their commitments and actions to improve the participation of women in decision-making on climate change mitigation and adaptation policies and should do more to make their climate policies gender-sensitive.
Gender balance on company boards

Publication type At a Glance
Date 30-11-2015
Author Martina PRPIC
Policy area Gender Issues, Equality and Diversity
Keyword personnel administration | female worker | equal treatment | drafting of EU law | board of directors | gender equality
Summary In line with the Commission's increased emphasis on improving gender equality in leadership positions, and after unsuccessful calls for voluntary measures, in 2012 the Commission proposed a directive aimed at increasing female presence on company boards. Despite support from the European Parliament and efforts by several Council presidencies, this proposal has not yet been adopted. On 7 December, the Council is due again to discuss the topic.

At a Glance EN

The Istanbul Convention: A tool to tackle violence against women and girls

Publication type At a Glance
Date 25-11-2015
Author Ulla JURVISTE
Policy area Gender Issues, Equality and Diversity
Keyword the EU's international role | sexual discrimination | European convention | data collection | Council of Europe | sexual violence | EU Member State | domestic violence | accession to an agreement | position of women | human rights
Summary A powerful international tool, the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) was opened for signature in May 2011 and entered into force in August 2014. It is the first instrument in Europe to set legally binding standards specifically to prevent gender-based violence, protect victims of violence and punish perpetrators.

At a Glance EN

Violence against women in the EU: State of play

Publication type Briefing
Date 25-11-2015
Author Anna DIMITROVA-SHULL | Martina PRPIC | Rosamund SHREEVES
Policy area Gender Issues, Equality and Diversity
Keyword sexual discrimination | EU action | sexual violence | area of freedom, security and justice | domestic violence | position of women | trafficking in human beings | women's rights | gender equality | principle of legal certainty | economic consequence | European social policy | social cost | immigration | international instrument
Summary Violence against women is a violation of human rights and a form of gender-based discrimination. Rooted in inequalities between men and women, it takes many forms. Estimates about the scale of the problem are alarming. Such violence has a major impact on victims and imposes a significant cost burden on society.

The instruments put in place by the United Nations and Council of Europe are benchmarks in efforts to combat violence against women.

The EU is tackling the problem in various ways, but has no binding instrument designed specifically to protect women from violence.

Although there are similarities between national policies to combat violence against women, the Member States have adopted different approaches to the problem.

Parliament's efforts have focused on strengthening EU policy in the area. Parliament has repeatedly called for a European Union strategy to counter violence against women, including a legally binding instrument.

Stakeholders have expressed a range of concerns, such as the impact of the economic crisis, and have highlighted the need for a comprehensive EU political framework on eliminating violence against women.

This briefing is an update of an earlier one of February 2014.

Briefing EN

Gender indexes – an overview

Publication type At a Glance
Date 16-11-2015
Author Erika SCHULZE | Gianluca SGUEO
Policy area Budget | Gender Issues, Equality and Diversity
Keyword access to education | female worker | social indicator | participation of women | position of women | gender equality
Summary In legal and statistical parlance, 'indicators' are the criteria used to measure progress towards specific objectives. Gender indicators – a sub category – have developed over the past 30 years with the aim of measuring inequalities in the fulfilment of women's rights across different countries and social systems. Since 1990, when the Gender Development Index and the Gender Empowerment Measure were generated, no less than 10 international gender indicators have been created. These indexes may vary in length, approach (e.g. which legal provisions are taken into consideration for the assessment), level of analysis (e.g. which statistical data are used and to what extent they are used), and scope (e.g. descriptive, analytical).

At a Glance EN
Empowering women on the Internet

Publication type: In-Depth Analysis
Date: 30-10-2015
Author: Ottavio MARZOCCHI
Policy area: Social Policy | Gender Issues, Equality and Diversity | Employment
Keyword: sexual harassment | computer crime | Internet | access to information | the EU's international role | impact of information technology | telecommunications industry | entrepreneurship | position of women | trafficking in human beings | gender equality
Summary: Upon request of the FEMM Committee, the European Parliament's Policy Department for Citizens' Rights and Constitutional Affairs examined the actions taken at the international and European level to empower women on the Internet. The research aims at exploring the opportunities, risks/threats and challenges for women in relation to the digital world and the Internet, notably in the areas of employment, entrepreneurship, cyber-activism, stereotyping, harassment, sexual violence and trafficking/modern slavery.

Trends in female employment

Publication type: Briefing
Date: 26-10-2015
Author: Monika KISS
Policy area: Gender Issues, Equality and Diversity | Employment
Keyword: pension scheme | female migrant | employment statistics | female worker | population ageing | equal pay | entrepreneurship | maternity leave | labour flexibility | female work | gender equality | EU employment policy
Summary: Statistics and research results show that over the past decade, despite the economic and financial downturn, the EU's labour market has witnessed an increase in women's employment rates. Women's employment seems to be more resilient to the economic crisis than men's. This is partly due to long-term developments and institutional framework changes, as well as to women's tendency to work in particular sectors and accept flexible working arrangements (e.g. part-time work, teleworking). Despite the general upward trend, however, women's employment rates vary by Member State, age, social group, and educational level. Even though international and EU legislation takes account of women's situation in the labour market, and the EU dedicates a substantial amount of analytical work to it, a number of challenges remain unresolved. Examples include the need to harmonise retirement schemes taking into account specific characteristics of women's careers; to better reconcile work and family life through more flexible employment arrangements; but the improvement and recognition of women's skills, the equal treatment of domestic work and migrant workers, and the further closing of the gender pay gap are likewise important.

International Day of Rural Women

Publication type: Study
Date: 13-10-2015
External author: Ramona Franić (University of Zagreb, Croatia), Janet Dwyer (University of Gloucestershire, the UK) and Nick Lewis (University of Gloucestershire, the UK)
Policy area: Gender Issues, Equality and Diversity | Employment | Agriculture and Rural Development | Regional Development
Keyword: EU financing arrangements | aid to agriculture | policy on agricultural structures | sustainable development | participation of women | position of women | common agricultural policy | rural development | gender equality | woman farmer
Summary: The International Day of Rural Women was celebrated for the first time in 2008. Based on UN resolution 62/136 it recognizes "the critical role and contribution of rural women, including indigenous women, in enhancing agricultural and rural development, improving food security and eradicating rural poverty." In this sense, the Workshop provides an overview of the situation of rural women in Europe and their crucial role in sustainable rural development. It informs about women's engagement in employment, decision-making and rural lives more generally as well as on how to close the gap between men and women regarding equal access to resources and business opportunities. In this respect, the role of funding from the CAP for rural women is also analysed.
The Protection Role of the Committee on Petitions in the Context of the Implementation of the UN Convention on the Rights of Persons with Disabilities

Publication type Study
Date 09-10-2015

External author Mark PRIESTLEY (University of Leeds, the UK) and Meredith RALEY (National University of Ireland Galway, Ireland) with advice from Gauthier de BECCO, Eilionoir FLYNN and Anna LAWSON (all from the University of Leeds, the UK)


Keyword care of the disabled | UN convention | European social policy | EP Committee | citizens’ Europe | petition | UN subsidiary body | appeal to the European Ombudsman | EU competence | facilities for the disabled | integration of the disabled

Summary This study was commissioned by the European Parliament’s Policy Department for Citizens’ Rights and Constitutional Affairs at the request of the PETI Committee. It explains the context of the UN Convention on the Rights of Persons with Disabilities (UN CRPD) with reference to the PETI Committee’s role in the EU Framework for its implementation. It considers the petitions received on disability issues and examples of CRPD protection mechanisms implemented at level of the UN, the EU and the Member States. Recommendations are made to assist the EP in deliberating on disability issues in its protection role.

Study ES, DE, EN, FR, IT

Towards gender equality in employment

Publication type At a Glance
Date 28-09-2015

Author Giulio SABBATI | Rosamund SHREEVES

Policy area Gender Issues, Equality and Diversity

Keyword EU law - national law | pension scheme | sexual discrimination | equal treatment | equal pay | female work | EC Directive | gender equality | national implementing measure

Summary Sex discrimination in the labour market and workplace, and failure to ensure equal opportunities for women and men in employment have significant costs for individuals – and for European societies and economies more broadly. Yet, despite these costs – and the potential benefits of gender equality – assessments show that EU legislation in this domain is still not being implemented effectively across the Member States.

At a Glance ES, DE, EN, FR, IT, PL

EU Social and Labour Rights and EU Internal Market Law

Publication type Study
Date 24-09-2015

External author Dagmar SCHIEK (Queen’s University Belfast, the UK) ; Liz Oliver, Christopher Forde and Gabriella Alberti (University of Leeds, the UK) ; Michael Doherty (University of Maynooth, Ireland) ; Joanna Unterschütz (University of Business Administration, Gdynia, Poland) ; Consuelo Chacartegui Jávega and Julia Lopez Lopez (University Pompeu Fabra, Barcelona, Spain) ; Kerstin Ahlberg and Niklas Bruun (University of Stockholm, Sweden)

Policy area European Added Value | Forward Planning | Social Policy | Transposition and Implementation of Law | Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice | Employment

Keyword single market | collective bargaining | freedom to provide services | labour law | right of establishment | competition law | working conditions | case law (EU) | free movement of workers | Ireland | social security | Spain | Poland | equal treatment | labour mobility | EU Charter of Fundamental Rights | Sweden | Treaty of Lisbon

Summary EU Social and Labour Rights have developed incrementally, originally through a set of legislative initiatives creating selective employment rights, followed by a non-binding Charter of Social Rights. Only in 2009, social and labour rights became legally binding through the Charter of Fundamental Rights for the European Union (CFREU). By contrast, the EU Internal Market - an area without frontiers where goods, persons, services and capital can circulate freely – has been enshrined in legally enforceable Treaty provisions from 1958. These comprise the economic freedoms guaranteeing said free circulation and a system ensuring that competition is not distorted within the Internal Market (Protocol 27 to the Treaty of Lisbon). Tensions between Internal Market law and social and labour rights have been observed in analyses of EU case law and legislation. This report, provided by Policy Department A to the Committee on Employment and Social Affairs, explores responses by socio-economic and political actors at national and EU levels to such tensions. On the basis of the current Treaties and the CFREU, the constitutionally conditioned Internal Market emerges as a way to overcome the perception that social and labour rights limit Internal Market law. On this basis, alternative responses to perceived tensions are proposed, focused on posting of workers, furthering fair employment conditions through public procurement and enabling effective collective bargaining and industrial action in the Internal Market.

Study EN

Executive summary DE, FR
The Policy on Gender Equality in Netherlands

Publication type In-Depth Analysis
Date 21-09-2015
External author Janneke PLANTENGA and Chantal REMERY
Policy area Gender Issues, Equality and Diversity | Democracy | Development and Humanitarian Aid | Foreign Affairs | Human Rights
Keyword leave on social grounds | sexual violence | Netherlands | prostitution | position of women | female work | gender equality | reproductive health | national law | equal treatment | birth control | part-time employment | equal pay | child care | participation of women
Summary At the request of the FEMM Committee, this note provides an overview of the existing gender-equality legislation and policies in the Netherlands, focussing on their recent developments and achievements. It covers a range of topics including participation in decision making and labour market, reconciliation of work and family life, eradication of gender-based violence, and women’s well-being. The Netherlands has a long tradition in emancipation policies and equality legislation. Important policy issues are the high part-time rate which translates in a relatively low participation rate in full time equivalents and the low share of women in top positions.

The Policy on Gender Equality in Ireland - Update 2015

Publication type In-Depth Analysis
Date 14-09-2015
External author Ursula Barry
Policy area Gender Issues, Equality and Diversity | Democracy | Development and Humanitarian Aid | Foreign Affairs | Human Rights
Keyword low pay | sexual discrimination | sexual violence | maternity leave | position of women | non-standard employment | female work | Ireland | gender equality | reproductive health | national law | birth control | equal pay | economic recession | participation of women | child care
Summary Upon request by the FEMM Committee, this paper explores changes in gender equality legislation, policies and practices in Ireland with particular emphasis on the period from 2012-2015. Gender equality infrastructure, gender gaps in employment, unemployment, poverty and pay rates are analysed and women’s level of participation in political, economic and administrative decision-making in Ireland is detailed. Provision of childcare services, as well as the extent to which gender dimensions are taken into account in health and welfare policies, are also examined.

Workers’ Rights, Working Conditions, Third Country and Member State Aspects

Publication type Briefing
Date 09-09-2015
Author Marion SCHMID-DRÜNER | Susanne KRAATZ
Keyword labour law | United States | EU relations | EU publication | Russia | working conditions | Switzerland | EU employment policy | bibliography
Summary The Employment and Social Affairs Committee (EMPL) in the European Parliament covers a broad range of topics. As regards employment, its competences include workers' rights and working conditions, health and safety at work, policies to increase labour market participation, vocational training, the free movement of workers and pensions. Furthermore, it is responsible for all aspects of social policy comprising social protection and social inclusion as well as for the European Social Fund. This leaflet provides abstracts of a compilation of selected papers prepared by the European Parliament’s Policy Department on Economic and Scientific Policy. Two other notes cover employment challenges and skills as well as social inclusion and protection.

Employment Challenges and Skills

Publication type Briefing
Date 09-09-2015
Author Marion SCHMID-DRÜNER | Susanne KRAATZ
Keyword labour market | European social policy | youth unemployment | EP Committee | EU Member State | fight against unemployment | EU employment policy | bibliography
Summary This leaflet provides abstracts of a compilation of selected papers on Employment challenges and skills prepared by the European Parliament’s Policy Department on Economic and Scientific Policy. Two other notes cover Workers’ rights, working conditions, third country aspects as well as Social inclusion and protection.
Social Inclusion and Protection

Publication type: Briefing  
Date: 09-09-2015  
Author: Marion SCHMID-DRÜNER | Susanne KRAATZ  
Keyword: labour market | European social policy | EP Committee | anti-discriminatory measure | integration into employment | integration of migrants | social security | social integration | integration of the disabled | bibliography  
Summary: This leaflet provides abstracts of a compilation of selected papers on Social inclusion and protection prepared by the European Parliament's Policy Department on Economic and Scientific Policy. Two other notes cover Employment challenges and skills as well as Workers' rights, working conditions, third country aspects.

Analysis of Political Parties' and Independent Candidates' Policies for Gender Balance in the European Parliament after the Elections of 2014

Publication type: Study  
Date: 03-09-2015  
External author: Katie McCracken (Opcit Research, London, the UK), Joni Lovenduski (Birkbeck College, University of London, the UK), Sergio Marquez (Opcit Research, London, the UK), Will Parry (Opcit Research, London, the UK), Aleksandra Niżyńska (Gender Equality Observatory, Poland), Róka Várnagy (Corvinus University, Budapest, Hungary), Dáilí Ghallíar (European Social Observatory, Brussels, Belgium) and Virgínia Sídlauksiči (Siauliai University, Lithuania)  
Keyword: Member of the European Parliament | France | United Kingdom | political parties | position of women | Belgium | case study | election result | gender equality | Spain | political group (EP) | Impact study | Hungary | Poland | European election | anti-discriminatory measure | Lithuania | mass media | participation of women | Sweden | Malta | EU statistics  
Summary: Upon request by the FEMM Committee, this study explores the results of the 2014 European Parliament elections in terms of gender balance of MEPs. The study uses case studies and statistical analyses of the election results to establish the main barriers to women being elected. The factors explored include the type of electoral system used, political parties' candidate list selection processes and strategies used by women political candidates. The study presents recommendations for improving gender balance in the European Parliament.

Proceedings of the Workshop on the Impact of the Crisis on Skills Shortages

Publication type: Study  
Date: 15-07-2015  
External author: Paul de Beer, Maarten Gerard and Anja Meierkoord (Idea consult) ; Konstantinos Pouliakas (Cedefop) ; John Mc Grath (SOLAS) ; Solveigh Hieronimus (McKinsey & Company)  
Policy area: Gender Issues, Equality and Diversity | Employment  
Keyword: skilled worker | first job | unemployment | labour shortage | labour flexibility | migrant worker | free movement of workers | professional qualifications | job vacancy | updating of skills | labour mobility | youth employment | manpower needs | EU employment policy  
Summary: A workshop on “The impact of the crisis on skills shortages” was held in the European Parliament in Brussels on 23 March 2015. This Policy Department A document contains the programme, a summary of discussions, background papers and the presentations of that workshop.


Publication type: In-Depth Analysis  
Date: 08-07-2015  
External author: Julia LINARES and Erika Schulze  
Policy area: Social Policy | Gender Issues, Equality and Diversity  
Keyword: the EU's international role | development aid | sustainable development | participation of women | financing of aid | position of women | EU financing | women's movement | women's rights | gender equality  
Summary: During the European Year on Development, international conferences in Addis Ababa, New York and Paris will be committed to the adoption of the Sustainable Development Goals, their financing, and an international agreement to tackle climate change. This context offers important opportunities to anchor gender equality and women’s and girls’ empowerment firmly in the post 2015 agenda. In this regard, the main object of the Policy Hub has been to inform about the relevant role of gender-sensitive financing for the full implementation of the Beijing Platform for Action and equal access of men and women to resources and decision-making at all levels.
The Policy on Gender Equality in Denmark

Publication type: In-Depth Analysis
Date: 07-07-2015
External author: Mrs Lise ROLANDSEN AGUSTÍN
Policy area: Gender Issues, Equality and Diversity | Democracy | Development and Humanitarian Aid | Foreign Affairs | Human Rights
Keyword: leave on social grounds | sexual violence | domestic violence | prostitution | position of women | trafficking in human beings | female work | gender equality | reproductive health | national law | equal treatment | birth control | equal pay | child care | participation of women | decision-making | Denmark
Summary: Upon request of the FEMM committee, this in-depth analysis updates a previous note published in October 2011 and describes Danish policies, practices and legislation within the area of women's rights and gender equality, covering the period from October 2011, when the Social Democrat-led government took office, to April 2015. During this period, the focus has been put on gender-based violence, leave policies, pay statistics, gender segregation in the labour market and in education, as well as sexual and reproductive health and rights. Earmarked leave for fathers and gender quota on company boards have been on the agenda but not adopted.

Policy Departments’ Monthly Highlights - July 2015
Publication type: At a Glance
Date: 06-07-2015
Keyword: EU policy | EP Committee | tax relief | EU Member State | tax law | tax system | bibliography
Summary: The Monthly Highlights publication provides an overview, at a glance, of the on-going work of the policy departments, including a selection of the latest and forthcoming publications, and a list of future events.

Gender-responsive budgeting: Innovative approaches to budgeting
Publication type: Briefing
Date: 15-06-2015
Author: Gianluca SGUEO
Policy area: Budget | Gender Issues, Equality and Diversity
Keyword: programme budgeting | EU Member State | national budget | position of women | general budget (EU) | gender equality | multiannual financial framework
Summary: ‘Gender gap’ is the term used to describe the unequal outcomes achieved by women and men on the labour market, as well as women’s restricted access to rights and assets worldwide. According to the World Economic Forum, no country in the world has fully closed the gender gap: only a few countries (Iceland, Finland, Norway, Sweden and Denmark) have closed 80% of their gender gap, whereas many others lag far behind, having closed it by 60% or less. Gender-responsive budgeting (GRB) is one of the tools used by policy-makers to tackle the gender gap. The aim of GRB is to promote equality between men and women. There are several GRB initiatives that are ongoing at national and supranational level, including at European Union (EU) level. The first attempt to introduce GRB into the EU budgetary process was made in 2002. The current Multiannual Financial Framework (2014-20) includes a joint declaration by the European Parliament, the Council and the European Commission, in which they commit to integrating, as appropriate, gender-responsive elements in the EU budget. Moreover, the new strategy for equality between women and men, currently being drafted, includes the objective of advancing GRB as part of EU budgeting.

Women’s Entrepreneurship: Closing the Gender Gap in Access to Financial and Other Services and in Social Entrepreneurship
Publication type: Study
Date: 15-06-2015
External author: Katie McCracken, Sergio Marquez, Dr. Caleb Kwong, Professor Ute Stephan, Aston Business School, Adriana Castagnoli and Marie Dlouhá
Keyword: sexual discrimination | Czechia | United Kingdom | entrepreneur | entrepreneurship | position of women | case study | Sweden | social economy | gender equality | Italy | corporate finance
Summary: This study explores differences between men and women entrepreneurs and social entrepreneurs. It explores the barriers and discriminatory effects that hinder women’s entrepreneurship, including access to finance in the European Union. The study includes four case studies covering the situation in the Czech Republic, Italy, Sweden, and the United Kingdom.

**Elderly Women Living Alone: An Update of Their Living Conditions**

**Publication type** Study  
**Date** 11-06-2015  
**External author** Manuela Samek Lodovici, Monica Patrizio, Flavia Pesce and Enrico Roletto  
**Policy area** Social Policy | Gender Issues, Equality and Diversity | Evaluation of Law and Policy in Practice | Employment | Public Health  
**Keyword** poverty | pension scheme | structural adjustment | social policy | EU Member State | elderly person | household income | gender equality | retirement conditions | socioeconomic conditions | older worker | care for the elderly | population ageing | one person household  
**Summary** Upon request by the FEMM Committee, this study presents recent changes in the living conditions of elderly women living alone with a focus on the effects of recent pension reforms and active ageing policies. The study is largely based on a literature review and a desk analysis of the micro-data and information available at the European level, as well as a qualitative analysis of good practices in active ageing introduced in recent years in six countries selected as representative of European welfare systems.

**Study** DE, EN

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**The Policy on Gender Equality in Belgium - Update 2015**

**Publication type** In-Depth Analysis  
**Date** 10-06-2015  
**External author** Erika Schulze, Willemijn de Jong, Yana Hadjihristova, Isabel Scott, Julia Linares and D. Ghailani  
**Keyword** sexual discrimination | leave on social grounds | domestic violence | position of women | trafficking in human beings | Belgium | female work | gender equality | regional law | development policy | national law | equal treatment | equal pay | child care | participation of women | decision-making  
**Summary** Upon request by the FEMM Committee, this in-depth analysis provides an overview of the existing gender equality legislation, policies and practices in Belgium. The note discusses gender equality in decision making, employment, reconciliation of work and family life, eradication of violence against women, and breaking down gender stereotypes.

**In-Depth Analysis** EN

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**Review Clauses in EU Legislation: A Rolling Check-List (Second edition)**

**Publication type** Study  
**Date** 09-06-2015  
**Author** Stephan HUBER  
**Keyword** regulation (EU) | EC Regulation | data collection | amendment of a law | application of EU law | legislative programme (EU) | directive (EU) | European Commission | EU programme | documentary tool | interinstitutional relations (EU) | EC Directive  
**Summary** This check-list presents a comprehensive overview of "review clauses", namely review, evaluation and reporting provisions contained in recent EU legislative acts and programmes. It is produced by the Policy Performance Appraisal Unit of the European Parliamentary Research Service (EPRS), the EP's in-house research service and think tank, as part of its work on the evaluation of EU law, policies and programmes. The European Parliament is strongly committed to the concept of Better Law-Making, and particularly to the effective use of ex-ante impact assessment and ex-post evaluation throughout the whole legislative cycle. It is in this spirit that the European Parliament has a particular interest in following the transposition, implementation and enforcement of EU law, EU programmes and international agreements, and more generally, monitoring the impact, operation, effectiveness and delivery of policy and programmes in practice.

**Study** EN

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**Towards a new EU gender equality strategy**

**Publication type** At a Glance  
**Date** 29-05-2015  
**Author** Rosamund SHREEVES  
**Policy area** Gender Issues, Equality and Diversity  
**Keyword** impact study | European social policy | equal pay | EU growth strategy | position of women | women's rights | gender equality | EU employment policy  
**Summary** The European Union (EU) is in the process of shaping a new strategy for equality between women and men that will determine its policy and action in this area from 2016 to 2020. On-going assessments of the current strategy show that although some of its goals have been reached, progress has been slow and uneven and many challenges remain. Full gender equality is far from being achieved and this has implications for the lives and life chances of individual women, girls, boys and men, the communities they live in and the EU as a whole.

**At a Glance** ES, DE, EN, FR, IT, PL
Gender equality in employment and occupation. European Implementation Assessment

Publication type Study
Date 29-05-2015
Author Helmut WERNER
Policy area Social Policy | Transposition and Implementation of Law | Gender Issues, Equality and Diversity | Employment
Keyword pension scheme | sexual discrimination | France | United Kingdom | motherhood | application of EU law | Netherlands | maternity leave | parental leave | EC Directive | gender equality | Spain | Germany | Latvia | equal treatment | equal pay | Slovakia | Sweden | Malta | EU statistics
Summary The principle of equal pay is anchored in the EEC founding Treaty of 1957. Directive 2006/54/EC was a recast of secondary law dating back to 1975 pursuing gender equality in (access to) employment and it 'consolidated' case law in this area developed by the European Court of Justice. This European Implementation Assessment is based on input received from four independent groups of experts (included as annexes) on different aspects of the application of the Recast Directive: legal aspects and in particular direct and indirect discrimination; proper consideration of the role of job evaluation and classification systems; necessary protection of pregnancy and the role of maternity leave and related schemes in view of gender equality at work and for careers. The assessment concludes that there is a very strong case for immediate and vigorous actions at EU level, going beyond voluntary measures, in line with EP resolutions.

The EU Budget for Gender Equality

Publication type Study
Date 28-05-2015
External author Firat CENGIZ, Fiona BEVERIDGE and Margarita SANZ GONZALEZ (Blomeyer & Sanz)
Policy area Budget | Budgetary Control | Gender Issues, Equality and Diversity
Keyword education policy | EU financial instrument | development aid | area of freedom, security and justice | Framework Programme for Research and Development | EU research policy | position of women | budget policy | EU programme | budgetary assessment | gender equality | EU employment policy
Summary This study subjects the EU budget to a gender budgeting analysis revealing revenue and spending decisions' impacts on gender equality. It covers the operational expenditure of six selected policy areas, in an attempt to pave the way for further, more comprehensive analysis. The authors adopt the capability approach, based on a broad definition of human wellbeing, following bottom-up logic. The analysis leads to the following conclusions:
• Many titles of the EU budget do not follow the EU’s high level commitment to gender equality and gender mainstreaming;
• The EU budget is not entirely transparent, since the amounts allocated to different policy objectives and actions are not always specified;
• Finally, specific gender indicators and gender-disaggregated data are not systematically used in the monitoring and evaluation of different actions that are funded by the budget.

Ending child, early and forced marriage

Publication type At a Glance
Date 22-05-2015
Author Martina PRPIC | Rosamund SHREEVES
Policy area Gender Issues, Equality and Diversity | Human Rights
Keyword forced marriage | sexual discrimination | European convention | violence | UNO | women's rights | children's rights | gender equality | human rights
Summary Despite commitments at international, regional and national levels, child, early and forced marriage remain widespread across the world, curtailing the human rights of girls and women and hindering poverty reduction and development. Within the EU itself, forced marriage also remains a concern.
The rights of LGBTI people in the European Union

Publication type: Briefing
Date: 19-05-2015
Author: Piotr BAKOWSKI | Marc LILIENKAMP | Rosamund SHREEVES

Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity | Human Rights

Keyword: discrimination on the basis of sexual orientation | matrimonial law | area of freedom, security and justice | adoption of a child | right of asylum | civil union | marital status | adoption law | EU financing | directive (EU) | EU programme | free movement of persons

Summary: The prohibition of discrimination and the protection of human rights are important elements of the EU legal order. Nevertheless, discrimination against lesbian, gay, bisexual, transgender and intersex (LGBTI) persons persists throughout the EU, taking various forms including verbal abuse and physical violence. Sexual orientation is now recognised in EU law as a ground of discrimination. However, the scope of these provisions is limited and does not cover social protection, healthcare, education and access to goods and services, leaving LGBTI people particularly vulnerable in these areas. Moreover, EU competence does not extend to recognition of marital or family status. In this area, national regulations vary, with some Member States offering same-sex couples the right to marry, others allowing alternative forms of registration, and yet others not providing any legal status for same-sex couples. Same-sex couples may or may not have the right to adopt children and to access assisted reproduction. These divergent legal statuses have implications, for instance, for partners from two Member States with different standards who want to formalise/legalise their relationship or for same-sex couples and their families wishing to move to another Member State. Combating discrimination has become part of EU internal and external policies and the subject of numerous resolutions of the European Parliament. However, action in this area remains problematic when it touches on issues pertaining to areas traditionally reserved to Member States, such as marital status and family law. This is an updated version of a briefing published in November 2013.

Briefing EN

Policy Departments’ Monthly Highlights - May 2015

Publication type: At a Glance
Date: 18-05-2015

Policy area: Budget | International Trade | Gender Issues, Equality and Diversity | Internal Market and Customs Union | Consumer Protection | Fisheries

Keyword: budgetary discipline (EU) | EU policy | EP Committee | EU Member State | financial control | general budget (EU) | budgetary discharge | bibliography

Summary: The Monthly Highlights publication provides an overview, at a glance, of the on-going work of the policy departments, including a selection of the latest and forthcoming publications, and a list of future events.

At a Glance EN

Revision of the Maternity Leave Directive

Publication type: At a Glance
Date: 11-05-2015

Author: Martina PRPIC | Rosamund SHREEVES

Policy area: Social Policy | Gender Issues, Equality and Diversity | Employment

Keyword: European social policy | drafting of EU law | maternity leave | directive (EU) | paternity leave

Summary: In December 2014, the Commission gave the Parliament and the Council a further six months to reach agreement on the proposal to revise the Maternity Leave Directive. If no agreement has been reached in that period, the Commission plans to withdraw the proposal. Those six months are now about to expire, yet little progress has been made so far

At a Glance ES, DE, EN, FR, IT, PL

The Policy on Gender Equality in the Czech Republic

Publication type: In-Depth Analysis
Date: 04-05-2015

External author: Kristina Koldinska

Policy area: Gender Issues, Equality and Diversity | Democracy | Development and Humanitarian Aid | Foreign Affairs | Human Rights

Keyword: national statistics | Czechia | domestic violence | position of women | trafficking in human beings | parental leave | female work | gender equality | national law | equal treatment | birth control | equal pay | child care | participation of women | decision-making

Summary: Upon request by the FEMM Committee, this report provides an overview of the existing gender-equality legislation and policies in the Czech Republic, focussing on the recent developments and achievements. It discusses gender equality in employment, reconciliation of work and family life, presence of women in decision-making positions, recent measures to fight violence against women, and sexual and reproductive health and rights. The Czech Republic is still far from reaching real equality between men and women, in spite of a quite satisfactory level of implementation of EU legislation. In practice and daily life, the country has still a long way to go.

In-Depth Analysis CS, EN
The Policy on Gender Equality in Germany

Publication type
In-Depth Analysis

Date 15-04-2015

External author Elisabeth Botsch

Policy area Gender Issues, Equality and Diversity | Democracy | Development and Humanitarian Aid | Foreign Affairs | Human Rights

Keyword sexual violence | domestic violence | prostitution | trafficking in human beings | family policy | parental leave | non-standard employment | female work | gender equality | regional law | Germany | reproductive health | national law | equal treatment | equal pay | participation of women | child care | decision-making | abortion

Summary Upon request by the FEMM Committee, this note provides an overview of the gender-equality legislation and policies in Germany, focussing on their recent developments and achievements. It reviews gender equality in decision-making, in employment, reconciliation of private and professional life, strategies to combat violence against women and sexual and reproductive health rights. Germany has achieved some progress in gender equality, mainly in the area of employment. European legislation has acted as the main driver for legal improvements in equal treatment and anti-discrimination.


Publication type Study

Date 13-04-2015

Author Joseph DUNNE


Keyword single market | citizens' Europe | consumer protection | liberalisation of trade | law of banking | cost-benefit analysis | common security and defence policy | economic analysis | electronic commerce | European social policy | coordination of aid | tourism policy | coordination of EMU policies | trade agreement (EU) | common transport policy | financial legislation

Summary This study brings together work in progress on a long-term project to identify and analyse the 'cost of non-Europe' in a number of policy fields.

This concept, first pioneered by the European Parliament in the 1980s, is used here to quantify the potential efficiency gains in today's European economy from pursuing a series of policy initiatives recently advocated by Parliament - from a wider and deeper digital single market to better coordinated national and European policies for defence and development. The benefits may be measured principally in additional GDP generated or a more rational use of public resources.

The latest analysis suggests that the European economy could be boosted by almost 1.6 trillion euro per year - or 12 per cent of EU-28 GDP (2014) - by such measures over time. The study is intended as a contribution to the on-going discussion about the European Union’s policy priorities over the current five-year institutional cycle, from 2014 to 2019.

EU policy for Roma inclusion

Publication type At a Glance

Date 10-04-2015

Author Anita ORAV

Policy area Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity

Keyword Hungary | Romania | EU policy | competence of the Member States | Roma | Slovakia | Bulgaria | protection of minorities | fund (EU) | population statistics | social situation | social integration

Summary Around 6 million Roma, or about half of the estimated Roma population in Europe, live in the European Union. Bulgaria, Slovakia, Romania and Hungary are the Member States with the highest percentages of Roma within their populations. International Roma Day, which falls on 8 April, provides an opportunity to discuss in plenary the situation of Roma, the largest ethnic minority in Europe.
The Policy on Gender Equality in France

Publication type: In-Depth Analysis
Date: 31-03-2015
Author: Erika SCHULZE
External author: Eléonore Lépinard; Marylène Lieber
Policy area: Gender Issues, Equality and Diversity
Keyword: national statistics | sexual discrimination | France | violence | position of women | family policy | women's rights | female work | gender equality | family planning | reproductive health | national law | equal treatment | participation of women | decision-making
Summary: Upon request by the FEMM Committee, this in-depth analysis covers the recent developments in gender equality policies in France. It addresses the strengths and the weaknesses of French gender equality policies in the following domains: legislation, gender equality machinery, economic independence, work-life balance, participation in decision-making, gender-based violence, gender stereotypes and health and reproductive rights.

Equal Treatment: Access of Young People to the Labour Market

Publication type: At a Glance
Date: 27-03-2015
Author: Susanne KRAATZ
Policy area: Gender Issues, Equality and Diversity | Employment
Keyword: age discrimination | equal treatment | integration into employment | application of EU law | job access | youth employment | youth policy | young worker | EC Directive | EU employment policy
Summary: This At a glance note prepared by Policy Department A for the Employment and Social Affairs Committee gives a summary of a comprehensive study completed in January 2015 with a view to the implementation of the Directive on equal treatment in employment and occupation (2000).

Equal Treatment: Accommodation and Sheltered Workshops for People with Disabilities

Publication type: At a Glance
Date: 27-03-2015
Author: Susanne KRAATZ
Policy area: Gender Issues, Equality and Diversity | Employment
Keyword: worker with disabilities | equal treatment | vocational training | discrimination based on disability | integration into employment | application of EU law | ergonomics | facilities for the disabled | EC Directive | EU employment policy | integration of the disabled
Summary: This At a glance note prepared by Policy Department A for the Employment and Social Affairs Committee gives a summary of a comprehensive study completed in January 2015 with a view to the implementation of the Directive on equal treatment in employment and occupation (2000).

Main Causes of Female Poverty - Compilation

Publication type: Study
Date: 24-03-2015
External author: Wim Van Lancker, Vincent Corluy, Jeroen Horemans, Sarah Marchal and Julie Vinck (Herman Deleeck Centre for Social Policy, University of Antwerp, Belgium); Diane Perrons (Gender Institute, London School of Economics and Political Science, The UK); Maria Stratigaki (Department of Social Policy, Panteion University, Greece)
Policy area: Gender Issues, Equality and Diversity | Human Rights
Keyword: poverty | pauperisation | EU Member State | European Social Fund | position of women | marginalisation | gender equality | social impact | impact study | female migrant | female worker | one-parent family | economic recession | working poor
Summary: Upon request by the FEMM Committee, these in-depth analyses highlight different aspects of female poverty. They complement two other Workshop contributions from a research project of the European Commission and from UNICEF. Wim van Lancker and his team examine the extent of women's poverty in the EU and the impact of social exclusion through poverty on living and working conditions of women and their children. He concludes with a discussion of policy measures that have been taken in EU Member States for enabling paid employment and ensuring adequate income protection. Diane Perrons explores the impact of the crisis on female poverty. Multiple differences exist among European Union Member States but overall poverty has increased and women are still more likely than men to live in poverty, though until 2012 the increase for men was greater than that for women. Economic performance and economic policies seem to be associated with poverty. The paper recommends that macroeconomic policy be mainstreamed to identify gender specific outcomes. Maria Stratigaki focuses on European policies and activities and the role of the European Social Fund in the fight against female poverty. She emphasises the need for developing a holistic methodological approach to face gendered poverty, going beyond tackling poverty exclusively via active labour market policies.
The Policy on Gender Equality in Poland - Update March 2015

Publication type: In-Depth Analysis
Date: 16-03-2015
External author: Dorota Szelewa (Institute of Social Policy, Warsaw University and ICRA Foundation, Warsaw, Poland)
Policy area: Gender Issues, Equality and Diversity | Democracy | Development and Humanitarian Aid | Foreign Affairs | Human Rights
Keyword: domestic violence | position of women | trafficking in human beings | parental leave | female work | gender equality | family planning | Poland | reproductive health | equal pay | child care | job access | political involvement

Summary
Upon request of the FEMM committee, this in-depth analysis presents a review of the most important legislation, institutional arrangements and policy programs with regard to gender equality in Poland. In particular, the following policy fields are covered: women in political decision-making, reproductive rights, trafficking in human beings and domestic violence, access to different forms of employment, as well as the policies addressing the reconciliation of work and family life. The final section describes the problem of public attitudes towards gender and gives examples of programs aimed at countering gender stereotypes.

In-Depth Analysis EN, PL


Publication type: Study
Date: 10-03-2015
External author: Petra Debusscher
Keyword: development policy | the EU's international role | sexual discrimination | social indicator | position of women | UN technical commission | women's rights | gender equality

Summary
Upon request by the Committee on Women's Rights and Gender Equality (FEMM) of the European Parliament, this study provides background information for the delegation of the FEMM Committee to the Commission on the Status of Women’s 59th Session. The key priority theme for the Session will be the Beijing Declaration and Platform for Action, including current challenges that affect its implementation and the achievement of gender equality and the empowerment of women, 20 years after its adoption. Importantly, the session will address opportunities for achieving gender equality in the post-2015 development agenda. The study reveals that global progress on the implementation of the Beijing Platform for Action has been slow, uneven and limited. It concludes that adequate financing for gender equality, strong accountability mechanisms and a "gender data revolution", are essential to the achievement of gender equality and the empowerment of women after 2015.

Study DE, EN, FR

The Policy on Gender Equality in Slovenia

Publication type: Study
Date: 05-03-2015
External author: Živa Humer and Saša Panič (Mirovni inštitut / Peace Institute, Ljubljana, Slovenia)
Policy area: Gender Issues, Equality and Diversity | Democracy | Development and Humanitarian Aid | Foreign Affairs | Human Rights
Keyword: arrangement of working time | Slovenia | domestic violence | position of women | trafficking in human beings | parental leave | female work | gender equality | reproductive health | national law | equal treatment | participation of women | child care | women's movement | decision-making | artificial reproduction | abortion

Summary
Upon request by the FEMM Committee, this analysis provides an overview of the existing Slovenian legislation and policies concerning gender equality. It looks into the situation as regards gender equality in several areas, including employment, reconciliation of work and private life, presence of women in decision-making positions, measures to combat gender-based violence and trafficking in human beings, as well as the area of sexual and reproductive rights. While progress in various areas can be noted, there are still gaps that need to be addressed.

Study EN, SL

The Policy on Gender Equality in Sweden

Publication type: Study
Date: 05-03-2015
External author: Ann Numhauser-Henning
Policy area: Gender Issues, Equality and Diversity | Democracy | Development and Humanitarian Aid | Foreign Affairs | Human Rights
Keyword: sexual violence | prostitution | position of women | parental leave | social security | female work | gender equality | reproductive health | national law | equal treatment | equal pay | participation of women | Sweden | decision-making | abortion

Summary
Upon request of the FEMM committee, this note provides an overview of the situation of women's rights and gender equality in Sweden focusing on recent developments. It notably covers the areas of equal participation in decision-making, women in the labour market, reconciliation of private and professional life, eradication of gender-based violence, sexual and reproductive health and rights, gender stereotypes and promotion of gender equality in external development policies.

Study EN, SV
Women and education in the EU

Publication type At a Glance
Date 03-03-2015
Author Eulalia CLAROS GIMENO | Martina PRPIC | Ulla JURVISTE
Policy area Gender Issues, Equality and Diversity | Education
Keyword higher education | labour market | OECD | access to education | comparative analysis | EU Member State | learning | education statistics | educational system | gender equality
Summary Gender equality in education is guaranteed by law in EU Member States, so the issues are far more complex than simply that of gaining access to education for girls, as remains the problem in many developing countries. Yet despite the legal equality in the EU, inequalities persist because of the educational choices that girls make, which may prevent them from achieving the potential they show earlier in education. Moreover, care needs to be taken not to ignore the problem of low-performing boys, a phenomenon sometimes overshadowed by the successes of men generally. The rationale for gender differences in education has mainly been approached from two perspectives: that of biological differences and that of societal and cultural influences. In the past, the view that biological differences are the cause of different educational outcomes was prevalent, but more recently there has been a shift towards the other side of the spectrum. The latest research shows that the differences between males and females are not sufficiently significant to account for the differences in educational outcome.

Advancing gender equality in the EU

Publication type At a Glance
Date 02-03-2015
Author Rosamund SHREEVES
Policy area Gender Issues, Equality and Diversity
Keyword labour market | domestic violence | maternity leave | participation of women | position of women | women's rights | gender equality | European Institute for Gender Equality
Summary International Women's Day provides an opportunity to take stock of progress towards gender equality, and 2015 is a pivotal year in this regard. At global level, it marks the 20th anniversary of the Beijing Declaration and Platform for Action and the deadline for the Millennium Development Goals, which set ambitious targets for advancing women's rights. As well as reviewing these initiatives, the EU is assessing its own ongoing efforts to promote gender equality, one of its founding values, looking to a new Strategy for equality between women and men beyond 2015.

The European Year for Development: Women and Girls

Publication type Briefing
Date 23-02-2015
Author Marika LERCH
Policy area Budget | Gender Issues, Equality and Diversity | Global Governance | Democracy | Development and Humanitarian Aid | Foreign Affairs
Keyword development policy | sexual discrimination | equal treatment | development aid | violence | participation of women | position of women | European cultural event | gender equality
Summary Economic and political discrimination undermines women's opportunity to break the cycle of poverty and marginalisation. International development cooperation recognises the importance of gender equality, to promote both human rights and sustainable development. Official aid focused on gender equality has tripled since 2002. The concrete situation of women and girls varies tremendously between countries and regions. Gender equality is a fundamental principle of European integration, and has been integrated in EU development cooperation. EU development aid focusing on gender equality doubled between 2009 and 2012. The EP has called for a strong focus on women and girls in the post-2015 development framework. Parliament has established internal structures to ensure that gender equality is 'mainstreamed' throughout its work.

Maternity and paternity leave in the EU

Publication type At a Glance
Date 18-02-2015
Author Martina PRPIC | Ulla JURVISTE | Giulio SABBATI
Policy area Social Policy | Gender Issues, Equality and Diversity | Employment
Keyword parental allowance | EU Member State | maternity leave | parental leave | paternity leave
Summary This infographic aims to present the current state of affairs of maternity and paternity leave in EU Member States. Most EU countries also have an additional period of parental leave, but parental leave is not covered in this infographic.

At a Glance EN
Maternity, Paternity and Parental Leave: Data Related to Duration and Compensation Rates in the European Union

Publication type: Study
Date: 16-02-2015
Policy area: Gender Issues, Equality and Diversity
Keyword: parental allowance | EU Member State | birth policy | maternity leave | parental leave | family policy | gender equality | care of mothers and infants | family benefit | national law | female worker | paternity leave | EU statistics

Summary: Upon request by the FEMM Committee, the Policy Department C: Citizens' Rights and Constitutional Affairs has developed a number of figures visualising duration of and compensation rates of previous incomes during maternity, paternity and parental leave in the Member States of the European Union. The figures are based on data published notably by the European Commission and the International Labour Organisation between 2012 and 2014 which were cross-checked with data collected by the European Parliamentary Research Service and Eurofound in 2014. The data has been collected in relation to a possible revision of 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 and include comparisons with the Commission proposal and EP's First Reading in this respect. Literature on the role of reconciliation policies for economic growth and gender equality as well as the important role of maternity leave provisions for such reconciliation policies is also summarized.

Empowering Women and Girls through Education

Publication type: Study
Date: 16-02-2015
External author: Katie McCracken, Elaine Unterhalter, Sergio Marquez and Agata Chelstowska
Policy area: Gender Issues, Equality and Diversity
Keyword: access to education | sexual discrimination | female worker | equal pay | right to education | position of women | sociology of education | gender equality | education costs

Summary: Upon request by the FEMM committee, this study explores challenges and opportunities for the empowerment of women through education. Based on an analysis of existing research, the study shows how various factors like poverty, gender stereotypes and institutional cultures impact upon educational outcomes. Consequently, a more equitable distribution of educational resources, gender sensitive institutional cultures and practices, and challenging social norms and expectations of men and women are needed. Greater access to the labour market, better earnings, and personal empowerment will be the return. The challenge for policy makers is finding the right policy mix and the political will to address the complex factors that affect women's and girls' empowerment through education.

Zero tolerance for female genital mutilation

Publication type: At a Glance
Date: 30-01-2015
Author: Rosamund SHREEVES
Policy area: Gender Issues, Equality and Diversity
Keyword: right to physical integrity | EU action | child protection | EU financing | international convention | EU programme | EU Charter of Fundamental Rights | women's rights | gender equality | sexual mutilation

Summary: The European Union is committed to working collectively to eradicate female genital mutilation (FGM) as part of broader efforts to combat all forms of violence against women and girls, and to support the efforts of its Member States in this field. However, the European Parliament is concerned that the EU's efforts are insufficient to tackle the problem, and in particular that there is a lack of concrete deadlines for EU actions. The EP is therefore continuing to push for the EU to adopt binding instruments for combating gender-based violence.

Women in parliaments

Publication type: At a Glance
Date: 22-01-2015
Author: Eva-Maria Alexandrova POPTCHEVA | Evarts ANOSOVS | Giulio SABBATI
Policy area: EU Democracy, Institutional and Parliamentary Law | Gender Issues, Equality and Diversity
Keyword: political group (EP) | Member of the European Parliament | statistics | graphic illustration | electoral system | national parliament | EU Member State | participation of women | position of women

Summary: The Infographic "Women in parliaments" provides information on the proportion of women in national parliaments, compares representation of women in national parliaments with their numbers in the European Parliament and shows the number of women in the EP by political group. It also gives an overview of female representatives in the EP by Member State and outlines the gender quotas applicable to the EP elections in the current legislature.
The Policy on Gender Equality in Latvia

Publication type In-Depth Analysis
Date 15-01-2015
External author Olga Rastrigina (Institute for Social and Economic Research, University of Essex, Colchester, UK)
Policy area Gender Issues, Equality and Diversity
Keyword sexual discrimination | social policy | domestic violence | position of women | trafficking in human beings | parental leave | gender equality | female worker | Latvia | equal pay | health policy | child care | participation of women | abortion
Summary Upon request by the FEMM Committee, this in-depth analysis provides an overview of the existing gender equality legislation, policies and practices in Latvia. The note discusses gender equality in decision making, employment, reconciliation of work and family life, eradication of violence against women, and regarding health and reproductive rights. Gender equality being a relatively new policy area in Latvia, substantial progress has been made in the last decade through the implementation of EU legislation and the work of non-governmental organizations. However, more work needs to be done in order to reach gender equality.

Policy Departments' Monthly Highlights - December 2014

Publication type At a Glance
Date 15-12-2014
Policy area Budget | International Trade | Gender Issues, Equality and Diversity | Agriculture and Rural Development | Economics and Monetary Issues | Development and Humanitarian Aid | Foreign Affairs | Security and Defence
Keyword economic and social cohesion | EU budget | interinstitutional cooperation (EU) | European Parliament | bibliography
Summary The Monthly Highlights publication provides an overview, at a glance, of the on-going work of the policy departments, including a selection of the latest and forthcoming publications, and a list of future events.

Implementation of the Employment Equality Directive

Publication type At a Glance
Date 20-11-2014
Author Martina PRPIC
Policy area Gender Issues, Equality and Diversity | Employment
Keyword right to work | labour law | equal treatment | anti-discriminatory measure | EU Member State | application of EU law | job access | EC Directive | EU employment policy
Summary The 2000 Employment Equality Directive has introduced numerous improvements into employment legislation. However, a report on the implementation of this directive in Member States has been published this year and it uncovers several problematic areas that will need to be worked on in the future. These include obstacles in access to justice, inadequate sanctions for perpetrators, lack of awareness of rights under the new law, underreporting, lack of equality data and so on.


Publication type Study
Date 20-11-2014
External author IRS-Istituto per la Ricerca Sociale
Policy area Area of Freedom, Security and Justice | Social Policy | Transposition and Implementation of Law | Gender Issues, Equality and Diversity | Employment | Development and Humanitarian Aid | Foreign Affairs | Human Rights
Keyword poverty | sexual discrimination | EU policy | the EU's international role | sustainable development | position of women | EU financing | women's rights | gender equality | right to health | access to education | equal treatment | equal pay | international instrument | action programme
Summary Upon request of the FEMM committee, the study evaluates the Strategy for Equality between women and men 2010-2015 as a contribution towards achieving Beijing Platform for Action goals and provides indications on the future post-2015 multiannual policy framework. The study assesses the extent to which the Strategy was appropriate and comprehensive enough to contribute to the BPA implementation and, more in general, to gender equality at the European and international level, and whether the planned objectives have been effectively met. It also provides practical and specific recommendations on possible improvements for the future Strategy.
Sexual violence in the Democratic Republic of Congo

Publication type At a Glance
Date 19-11-2014
Author Marta LATEK
Policy area Gender Issues, Equality and Diversity | Development and Humanitarian Aid | Human Rights
Keyword Democratic Republic of the Congo | sexual discrimination | sexual violence | EDF | health care | impunity | child protection | position of women | victim | women's rights | judicial reform | public safety | armed forces
Summary For more than two decades, the Democratic Republic of Congo (DRC), and in particular its eastern regions, has faced a chronic and complex humanitarian crisis. Fuelled by ethnic resentment, impunity due to state fragility, and the profits from robbery and illegal exploitation of natural resources, armed groups proliferate, committing human-rights abuses of extreme severity. The award of the Sakharov Prize to Dr Denis Mukwege, a Congolese gynaecologist and women's rights activist, has again drawn international attention to the desperate plight of women who, according to Dr Mukwege, have become a 'battlefield' in this chronic and thus sometimes forgotten crisis.

At a Glance EN

Commitments Made at the Hearing of Federica Mogherini - High Representative of the Union for Foreign Affairs and Security Policy

Publication type Briefing
Date 14-11-2014
Author Wanda TROSZCZYNSKA VAN GENDEREN
Keyword competence of the Member States | transparency in decision-making | public hearing | appointment of members | common foreign and security policy | agreement (EU) | Italy | qualified majority | European Commissioner | military cooperation | interinstitutional cooperation (EU) | Treaty of Lisbon | High Representative of the Union for Foreign Affairs and Security Policy | Union delegation | vice-president of an institution
Summary Federica Mogherini, the recently-confirmed High Representative of the Union for Foreign Affairs and Security Policy / Vice-President of the Commission, appeared before the European Parliament on 6 October 2014 to answer MEPs’ questions. In that hearing and in her answers to the questionnaire prepared for the meeting, High Representative /Vice President Mogherini made a number of statements of interest to the European Parliament.
This document provides a summary of her most salient points.

Briefing EN

Commitments Made at the Hearings of the Commissioners-Designate, Juncker Commission (November 2014 - October 2019)

Publication type Briefing
Date 14-11-2014
Keyword EU policy | EP Committee | President of the Commission | European Commissioner | public hearing | appointment of members | interinstitutional cooperation (EU) | High Representative of the Union for Foreign Affairs and Security Policy | vice-president of an institution
Summary This compilation of briefings presents the most salient points and essential commitments made by the commissioners-designate during the hearings held in September/October 2014 before the parliamentary committees. These commitments concern the main on-going legislative procedures, the preparation of future legislative proposals as well as the scrutiny of the implementation of existing legislation. They also touch upon the crucial issue of inter-institutional cooperation.

Briefing EN
Economic Independence and the Position of Women on the Labour Market of the European Union

Publication type: In-Depth Analysis
Date: 30-10-2014

External author: Marcella Corsi (Università “La Sapienza”, Rome, Italy)

Policy area: Social Policy | Gender Issues, Equality and Diversity | Employment | Economics and Monetary Issues

Keyword: pension scheme | labour market | EU Member State | fiscal policy | position of women | non-standard employment | female work | gender equality | equal treatment | equal pay | economic recession | participation of women | EU statistics

Summary: Upon request of the FEMM committee, this study examines the position of women on the labour market, drawing particular attention to factors behind the gender pay gap and the gender gap in pensions. The current crisis presents aspects that no other crisis has shown before. On the surface, gaps between men and women are being bridged but under the surface things are more complex and effects more diversified. Overall, there is a need to introduce a gender perspective in the recovery measures: it would help to get out of the current situation sooner and better.

In-Depth Analysis DE, EN

Commitments Made at the Hearing of Věra Jourová - Commissioner-Designate

Publication type: Briefing
Date: 24-10-2014

Author: Petr NOVAK | Céline CHATEAU | Ottavio MARZOCCHI | Sarah Salome SY


Keyword: company law | Corporate Governance | consumer protection | financial solvency | area of freedom, security and justice | maternity leave | appointment of members | children's rights | gender equality | anti-discriminatory measure | European Commissioner | public statement | interinstitutional relations (EU) | data protection

Summary: In her answers to the questionnaires and during the hearing on 1 October 2014 before the Committees on Legal Affairs, on Civil Liberties, Justice and Home Affairs, on Internal Market and Consumer Protection and on Women’s Rights and Gender Equality, the Commissioner-designate Věra Jourová made a number of commitments.

Briefing EN

The Situation of Women in the Gulf States

Publication type: Study
Date: 17-10-2014

External author: May Seikaly (Wayne State University), Rahil Roodsaz and Corine van Egten (Atria Institute on Gender Equality and Women’s History)

Country experts:
- Mona Abbass Fadhel (Bahrain), Philippa Winkler (Iran and Iraq), Wanda Krause (Kuwait and Qatar), Khalid M. Al-Azri (Oman), Sherifa Zuhur (Saudi Arabia) and Shahida El-Baz (United Arab Emirates)

Policy area: Gender Issues, Equality and Diversity | Democracy | Development and Humanitarian Aid | Foreign Affairs | Human Rights

Keyword: the EU’s international role | ratification of an agreement | sexual violence | political involvement | position of women | women’s movement | international convention | cooperation agreement (EU) | women’s rights | civil society | Gulf States | gender equality

Summary: Upon request by the FEMM Committee, this study examines the economic, political and socio-cultural changes which have affected the situation of women in the Gulf region over the last decades. Through an overall analysis and individual country reports, it notably sheds light on similarities and differences concerning women’s emancipation in Bahrain, Iran, Iraq, Kuwait, Oman, Qatar, Saudi Arabia and United Arab Emirates. Gender discrimination is discussed both in law and in practice, focusing on women’s political and economic empowerment, education, migration, family and health.

Study ES, EN, FR

Věra Jourová - Justice, Consumers and Gender Equality - Hearings of European Commissioners-designate

Publication type: Briefing
Date: 26-09-2014

Author: Rafał MANKO


Keyword: judicial cooperation in civil matters in the EU | Czechia | EP Committee | judicial cooperation in criminal matters in the EU | European Commissioner | public hearing | appointment of members | consumer policy | data protection | gender equality

Summary: The Commissioner-designate for Justice, Consumers and Gender Equality is Vĕra Jourová. Her hearing will take place before the Committee on the Internal Market and Consumer Protection, the Committee on Legal Affairs, the Committee on Civil Liberties, Justice and Home Affairs and the Committee on Women’s Rights and Gender Equality on Wednesday 01 October 2014 (13:30–16:30).

Briefing DE, EN, FR
A New Strategy for Gender Equality Post 2015

Upon request by the FEMM Committee, the Citizens' Rights and Constitutional Affairs Policy Department will hold a workshop on “A new strategy for gender equality post 2015”. The Workshop will provide an analysis and respective recommendations for actions to be taken by the European Commission and other European actors before 2020 in 7 different areas to improve the situation of women and to reach gender equality: Gender Mainstreaming, Gender Budgeting and monitoring; Economic independence and the position of women on the labour market; Maternity leave, paternity leave and parental leave and unpaid care work; Women in political and economic decision-making; Dignity, integrity and violence against women; and Gender aspects of foreign affairs and development cooperation.

Global Efforts to End Sexual Violence in Conflict

The Global Summit to End Sexual Violence in Conflict was co-chaired by the UK and the Office of the UN High Commissioner for Refugees. An International Protocol on the Documentation and Investigation of Sexual Violence was a key result of the summit. The summit also highlighted the importance of:

- providing support for victims of sexual violence;
- strengthening the capacity of national and international security and justice personnel;
- closer international cooperation.

Building on the summit’s momentum, the European Parliament could:

- urge all the Member States to apply the International Protocol;
- advocate mainstreaming this objective into EU CFSP actions;
- suggest increasing assistance for programmes fighting sexual and gender-based violence;
- promote this objective in its own positions and actions.
Electoral Lists ahead of the Elections to the European Parliament from a Gender Perspective

Publication type: Study
Date: 15-05-2014
External author: Lenita Freidenvall, Hedvig Stahre and Silvia Sansonetti (Fondazione Giacomo Brodolini)

Policy area: EU Democracy, Institutional and Parliamentary Law | Gender Issues, Equality and Diversity

Keyword: political parties | electoral system | candidate | European election | equal treatment | EU Member State | position of women | political representation | gender equality | European Institute for Gender Equality

Summary: Upon request of the FEMM Committee, this study provides a detailed analysis of the existing electoral systems for the European 2014 elections from a gender perspective in the 28 EU Member States. It also presents and scrutinises the electoral lists of the Member States from a gender perspective and presents the synthesis of the main findings from the lists. Some main conclusions are made on the basis of the mapping. They concern the relation between the adoption of legislated gender quotas and the implementation of quota provisions by national parties.

The main study can be found in the first document, while the annex shows the country reports in the following order: (1) Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Germany, Denmark, Estonia (2) Greece, Spain, Finland, France, Croatia, Hungary, Ireland, (3) Italy, Lithuania, Luxembourg, Latvia, Malta, Netherlands, Poland, (4) Portugal, Romania, Sweden, Slovenia, Slovakia, United Kingdom.

Study EN
Annex I EN
Annex II EN
Annex III EN
Annex IV EN

Child Maintenance Systems in EU Member States from a Gender Perspective

Publication type: Study
Date: 15-05-2014
External author: Karolina BEAUMONT and Peter MASON

Policy area: Gender Issues, Equality and Diversity | EU Law: Legal System and Acts

Keyword: poverty | judicial cooperation in civil matters in the EU | legal system | family benefit | enforcement of ruling | EU Member State | maintenance obligation | one-parent family | child protection | marriage | divorce

Summary: Upon request by the FEMM Committee, this note gives an overview of the legislation and legal principles in the Member States concerning the guarantee of payment of child maintenance for the custodial parent by the other parent in case of separation or divorce. This guarantee can be regulated by law and can be put in place by a special body or agency. This note pays particular attention to differences between men and women in their roles for the financial support of children.

Study EN, FR

The problem of human trafficking in the European Union

Publication type: Briefing
Date: 09-04-2014
Author: Piotr BAKOWSKI

Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity

Keyword: political asylum | UN convention | organised crime | social-security benefit | mendicity | fraud | prostitution | slavery | trafficking in human beings | illegal migration

Summary: Although "human trafficking" has been defined at international level and criminalised throughout the EU, little is known about what is a complex crime. The EU attracts large numbers of irregular migrants, some of whom are deceived or coerced into various forms of exploitation. Moreover, EU citizens themselves are often part of the trafficking process, either as victim or as perpetrator. Whereas the prevalence of human trafficking in the EU is very difficult to assess, some estimates have been made on the basis of limited data. These point, among other things, to a high proportion of women among the victims of trafficking, especially as victims of sexual exploitation.

Briefing EN
### Gender Mainstreaming in Committees and Delegations of the European Parliament

**Publication type:** Study  
**Date:** 14-03-2014  
**External author:** Istituto per la Ricerca Sociale - IRS, Italy:  
- study coordinators: Manuela SAMEK LODOVICI and Flavia PESCE;  
- scientific advisor: Bruno DENTE;  
- study team: Davide BARBIERI, Daniela LOI, Erica MELLONI, Cristina VASILESCU and Irene ZANCANARO  
**Policy area:** Gender Issues, Equality and Diversity  
**Keyword:** EP Committee | operation of the Institutions | drafting of EU law | position of women | women's rights | institutional activity | gender equality | European Institute for Gender Equality  
**Summary:** Upon request by the FEMM Committee, the study aims at assessing to what extent the Women’s Rights and Gender Equality Committee (FEMM) of the European Parliament (EP) contributed to the effective implementation of gender mainstreaming in European Parliament activities. Gender mainstreaming (GM) in the work of AFET, AGRI, BUDG, ENVI and LIBE is also analysed. Moving from the assumption that one of the prerequisites for the success of GM lies within institutional factors and conditions, several social mechanisms are identified in the EP decision-making process. Their strategic use could contribute to better address men’s and women’s needs in European legislation and other policy-making.  
**Study** EN, DE, FR

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### The Policy on Gender Equality in Italy

**Publication type:** Study  
**Date:** 14-03-2014  
**External author:** Annalisa Rosselli (Università di Roma Tor Vergata, Italy)  
**Policy area:** Gender Issues, Equality and Diversity  
**Keyword:** sexual discrimination | female unemployment | sexual violence | position of women | public health | family policy | female work | welfare | gender equality | Italy | national law | participation of women | child care | women's movement | decision-making  
**Summary:** Upon request of the FEMM committee, this note provides an overview of the existing gender-equality legislation and policies in Italy, focussing on their recent developments and achievements in the last decades. It discusses gender equality in employment, reconciliation of work and family life, presence of women in decision-making positions, recent measures to fight violence against women, and health and reproductive rights. Italy is still far from reaching satisfactory results, in spite of relevant progress under the pressure of women’s movement, civil society and European legislation.  
**Study** IT, EN

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### Challenges and Achievements in the Implementation of the Millennium Development Goals for Women and Girls from a European Union Perspective

**Publication type:** Study  
**Date:** 11-03-2014  
**External author:** Naila Kabeer (London School of Economics and Political Science, the UK) and Jessica Woodroffe (Gender and Development Network, the UK)  
**Policy area:** Gender Issues, Equality and Diversity  
**Keyword:** the EU's international role | world organisation | development aid | financing of aid | position of women | EU financing | UN technical commission | women's rights | care of mothers and infants | gender equality  
**Summary:** Upon request by the FEMM Committee, this study provides background information for the delegation of the Committee on Women’s Rights and Gender Equality of the European Parliament (FEMM) to the Commission on the Status of Women (CSW)’s 58th Session. The key priority theme for the Session will be “Challenges and achievements in the implementation of the Millennium Development Goals for women and girls”. Taking into account that the outcome of this meeting will be relevant for the formulation of the post 2015 international framework for development, the study outlines the state of play of preparatory discussions. It reveals that women’s rights and gender equality are largely recognised as, on the one hand, a goal of development policy in itself, and, on the other hand, as an important tool for sustainable development. Bearing this in mind, most stakeholders advocate for a two-track approach: having gender equality as a stand-alone goal and a gender mainstreaming approach for all areas of the post 2015 framework.  
**Study** EN, FR

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### Women in parliaments: Proportion of women members compared to the EP

**Publication type:** At a Glance  
**Date:** 27-02-2014  
**Author:** Giulio SABBATI | Evarts ANOSOVS | Eva-Maria Alexandrova POPTCHEVA  
**Policy area:** EU Democracy, Institutional and Parliamentary Law | Gender Issues, Equality and Diversity  
**Keyword:** Member of the European Parliament | European electoral system | national parliament | EU Member State | Member of Parliament | political involvement | participation of women | position of women | gender equality  
**Summary:** The InfoGraphic "Women in parliaments" provides information on the proportion of women in national parliaments, compares representation of women in national parliaments with their numbers in the European Parliament and shows the number of women in the EP by political group. It also gives an overview of female representatives in the EP by Member State and outlines the gender quotas applicable to the EP elections in the current legislature.  
**At a Glance** EN
Violence against women in the EU: State of play
Publication type Briefing
Date 04-02-2014
Author Anna DIMITROVA-STULL
Policy area Gender Issues, Equality and Diversity
Keyword sexual discrimination | Council of Europe | sexual violence | EU Member State | domestic violence | EU policy - national policy | position of women | UNO | EU programme | gender equality
Summary Violence against women is a violation of human rights and a form of gender-based discrimination. Rooted in inequalities between men and women, it takes many forms. Estimates about the scale of the problem are alarming. Such violence has a major impact on victims and imposes a significant cost burden on society.
Briefing BG, ES, DE, EN, FR, IT, HU, PL, PT, RO

Sexual Exploitation and Prostitution and its Impact on Gender Equality
Publication type Study
Date 15-01-2014
Author Erika SCHULZE
Policy area Gender Issues, Equality and Diversity
Keyword Spain | Germany | national law | EU action | Netherlands | prostitution | international human rights law | trafficking in human beings | international convention | women's rights | Sweden | gender equality
Summary The objective of this briefing paper is to provide background information drawn from the international literature on sexual exploitation and prostitution and its impact on gender equality in relation to the report of the Women's Rights and Gender Equality Committee. The study concentrates on the debate on whether prostitution could be voluntary or has rather to be regarded in any case as a violation of women's human rights. It also presents an overview of the policies on prostitution in the Member States as well as four case studies: Germany, the Netherlands, Spain, and Sweden. Conclusions are presented with the view to enhance the debate.
Study DE, EN, FR

Implementing the Principle of Equal Treatment between Persons: Complementary Impact Assessment of the Proposed Horizontal Directive
Publication type Study
Date 15-01-2014
External author Milieu Ltd.
Policy area Ex-ante Impact Assessment | Gender Issues, Equality and Diversity
Keyword Romania | Czechia | cost-benefit analysis | facilities for the disabled | small and medium-sized enterprises | Spain | impact study | discrimination on the basis of sexual orientation | Germany | age discrimination | access to education | health care system | equal treatment | discrimination based on disability | social services | Sweden | proposal (EU)
Summary In 2008, the European Commission presented a proposal for a Directive to address discrimination outside the workplace based on the grounds of age, disability, sexual orientation, and on religion or belief. While the European Parliament and Member States generally supported the proposal, some Member States have expressed concerns, among others, in relation to the potential costs of the proposed Directive, its lack of legal certainty and the lack of assessment of the costs and benefits that its implementation would place on service providers. This study has therefore been commissioned by the European Parliament to facilitate agreement on the proposal by providing insight into possible costs for Small and Medium Sized Enterprises (SMEs) and public service providers. While most of the costs related to equal treatment measures will be very low, the assessment shows also that a range of costs for these actors have a potential to be significant.
Study EN

The European Union and rights of LGBT people
Publication type Briefing
Date 27-11-2013
Author Piotr BAKOWSKI
Policy area Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity
Keyword discrimination on the basis of sexual orientation | trends of opinion | church-State relations | family law | application of EU law | marital status | family migration | free movement of persons
Summary The prohibition of discrimination and the protection of human rights are important elements of the EU legal order. Nevertheless, discrimination against lesbians, gay, bisexual and transgender (LGBT) persons persists throughout the EU, taking various forms including verbal abuse and physical violence. Sexual orientation is now recognised by EU law as grounds of discrimination; the scope of protection is however limited and does not cover social protection, healthcare education and access to goods and services – areas where LGBT people are often discriminated against.
Briefing EN
The Policy on Gender Equality in Greece

Publication type: In-Depth Analysis
Date: 15-11-2013
External author: Konstantina Davaki (London School of Economics and Political Science)

Policy area: Gender Issues, Equality and Diversity

Keyword: austerity policy | sexual discrimination | national law | family law | domestic violence | economic recession | Greece | participation of women | position of women | female work | gender equality

Summary: This note provides an overview of the itinerary of equality legislation and policies in Greece since the 1980s in the areas of employment, work/family reconciliation, decision-making, health and violence against women. The achievements and gains of the pre-2009 period are at risk in the current climate of the most severe recession which the country has known since the end of World War II. Special attention is paid to the aspects of equality most affected by the austerity measures requiring intervention.

In-Depth Analysis

Barcelona Targets Revisited

Publication type: Study
Date: 15-11-2013
External author: Janneke Plantenga (Utrecht University School of Economics), Alexandra Scheele (Brandenburgische Technische Universität Cottbus-Senftenberg), Jan Peeters (Centre for Innovation in the Early Years, Ghent University), Olga Rastrigina (Institute for Social and Economic Research, University of Essex), Magdalena Piscová (Slovak Academy of Sciences, Bratislava) and Olivier Thévenon (Institut national d'études démographiques, Paris)

Policy area: Gender Issues, Equality and Diversity

Keyword: labour market | France | Netherlands | Belgium | family policy | parental leave | female work | gender equality | Germany | Latvia | pre-school education | Slovakia | participation of women | child care | fertility

Summary: In 2002, the European Council decided in Barcelona to set targets for the availability of childcare facilities. Member States agreed to provide childcare by 2010 to at least 90% of children between 3 years old and the mandatory school age and to at least 33% of children under 3 years of age. The Workshop organised by the Policy Department takes stock of the situation in Belgium, France, Germany, Latvia, the Netherlands, and Slovakia. Besides, analyses are presented of the effects of the crisis and to what extent the offer of childcare services has been combined with other policies to encourage female employment and the reconciliation of work and family life.

Study

Combatting Violence against Women: European Added Value Assessment (+ Annexes I-II)

Publication type: Study
Date: 15-11-2013
Author: Monika NOGAJ

Policy area: European Added Value | Gender Issues, Equality and Diversity

Keyword: economic consequence | European social policy | sexual discrimination | EU action | social cost | sexual violence | domestic violence | area of freedom, security and justice | position of women | international instrument | trafficking in human beings | principle of legal certainty

Summary: Over and above the adverse and onerous consequences for female victims, violence against women brings with it significant costs for communities, societies and nations, affecting public well-being, health and safety, productivity, law enforcement and public budgets. It is estimated that the annual cost to the EU-28 of gender-based violence against women amounted to EUR 228 billion in 2011, or 1.8% of EU GDP.

Although this problem, and the urgent need to address it, has been acknowledged, the current EU framework for fighting violence against women presents important shortcomings at different levels: national legislations of the 28 EU Member States offer unequal protection of women against all forms of violence; several international and regional instruments on combatting violence against women have been adopted but lack effectiveness in national legal orders; and despite undeniable progress, the measures adopted at EU level present important lacunae, notably in terms of prevention.

Annexes:
I - Assessing the necessity and effects of intervention at EU level by REGINE research programme on Gender (Université Paris Ouest Nanterre La Défense)
II - Economic and legal aspects of the added value of measures to combat violence against women by Professor Sylvia Walby and Philippa Olive (Lancaster University)

Study
Annex I
Annex II
Girls’ education in Pakistan - Malala Yousafzai

Publication type: At a Glance
Date: 14-11-2013
Author: Cornelia KLUGMAN-VUTZ
Policy area: Gender Issues, Equality and Diversity | Foreign Affairs
Keyword: Pakistan | educational institution | honour | access to education | dropout | denominational education | right to education | position of women | education statistics | women's rights | religious fundamentalism | gender equality
Summary: The European Parliament's 2013 Sakharov Prize will be awarded to 16 year old education activist Malala Yousafzai from Pakistan. Pakistan is the country with the second highest number of children out of school, according to UNESCO. Two-thirds (over 3 million) of these are girls.

Gender balance on company boards

Publication type: At a Glance
Date: 14-11-2013
Author: Rafał MAŃKO
Policy area: Gender Issues, Equality and Diversity | Employment | Contract Law, Commercial Law and Company Law
Keyword: self-regulation | female worker | equal treatment | job access | position of women | board of directors | promotion | job description | gender equality | proposal (EU)
Summary: Although the number of women on company boards is growing, they remain under-represented. Whether greater gender balance is needed and how that could be reached remains controversial. The Commission has proposed to set, at EU level, a minimum quota of women among non-executive board members.

Droits des victimes de la criminalité: État des lieux et perspectives de l'action de l'UE

Publication type: Briefing
Date: 05-11-2013
Author: Anna DIMITROVA -STULL
Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity

La condition féminine en Arabie Saoudite

Publication type: At a Glance
Date: 24-10-2013
Author: Eric PICHON
Policy area: Gender Issues, Equality and Diversity | Human Rights
Summary: Médiasée par les manifestations pour le droit de conduire, la situation des femmes en Arabie Saoudite est l'une des plus inégalitaires des pays développés. Les pressions internationales et les nécessités économiques ont incité le roi Abdallah à entreprendre des réformes : celles-ci visent à améliorer la représentation politique des femmes et à leur ouvrir le marché du travail. Ces mesures n’ont cependant pas aboli la ségrégation sociale dont les femmes sont l’objet ni la pratique de tutelle masculine qui limite leurs droits.

Access to Shelters of Undocumented Migrant Women Fleeing Domestic Violence: The Legal and Practical Situation in the Member States

Publication type: Study
Date: 15-10-2013
External author: Katie McCracken, Kate Cook and Khatidja Chantler (OpCit Research, London, the UK)
Policy area: Gender Issues, Equality and Diversity
Keyword: female migrant | information analysis | domestic violence | position of women | marginalisation | trafficking in human beings | illegal migration | European Institute for Gender Equality
Summary: This study is a literature review about the ability of undocumented migrant women who experience domestic violence to access shelter and support. The study brings together data on characteristics of this group of women and the difficulties they face in seeking help. It includes eight case studies and important lessons about the political/economic, social and individual-level barriers to their seeking the help they need to preserve their Human Right to safety.

### Overview of the Worldwide Best Practices for Rape Prevention and for Assisting Women Victims of Rape

**Publication type** Study  
**Date** 10-10-2013  
**External author** Sylvia Walby (Lancaster University, UK), Philippa Olive (Lancaster University), Jude Towers (Lancaster University), Brian Francis (Lancaster University), Sofia Strid (Örebro University, Sweden), Andrea Krizsán (Central European University, Budapest, Hungary), Emanuela Lombardo (Università Complutense de Madrid, Spain), Corinne May-Chahal (Lancaster University), Suzanne Franzway (University of South Australia), David Sugarman (Lancaster University), Bina Agarwal (University of Delhi and University of Manchester)  
**Policy area** Gender Issues, Equality and Diversity  
**Keyword** prevention of delinquency | public awareness campaign | fight against crime | sexual violence | help for victims | women’s rights | civil society | gender equality | penalty  
**Summary** The study provides an overview of the worldwide best practices for rape prevention and for assisting women victims of rape. It reviews the international literature and offers selected examples of promising practices. It addresses the comprehensive range of policies in the fields of gender equality; law and justice; economy, development and social inclusion; culture, education and media; and health. It presents a wide-ranging set of examples of best practice. It concludes with a series of recommendations, based on the social scientific evidence presented in the study.  

The Policy on Gender Equality in Croatia – Update 2013

**Publication type** In-Depth Analysis  
**Date** 16-09-2013  
**External author** Morana Palikovic Gruden and Ana Gruden  
**Policy area** Gender Issues, Equality and Diversity  
**Keyword** sexual discrimination | Croatia | equal pay | domestic violence | prostitution | participation of women | position of women | trafficking in human beings | women’s rights | gender equality  
**Summary** This note updates the overview of gender equality in Croatia from 2011. Apart from providing the history of institutional and political development in Croatia in this area, it illustrates in particular measures taken regarding women's economic independence, the reconciliation of work and family life, women in decision-making, policies against violence against women, and the fight against stereotypes. Moreover, the two controversial issues of sexual health and rights and prostitution are briefly addressed.  

The Policy on Gender Equality in Hungary – Update 2013

**Publication type** In-Depth Analysis  
**Date** 16-09-2013  
**External author** Eva Fodor (Department of Gender Studies, Central European University, Budapest, Hungary)  
**Policy area** Gender Issues, Equality and Diversity  
**Keyword** Hungary | sexual violence | equal pay | domestic violence | prostitution | child care | trafficking in human beings | parental leave | gender equality  
**Summary** This note updates the overview of gender equality in Hungary from 2010. Apart from providing the history of institutional and political development in Hungary in this area, it illustrates in particular measures taken regarding women’s economic independence, the reconciliation of work and family life, women in decision-making, policies against violence against women, and the fight against stereotypes. Moreover, the two controversial issues of sexual health and rights and prostitution are briefly addressed.  

Empowerment of Roma Women within the European Framework of National Roma Inclusion Strategies

**Publication type** Study  
**Date** 16-09-2013  
**External author** Niall Crowley, Angela Genova and Silvia Sansonetti  
**Policy area** Gender Issues, Equality and Diversity  
**Keyword** access to education | ethnic discrimination | EU action | housing allocation | Roma | domestic violence | participation of women | trafficking in human beings | women’s rights  
**Summary** This study focuses on the concept of empowerment of Romani women to analyse the existing living conditions of Romani women, interpret the national Roma inclusion strategy and to scrutinise good practices. The analysis shows that the present living conditions of Romani women in European Member States call for intervention. Romani women’s empowerment and gender mainstreaming approaches have to be fostered in National Roma Inclusion Strategies.  

29-07-2019  
Source : © European Union, 2019 - EP

Publication type: Study  
Date: 16-09-2013  
External author: Niall Crowley, Angela Genova and Silvia Sansonetti  
Policy area: Gender Issues, Equality and Diversity  
Keyword: access to education | ethnic discrimination | EU action | Croatia | Roma | domestic violence | job access | participation of women | trafficking in human beings | socioeconomic conditions  
Summary: This study focuses on the concept of empowerment of Romani women to analyse the existing living conditions of Romani women, interpret the national Roma inclusion strategy, and to scrutinise good practices. The analysis shows that the present living conditions of Romani women in Croatia call for intervention and that the national Roma inclusion strategy has the potential to impact positively on the empowerment of Romani women. This is also confirmed by the discussion of some successfully implemented empowering measures.

Study EN


Publication type: Study  
Date: 16-09-2013  
External author: Niall Crowley, Angela Genova and Silvia Sansonetti  
Policy area: Gender Issues, Equality and Diversity  
Keyword: Hungary | access to education | EU action | housing allocation | Roma | domestic violence | job access | participation of women | woman | socioeconomic conditions  
Summary: This study focuses on the concept of empowerment of Romani women to analyse the existing living conditions of Romani women, interpret the national Roma inclusion strategy, and to scrutinise good practices. The analysis shows that the present living conditions of Romani women in Hungary call for intervention. The national Roma inclusion strategy may have positive impacts on women’s empowerment but its effectiveness is limited by an unfavourable institutional context.

Study EN

Women in Fisheries: A European Perspective

Publication type: Study  
Date: 15-07-2013  
External author: Katia FRANGOUDES (University of Western Brittany, UMR Amure, France)  
Policy area: Gender Issues, Equality and Diversity | Fisheries  
Keyword: Structural Funds | social-security benefit | fisherman | employment statistics | female worker | woman | voluntary organisation | non-standard employment | aquaculture | gender equality  
Summary: This note gives an overview of the current situation faced by women in the fisheries and aquaculture sector in Europe and the prerequisites for improved gender mainstreaming. It presents and discusses the available data on female employment in the sector, the problems faced by women’s fisheries organisations and their future prospects. The note also proposes that the impact of the EFF on the promotion of gender equality should be evaluated, and outlines the expectations vested in the EMFF.

Study ES, EN, FR

Electoral Gender Quota Systems and their Implementation in Europe

Publication type: In-Depth Analysis  
Date: 14-06-2013  
External author: Lenita Freidenvall and Drude Dahlerup (Department of Political Science, Stockholm University, Sweden)  
Policy area: Gender Issues, Equality and Diversity  
Keyword: statistics | political parties | electoral system | national parliament | participation of women | position of women | elective office | voting method | gender equality  
Summary: The note is an updated version of the 2011 study Electoral Gender Quotas and Their Implementation in Europe (PE 408.309), and it maps the diffusion of electoral gender quotas in the 30 EU/EEA countries and evaluates the effectiveness of different quota types in different electoral systems. The note shows that legislated quotas are implemented in eight countries and party quotas in 14 (additional) countries. It also shows that some gender quotas have resulted in major leaps in women’s representation, while others had led to almost no change. In general, the note reveals a mixed picture in Europe when it comes to women’s representation. It shows that women’s parliamentary representation only increased from 23.6 per cent in 2008 to 24.7 per cent in 2011 to 25.6 per cent in 2013. In the most recent parliamentary election in 19 of the countries as well as in the election to the European Parliament women’s representation increased. Four countries experienced stagnation, and in seven of the countries women’s share of the MPs dropped.

In-Depth Analysis EN

Source: © European Union, 2019 - EP 74

External author: Elżbieta H. Oleksy (Women's Studies Centre, Department of Transatlantic and Media Studies, University of Lodz, Poland), Isabelle Kürschner (Germany), Michelle Randall (USA) and Serap Altinisik (European Women's Lobby, Fundraising Coordinator and Policy Officer, Brussels, Belgium)

Policy area: Culture | Gender Issues, Equality and Diversity

Keyword: political parties | candidate | European election | mass media | political involvement | position of women | political representation | gender equality


Study EN

Women in Decision-Making: The Role of the New Media for Increased Political Participation

External author: OpCit Research (KMRC Ltd.)

Policy area: Culture | Gender Issues, Equality and Diversity

Keyword: political group (EP) | Internet | Member of the European Parliament | political involvement | participation of women | position of women | political representation | political figure | interactive network | new technology

Summary: This study reviews the barriers to women's involvement in politics and, through case studies and research with new media users, how new media may help to increase women's involvement at different levels of political participation, including formal representative politics.

Study EN

Application of the Principle of Equal Pay for Men and Women for Equal Work of Equal Value: European Added Value Assessment (+ Annexes I-III)

Author: Micaela DEL MONTE

External author: Juliet Webster (Annex I), Usman Khan et al (Annex II), Fondazione Cultura Lavoro (Annex III)

Policy area: European Added Value | Gender Issues, Equality and Diversity | Economics and Monetary Issues

Keyword: social impact | economic consequence | female worker | approximation of laws | equal treatment | equal pay | income | female work | cost-benefit analysis | EC Directive | gender equality | EU statistics

Summary: Women across the European Union bring home 16.2% less than their male counterparts in the EU. This figure is more than just a statistic: it has real-life consequences for the women concerned, for their families and for society at large. The European Parliament firmly believes that reducing the pay gap remains a political priority. It is not only about economic empowerment, it is also a matter of social justice. This EU Added Value Assessment supports the European Parliament’s view that reducing the gender pay gap, in particular by revising Directive 2006/54/EC, could be very beneficial, not only for individuals but also for society in general. It would help achieve inclusive growth and ensure economic and social cohesion and competitiveness, in line with the objectives set in the Europe 2020 Strategy.

ANNEX I: Social and Labour Market-Related Aspects
ANNEX II: Economic Aspects
ANNEX III: Legal Aspects

Study DE, EN, FR, HU

Annex I EN
Annex II EN
Annex III EN

Work-life balance: Measures to help reconcile work, private and family life

Author: Ron DAVIES

Policy area: Social Policy | Gender Issues, Equality and Diversity

Keyword: leave on social grounds | flexible working hours | job satisfaction | part-time employment | quality of life | family protection | pay policy

Summary: Good work-life balance promotes the well-being of workers and can contribute to achieving other EU policy goals. However currently more than one worker in five expresses dissatisfaction with their personal situation. Achieving work-life balance can be made easier by family-oriented policies and flexibility in the organisation of work. It has been suggested that 2014 be designated the European Year for Reconciling Work and Family Life.

Briefing EN
Promoting fertility in the EU: Social policy options for Member States

Publication type Briefing
Date 21-05-2013
Author Ron DAVIES
Policy area Social Policy | Gender Issues, Equality and Diversity
Keyword economic consequence | motherhood | population ageing | birth policy | family policy | social security | fertility | socioeconomic conditions | care of mothers and infants | demographic analysis
Summary Birth rates are below replacement levels in all EU Member States. The possible result-- a population with fewer younger workers and a larger proportion of older people-- poses problems for economic growth and the maintenance of social welfare systems. Member States have policy options to promote fertility, but these policies can be costly and their effects may be unclear or weak.

Mutual recognition of protection measures in civil matters

Publication type At a Glance
Date 16-05-2013
Author Francesca FERRARO
Policy area Public international law | Private international law and judicial cooperation in civil matters | Gender Issues, Equality and Diversity
Keyword judicial cooperation in civil matters in the EU | enforcement of ruling | mutual recognition principle | summary procedure | help for victims
Summary According to the Stockholm Programme, natural persons moving around the EU should have the same level of protection in all Member States (MS), within the common area of freedom, security and justice. The principle of mutual recognition has recently been applied to protection measures in criminal matters. The EP and Council are now asked to agree on a new legal framework bringing in the same principle for protection measures in civil matters.

Discrimination Generated by the Intersection of Gender and Disability

Publication type Study
Date 15-05-2013
External author Konstantina DAVAKI (LSE HealthSocial Policy, London School of Economics and Political Sciences, London, UNITED KINGDOM), Claire MARZO (European Institute, London School of Economics and Political Sciences, London, UNITED KINGDOM), Elisa NARMINIO (LSE Consulting, London School of Economics and Political Sciences, London, UNITED KINGDOM) and Maria ARVANITIDOU (UnitedHealth Group, London, UNITED KINGDOM)
Policy area Public international law | Private international law and judicial cooperation in civil matters | Gender Issues, Equality and Diversity | EU Law: Legal System and Acts
Keyword social participation | access to information | sexual discrimination | disabled person | sexual violence | woman | rights of the individual | access to education | health care system | equal treatment | discrimination based on disability | birth control | job access
Summary Disabled women are at the intersection of various forms of discrimination on the grounds of gender and disability. This report provides an overview of relevant legislation and its limitations. It examines the ways this discrimination manifests itself in many domains of the private and public spheres. An intersectionality approach is seen as the most appropriate tool to analyse the complexity of this phenomenon and inform future policies and legislation, which will ensure participation and realisation of disabled women's full potential.

A Comparative Study on the Regime of Surrogacy in EU Member States

Publication type Study
Date 15-05-2013
External author Laurence BRUNET (Lead - Université Paris I), Janeen CARRUTHERS (University of Glasgow), Konstantina DAVAKI (London School of Economics), Derek KING (London School of Economics), Claire MARZO (London School of Economics) and Julie MCCANDLESS (London School of Economics)
Policy area Public international law | Social Policy | Private international law and judicial cooperation in civil matters | Gender Issues, Equality and Diversity | Public Health | EU Law: Legal System and Acts
Keyword legal status | case-law | descendant | surrogate mother | EU Member State | parental authority | comparative study | EU competence | children's rights | gender equality | private international law
Summary This study provides a preliminary overview of the wide range of policy concerns relating to surrogacy as a practice at national, European and global level. It undertakes an extensive examination of national legal approaches to surrogacy. It also analyses existing European Union law and the law of the European Convention of Human Rights to determine what obligations and possibilities surround national and transnational surrogacy. The study concludes that it is impossible to indicate a particular legal trend across the EU, however all Member States appear to agree on the need for a child to have clearly defined legal parents and civil status.
Women's entrepreneurship in the EU

Publication type: Briefing  
Date: 30-04-2013  
Author: Willemijn DE JONG  
Policy area: Gender Issues, Equality and Diversity | Employment  
Keyword: business start-up | female worker | entrepreneurship | early-stage capital | participation of women | position of women | family policy  
Summary: Female entrepreneurship is important to the European Union for both gender equality and economic growth. Yet, while women are catching up on labour markets, the gender gap in entrepreneurship is still wide.

The Policy on Gender Equality in Portugal

Publication type: In-Depth Analysis  
Date: 15-04-2013  
External author: Ana Cristina Santos (Centre for Social Studies, University of Coimbra, Portugal) and Maria do Mar Pereira (Centre for Interdisciplinary Gender Studies, University of Leeds, UK)  
Policy area: Gender Issues, Equality and Diversity  
Keyword: female unemployment | national law | Portugal | equal treatment | equal pay | domestic violence | participation of women | position of women | female work | gender equality  
Summary: This note reviews gender equality data, legislation and policies in Portugal in the six priority areas outlined in the European Roadmap for Equality between Women and Men (2006-2010). It demonstrates that significant progress has been made in the development of legislation and programmes promoting gender equality within the Roadmap period, but there continue to exist several obstacles to full gender equality and some of this progress has stalled or even reversed in the context of the current financial crisis and subsequent austerity policies.

The Advantages of a Gender-Sensitive Approach to Tackle Youth Unemployment

Publication type: Study  
Date: 15-04-2013  
External author: Manuela Samek Lodovici and Monica Patrizio (Istituto per la Ricerca Sociale - IRS, Italy), Agneta Stark (Sweden), Daniel Molinuevo (Eurofound, Ireland), Matthias Sutter (University of Innsbruck, Austria), Antigone Lyberaki and Katie McCracken (OpCit Research, UK) and Flavia Pesce and Eugenia De Rosa (Istituto per la Ricerca Sociale - IRS, Italy)  
Policy area: Gender Issues, Equality and Diversity | Employment  
Keyword: worker adaptability | youth unemployment | female unemployment | integration into employment | child care | job access | job security | gender equality | EU employment policy  
Summary: Proceedings of the workshop on "The Advantages of a Gender-Sensitive Approach to Tackle Youth Unemployment", held on 23 April 2013 in Brussels.

The female face of sustainable development

Publication type: Briefing  
Date: 08-04-2013  
Author: Willemijn DE JONG  
Policy area: Environment | Gender Issues, Equality and Diversity | Development and Humanitarian Aid  
Keyword: EU environmental policy | female worker | social inequality | economic development | sustainable development | participation of women | position of women | gender equality  
Summary: Whilst gender equality is an objective of sustainable development in its own right, it is also said to be one of the key enablers of sustainable economic growth and the Green Economy. In search for the right balance between the three pillars of sustainable development, women face different challenges than men.

The Psychology and Economics of Women in Leadership

Publication type: In-Depth Analysis  
Date: 15-03-2013  
External author: Kim Peters, Michelle Ryan, S. Alexander Haslam, and Thekla Morgenroth  
Policy area: Gender Issues, Equality and Diversity  
Keyword: occupational psychology | equal pay | position of women | board of directors | female work | promotion | gender equality  
Summary: Although the number of women in the workforce has never been higher, they remain relatively underrepresented in leadership positions. In this note we discuss three ways in which the workplace experiences of women differ from those of men and how these can negatively affect women’s experiences in, and attainment of, leadership positions.
The recruitment practices in top management and non-executive directors' positions in Europe

Publication type: In-Depth Analysis
Date: 15-03-2013

External author: Ms. Zubia Hawcroft, Director (EMEA), MSC Headhunting
Dr. Elaine Dewhurst, Lecturer in Employment Law, University of Manchester

Policy area: Gender Issues, Equality and Diversity

Keyword: recruitment | sexual discrimination | public awareness campaign | equal treatment | job access | board of directors | directive (EU) | female work | gender equality

Summary: This note examines the barriers to recruitment of women in top management and non-executive directors' positions in Europe from the perspective of an Executive Search Agency. It also analyses the proposed Directive and makes relevant recommendations for development of such a system. It concludes that, as a minimum, the barriers to recruitment should be the main focus of any action in this area.

In-Depth Analysis EN

Women on Corporate Boards in Europe

Publication type: In-Depth Analysis
Date: 15-03-2013

External author: Colette Fagan (University of Manchester, the UK)

Policy area: Gender Issues, Equality and Diversity

Keyword: Spain | Corporate Governance | France | United Kingdom | equal treatment | Norway | Finland | board of directors | Sweden | female work | gender equality

Summary: This note summarises the main findings from research which combined an international overview of trends in women's representation on corporate boards with in-depth case study analysis of eight European countries. The countries were selected because they encapsulated different policy approaches: quotas, 'soft law' governance codes and non-intervention. Well-designed quota tools are found to be an effective means of stimulating change in non-executive board positions, despite being considered contentious by many stakeholders. Policy recommendations are drawn from the results of this project.

In-Depth Analysis EN

Legal Instruments for Gender Quotas in Management Boards

Publication type: In-Depth Analysis
Date: 15-03-2013

External author: Sylvia Walby (Lancaster University, the UK)

Policy area: Gender Issues, Equality and Diversity | EU Law: Legal System and Acts

Keyword: company law | labour law | equal treatment | employment policy | EU Member State | board of directors | female work | gender equality

Summary: The note offers an analysis of the existing legal instruments for gender quotas on management boards. It addresses the range of companies that are targeted, the proportion of each gender to be represented, the timetable for implementation, the sanctions that can be applied and the nature of the legal regime within which the laws are developed. The focus is on legal instruments in the Member States of the EU.

In-Depth Analysis EN

The Policy on Gender Equality in Lithuania

Publication type: In-Depth Analysis
Date: 15-03-2013

External author: Margarita Jankauskaite (European Humanities University and Center for Equality Advancement, Lithuania)

Policy area: Gender Issues, Equality and Diversity

Keyword: national statistics | sexual discrimination | national law | equal treatment | Lithuania | equal pay | participation of women | position of women | women's rights | female work | gender equality

Summary: The note reviews the most important legislation, institutional arrangements and policy programs with regard to gender equality in Lithuania and covers six key thematic areas including equal economic independence for women and men, the reconciliation of private and professional life, equal participation in decision making, the eradication of all forms of gender based violence, public attitudes towards gender and reproductive rights.

In-Depth Analysis EN
Workshop on Gender Balance in Corporate Boards and Top-Management - Member States without Legislation on Quotas: Three Case Studies

Publication type: Study
Date: 15-03-2013
External author: Elena Doldor (Gender balance on corporate boards in the UK: state of play and prospects for change), Katja Langenbucher (Legal aspects of gender balance on corporate boards in Germany) and Beáta Nagy (Gender on corporate boards and in top management in Hungary)
Policy area: Gender Issues, Equality and Diversity
Keyword: self-regulation | Hungary | Corporate Governance | Germany | United Kingdom | equal treatment | board of directors | female work | promotion | gender equality
Summary: The majority of the EU Member States does not have a legislation imposing a gender quota in corporate boards and top-management. The following notes present the main characteristics of the national situations regarding the gender balance in top management positions and corporate board diversity in three of these Member States: UK, Germany and Hungary. They analyse the corporate governance policy and the obstacles to a better gender diversity.
Study EN

Women and Girls as Subjects of Media’s Attention and Advertisement Campaigns: The Situation in Europe, Best Practices and Legislations

Publication type: Study
Date: 15-03-2013
External author: Elisa Giomi, Silvia Sansonetti and Anna Lisa Tota (Fondazione Giacomo Brodolini)
Policy area: Gender Issues, Equality and Diversity | EU Law: Legal System and Acts
Keyword: public opinion | self-regulation | sexual discrimination | advertising | means of communication | national law | equal treatment | position of women | audiovisual communications policy | gender equality | code of conduct
Summary: This study focuses on the mechanisms through which gender representation on the media (TV, advertising, news and new media) hampers the achievement of gender equality. It provides an overview of the main definitions, theories and studies and explores the regulatory acts existing in EU 27 Member States exploring the most interesting experiences (good practices) in order to present under what conditions they are more effective. A stakeholder mapping in the EU 27 Member states is also included.
Study EN

European women and the crisis

Publication type: At a Glance
Date: 07-03-2013
Author: Willemijn DE JONG
Policy area: Gender Issues, Equality and Diversity
Keyword: female unemployment | economic recession | position of women | women's rights | care of mothers and infants | gender equality
Summary: Whilst contracting output in male-dominated sectors prompted some analysts to talk of a "he-cession", others argue that the effects on women remain to be revealed as the crisis unfolds further.
At a Glance EN

The situation of women and gender-specific violence in India

Publication type: Briefing
Date: 07-03-2013
Author: Cornelia KLUGMAN-VUTZ
Policy area: Gender Issues, Equality and Diversity | Foreign Affairs | Human Rights
Keyword: sexual discrimination | police | India | sexual violence | judicial inquiry | women's rights | gender equality | human rights
Summary: India is a comparatively unsafe country for women. The gang rape and murder of a young woman in Delhi in December 2012 gave rise to mass protests and a worldwide debate about violence against women in India. Rapes, "femicide" and "dowry deaths" also raised questions about the general position of women in Indian society.
Briefing EN
Improving the Gender Balance Among Non-Executive Directors of Publicly Listed Companies: Initial Appraisal of the European Commission's Impact Assessment

Publication type Briefing
Date 15-02-2013
Author Alexia MANIAKI-GRIVA
Policy area Ex-ante Impact Assessment | Gender Issues, Equality and Diversity
Keyword impact study | recruitment | large business | job access | board of directors | female work | gender equality
Summary This note seeks to provide an initial analysis of the strengths and weaknesses of the European Commission's Impact Assessment (IA) accompanying the proposal for a Directive on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures.

Gender Aspects of the Effects of the Economic Downturn and Financial Crisis on Welfare Systems

Publication type Study
Date 15-02-2013
External author Katie McCracken, Matteo Jessoula, Antigone Lyberaki, Will Bartlett and Ewa Kusidel (OpCit Research)
Policy area Social Policy | Gender Issues, Equality and Diversity
Keyword poverty | labour market | social-security benefit | sexual discrimination | economic recession | position of women | family policy | female work | gender equality | EU employment policy
Summary This study explores the impact on women of the economic and financial crisis of 2007/8 and 2009/10, in terms of social welfare systems across the EU. It reviews EU level statistics and provides six in depth case studies of EU Member States, which explore the gender impacts of reforms introduced as a result of the crisis.

European women and the crisis

Publication type Briefing
Date 14-02-2013
Author Willemijn DE JONG
Policy area Social Policy | Gender Issues, Equality and Diversity | Financial and Banking Issues
Keyword female unemployment | female worker | economic recession | position of women | women's rights | gender equality
Summary Labour markets across the European Union (EU) were severely impacted by the recession with a record high average unemployment rate of 10.7%. Nevertheless, effects of the crisis differ across Member States (MS) and also present different pictures for men and women. The crisis has been repeatedly considered "male-dominated" as men's unemployment figures rose more dramatically in the recession's early stages. Yet, economists fear the effect of the crisis on women will soon start to reveal itself. They contend that women would be more vulnerable to the later effects of the crisis, given the nature of their employment contracts and the implications of austerity measures on the sectors that employ them, such as care and welfare, of which they are also the main beneficiaries.

Human Rights Protection Mechanisms in Africa: Strong Potential, Weak Capacity

Publication type In-Depth Analysis
Date 04-02-2013
Author Manuel MANRIQUE GIL | Anete BANDONE
Policy area Gender Issues, Equality and Diversity | Democracy | Foreign Affairs | Human Rights
Keyword peace | institutional structure | Africa | African Charter on Human and Peoples' Rights | the EU's international role | operation of the Institutions | women's rights | children's rights | human rights
Summary The African Union (AU) has three principal mechanisms for protecting human rights on the continent: a Charter, a Commission and a Court all devoted to Human and Peoples' Rights. These are complemented by other specific instruments, by the work of the AU institutions and by various international and national laws. Despite this complex web, human rights are still violated in numerous African countries. The reasons stem from the fact that many legal instruments have not been ratified, that the human rights system suffers from weak capacity and — crucially — that many AU member states lack the political will to improve the situation. Human rights are an important element of AU-EU relations in the framework of the bi-regional Joint Strategy (JAES), although the results of this partnership have so far been disappointing. The new AU Commission, elected in 2012, may be more ready to engage on a substantive dialogue on the matter. The change presents an important opportunity to deepen the dialogue on dedicated human rights forums and to emphasise human rights as an essential element of common AU–EU approaches to other areas, such as development or peace and security in Africa.
### Achieving Geographical and Gender Balance in the European External Action Service

**Publication type** Study  
**Date** 10-01-2013  
**External author** Simon DUKE and Sabina KAJNIČ LANGE (European Institute of Public administration, Maastricht, Netherlands)  
**Policy area** Gender Issues, Equality and Diversity | Foreign Affairs  
**Keyword** European External Action Service | institutional structure | staff assessment | appointment of staff | gender equality  
**Summary** This study explores the current state of affairs within the European External Action Service (EEAS) regarding geographical and gender balance. The study briefly outlines the political and legal background to both issues. The issues, however, pose distinct but related questions. Both demand long-term strategies, especially in the light of the shorter term legacy problems inherited by the EEAS from its constituent components. The issues are distinct in the sense that geographical balance lacks any obvious benchmark and thus notion of what 'balance' should be struck, beyond representation of all EU members at the most senior levels of the Service. Gender balance, by way of contrast, has more obvious societal and institutional based measures of balance. Progress in both regards has been made which, although symbolic, is important for inculcating a sense of wider ownership in the Service. The study concludes with a number of specific recommendations regarding possible ways of improving both geographical and gender balance within the still young EEAS.  
**Study** EN

### Analysis of Five National Reform Programmes 2012 Regarding the Pursuit of the Union's Gender Equality Objectives

**Publication type** Study  
**Date** 03-12-2012  
**External author** Antigone Lyberaki, Elvira González and Daniel Schmidt (Fondazione Giacomo Brodolini, Italy)  
**Country experts**  
- Antigone Lyberaki  
- Ana Ploemien  
- Anita Nyberg and Nadja Bergmann  
**Policy area** Gender Issues, Equality and Diversity  
**Keyword** female worker | EU Member State | equal pay | economic recession | participation of women | position of women | care of mothers and infants | gender equality  
**Summary** This study evaluates the Member States’ progress towards the EU’s gender equality objectives in the context of the EU 2020 Strategy and of the European Semester. As gender-specific indicators are not applied in the current policy coordination process, the study offers constructive guidance for policy makers at national and EU level on how to address gender equality aspects deemed essential to achieve the EU 2020 targets in the framework of the 2013 European Semester process.  
**Study** EN  
**Executive summary** DE, FR

### Egypt - A Strategic Partner for the EU

**Publication type** In-Depth Analysis  
**Date** 22-11-2012  
**Author** Pekka HAKALA | Elyes GHANMI | Pasquale DE MICCO  
**Policy area** Gender Issues, Equality and Diversity | Democracy | Foreign Affairs | Human Rights  
**Keyword** EU relations | freedom of association | freedom of the press | democracy | democratisation | women's rights | foreign policy | Egypt | economic situation | human rights  
**Summary** In the most populous Arab nation, Egypt's newly elected officials are working to recapture their country's old role of regional leader, tarnished under the previous regime. The country's political and economic potential is still constrained by the complexity of its transition from authoritarian rule to democracy. After decades of government largely influenced by the military, a new era of political leaders are seeking their political direction. These politicians—for the most part Islamists—enjoy a clear mandate, garnered in a series of free and fair elections. It is essential that the political transition process continue, and that new democratic institutions be established. Egypt's fledgling democracy must be consolidated in a new constitution, also approved by the Egyptian people. Fundamental human rights and the equality of all citizens must be guaranteed, and economic growth jump-started. The EU is Egypt's first trading partner, and the EU would benefit from a greater political alliance with Egypt. Egypt's success in mediating a cease-fire between Hamas and Israel has underscored its role as a principal power in a region profoundly altered by the Arab Awakening. Egypt is a strategic partner for the European Union, and the Union should assume a more palpable presence in the country, deepen its political dialogue and support Egypt's democratic transition and socio-economic development.  
**In-Depth Analysis** EN

### The Policy on Gender Equality in Ireland

**Publication type** In-Depth Analysis  
**Date** 15-11-2012  
**External author** Aine Travers (National Women’s Council of Ireland)  
**Policy area** Gender Issues, Equality and Diversity  
**Keyword** poverty | domestic violence | participation of women | position of women | trafficking in human beings | disease prevention | women's rights | Ireland | gender equality  
**Summary** This note provides an overview of legislation, policy, and practice in Ireland relating to gender equality. Areas of focus include the changing nature of Ireland’s labour market and social welfare system; gender and healthcare; gender-based violence; women in decision making; intersection of different forms of discrimination; and cultural stereotypes.  
**In-Depth Analysis** EN
Gender Related Asylum Claims in Europe

Publication type: Study
Date: 15-11-2012
External author: Hana Cheikh Ali, Christel Querton and Elodie Soulard
The research was undertaken by:
- Belgium and France: Elodie Soulard (France terre d’asile),
- Hungary: Gruša Matevžič (Hungarian Helsinki Committee),
- Italy: Daniela Di Rado (Consiglio Italiano per i Rifugiati),
- Malta: Daniela Di Rado and Anna Galosi (Consiglio Italiano per i Rifugiati),
- Romania: Bianca Albou and Luiza Burilbasa (Jesuit Refugee Service),
- Spain: Hana Cheikh Ali (Comisión Española de Ayuda al Refugiado),
- Sweden: Maria Bexelius (Consultant for Asylum Aid),
- United Kingdom: Christel Querton (Asylum Aid).

Policy area: Gender Issues, Equality and Diversity | EU Law: Legal System and Acts
Keyword: aid to refugees | political asylum | female migrant | EU Member State | help for victims | trafficking in human beings | refugee

Summary: This research considers the law, policies and practice for gender-related asylum claims in nine EU Member States. The resulting comparative analysis demonstrates the many disparities in the way EU Member States handle such claims. The report concludes that women are not guaranteed consistent gender-sensitive treatment when they seek protection in Europe. It identifies a number of recommendations for a range of institutions in order to achieve a gender-sensitive asylum system across Europe.

Study EN, FR

Enhancing EU Action to Support Universal Standards for Women’s Rights During Democratic Transitions - The Case of Democratic Transition in the MENA Region

Publication type: Study
Date: 13-11-2012
External author: Researches supervised and conducted by:
- Kalliope Agapiou-Josephides (University of Cyprus) and Florence Benoît-Rohmer (University of Strasbourg).
- Primary contributions from:
  - Annette Jünemann (Helmut Schmidt Universität - Universität der Bundeswehr Hamburg),
  - Roberta Aluffi (University of Turin),
  - Leila Jordens-Cotran (Arab Dutch Law) and Christina Kaili (University of Cyprus).
- Contribution in the compilation of the research report: Kypros Savva (University of Cyprus).

Policy area: Gender Issues, Equality and Diversity | Democracy | Foreign Affairs | Human Rights
Keyword: sexual discrimination | North Africa | sexual violence | democracy | participation of women | democratisation | women's rights | Tunisia | human rights

Summary: This study is devoted to providing an analysis of the policy initiatives and recent research while also assessing the possibilities for entry points relevant to the enhancement of EU action to support universal standards for promoting women’s rights in the context of democratic transitions. The authors share the view that women’s rights will be the litmus test of a successful democratic transition. They explore and analyse the gender dimension in the context of democratic transition processes, with a special focus on current sociopolitical changes taking place in the MENA region. This is done with special attention to women’s political participation to show the importance of gender-responsive legislation, constitutions and accountability systems. In this regard transitional violence against women is treated as a cross cutting issue affecting women in the region and preventing them from enjoying their rights in all areas of public life and from influencing the political agendas. This study explores the initiatives taken so far on women’s rights by international organisations and the authors attempt to map EU instruments and entry points for further action. Finally, the study provides a list of pragmatic recommendations to the EU as an external promoter of democracy and gender equality.

Study EN

Gender Equality Policy in Tunisia

Publication type: In-Depth Analysis
Date: 15-10-2012
External author: Drude Dahlerup, professor, Department of Political Science, Stockholm University, Sweden with Elin Danielsson (research assistant and co-author) and Emil Johansson (research assistant and lay out) on behalf of OQ Consulting BV, the Netherlands

Policy area: Gender Issues, Equality and Diversity
Keyword: sexual offence | sexual discrimination | domestic violence | Islam | participation of women | position of women | women's rights | Tunisia | human rights

Summary: Tunisia is passing through a critical historical juncture. In the present debates about the new constitution, the role of Islam in public life and that of women’s rights are among the most central issues. Tunisia’s legislation on women’s rights is the most modern in the Arab world (including notably the right to abortion on demand and access to contraceptives). Tunisian women participated actively in the uprisings, but fear backlash after the victory of the moderate Islamist party, Ennahda, in the first free election after the fall of President Ben Ali.

In-Depth Analysis EN
Women Living Alone - An Update

Publication type: Study
Date: 15-10-2012
External author: Project Direction: Manuela Samek Lodovici (Istituto per la Ricerca Sociale - IRS, Italy) and Renata Semenza (University of Milano, Italy)
Research team: Eugenia De Rosa (IRS), Marco Fregoni (IRS), Sandra Naaf (IRS), Monica Patrizio (IRS), Flavia Pesce (IRS) and Sara Pinoli (IRS)
Policy area: Social Policy | Gender Issues, Equality and Diversity
Keyword: poverty | pension scheme | labour market | social well-being | population ageing | economic recession | woman | living conditions | social integration
Summary: The current economic downturn and financial and budgetary crisis impacts the situation of women on the labour market and their living conditions. It is interesting to see the particularities of the situation of single women older women living alone and without dependants, relative to the rest of the population and to single and elderly men and women not living alone. Besides the usual labour market indicators, indicators on the quality of employment, sources of income and living conditions should be considered. The following analysis covers all the 27 EU Member States (according to data availability). It is also important to analyse the policy changes implied by the crisis: changes in pension systems, labour market and active ageing policies and assistance policies. In this document, the qualitative analysis of the main policy reforms introduced in recent years focuses on six countries selected as representative of European welfare systems: Germany, France, Italy, Sweden, United Kingdom, Romania. The main aspects of the policy reforms identified, their functioning in the frame of the more general national welfare systems and their expected impact in the gender perspective are described with special attention given to expected impacts on women living alone without dependants and elderly women living alone. In the selected countries some good practices can be identified to alleviate (directly or indirectly) the potential negative effects of welfare and labour market reforms on the conditions of women living alone and, especially, on older women living alone. These good practices are used as evidence to draw upon for policy recommendations.

Study EN
Executive summary DE, FR

Towards an EU Roadmap for Equality on Grounds of Sexual Orientation and Gender Identity

Publication type: Study
Date: 15-10-2012
External author: Vanessa Leigh (MILIEU Ltd.), Levent Altan (MILIEU Ltd.), Jordan Long, with the participation of Evelyne Paradis (ILGA)
Policy area: Gender Issues, Equality and Diversity | Human Rights
Keyword: discrimination on the basis of sexual orientation | sexual freedom | xenophobia | freedom of expression | sexual discrimination | EU action | equal treatment | gender equality | human rights
Summary: This study presents an overview of problems faced by LGBTI persons as identified in EU studies, along with EU actions taken in this area to date. It focuses in particular on the areas of Equality (including in the fields of employment, health, education, access to goods and services and housing); specific trans and intersex issues; diverse families and freedom of movement; freedom of assembly and expression; hate speech, hate crime and violence; and fleeing homophobia and transphobia. Based on these findings, it proposes recommendations with a timeline which could be included in a roadmap for equality on grounds of sexual orientation and gender identity.

Study EN

Development of the ASEAN Human Rights Mechanism

Publication type: In-Depth Analysis
Date: 25-09-2012
External author: Vitit MUNTARBHORN (Chulalongkorn University, Bangkok, Thailand)
Policy area: Gender Issues, Equality and Diversity | Foreign Affairs | Human Rights
Keyword: EU aid | EU relations | integration of migrants | ASEAN countries | women's rights | international court | children's rights | ASEAN | legal cooperation | human rights
Summary: The study examines developments concerning human rights mechanism(s) in the Southeast Asian region, in the space known as the Association of Southeast Asian Nations (ASEAN), with a view to strengthening relations between the European Union and the region. The ASEAN Inter-governmental Commission on Human Rights (AICHR) has now been set up as the overarching body to promote and protect human rights in the ASEAN. Two sectoral bodies working on human rights have also appeared: the ASEAN Commission for the Promotion and Protection of the Rights of Women and Children (ACWC) and the ASEAN Committee on the Implementation of the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers (ACMW).

The study thus makes a number of recommendations to European institutions to help strengthen the mechanisms mentioned, while building also other checks and balances, including national human rights institutions. The door is open to a regional Declaration and or treaty on human rights, and a regional court. Various recommendations are also targeted to the European Parliament, including to help support parliamentarians in the ASEAN region to integrate human rights into their work.

In-Depth Analysis EN
Social and Employment Situation in Cyprus

Publication type: Study
Date: 20-09-2012
External author: Nicos Trimikliniotis (University of Nicosia, PRIO Cyprus Centre)

Policy area: Social Policy | Gender Issues, Equality and Diversity | Employment
Keyword: poverty | Cyprus | labour law | youth unemployment | female worker | fight against unemployment | marginalisation | working conditions | social situation | migrant worker

Summary: This Report provides a general overview of the employment and social situation in Cyprus, especially during the crisis, as well as relevant social policies in place, taking into account the national reform programme to implement the Employment Guidelines in the form of measures to reach the EU 2020 goals. It then provides an overview of presidency priorities of relevance to the EMPL committee by indicating which dossiers will probably move forward during the Cyprus presidency and which ones are less likely to do so.

Rights and protection for victims of crime

Publication type: At a Glance
Date: 07-09-2012
Author: Francesco FERRARO

Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity
Keyword: offence | criminal proceedings | help for victims | area of freedom, security and justice | violence | restorative justice | child protection | witness protection | national implementing measure

Summary: According to the EU Treaties and the Stockholm programme, criminal law should focus not only on repression, but special attention should also be paid to victims in the area of freedom, security and justice. While protection measures exist in specific cases, a May 2011 Commission proposal would extend protection to cover all types of crimes and victims.

Women in ICT

Publication type: In-Depth Analysis
Date: 16-07-2012
Author: Erika SCHULZE | Claire GENTA

Policy area: Gender Issues, Equality and Diversity | Employment | Education | Industry
Keyword: higher education | recruitment | information technology industry | scientific education | public awareness campaign | skilled worker | female worker | technology | position of women | working conditions

Summary: The information and communication technologies sector is of increasing importance to virtually every sector of the economy. There is a high demand for highly-qualified workers to fill the increasing demand of this expanding sector and women, due to their currently low presence in ICT, constitute a pool of potential candidates. This briefing paper presents a brief overview of selected literature and best-practice cases proposed by the European Commission on the issue of how to attract more women into ICT-related courses and consequently to a career in ICT. Two approaches are thus taken: firstly, an analysis of the presence of girls and young women in ICT-related courses and best practices on how to encourage them to pursue such academic path; secondly, an overview of the obstacles female workers face in their work and progression in ICT companies, and best-practice cases on how to attract more female qualified workers into the sector, how to ensure there is fair progression in their careers, and a good work-life balance.

La lutte contre la traite des personnes dans l'UE

Publication type: Briefing
Date: 27-06-2012
Author: Anna DIMITROVA -STULL

Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity

Summary: La traite des êtres humains est une violation des droits de l'homme. C'est un crime qui transforme les personnes en marchandises à acheter et à vendre. Le problème touche tous les pays de l'UE, que ce soit en tant que pays d'origine, de transit ou de destination. L'ampleur et la gravité du phénomène sont alarmantes bien que la dimension exacte de la traite des personnes dans l'Union demeure inconnue.
Écart de rémunération entre femmes et hommes
Publication type: At a Glance
Date: 16-05-2012
Author: Anna DIMITROVA-STULL
Policy area: Gender Issues, Equality and Diversity
Summary: Un écart de rémunération entre les sexes pour un même travail ou pour un «travail de même valeur» persiste partout en Europe. Les avancées dans ce domaine semblent très lentes, l’écart se creusant même dans certains États membres (p. ex. en Roumanie et au Portugal). En 2010, les femmes européennes gagnaient en moyenne 16,4% de moins que les hommes.

The Role of Women in the Green Economy - The Issue of Mobility
Publication type: Study
Date: 15-05-2012
External author: Manuela Samek Lodovici and Flavia Pesce (Istituto per la Ricerca Sociale - IRS, Italy), Patrizia Malgieri, Silvia Maffi and Caterina Rosa (TRT - Italy)
Policy area: Transport | Social Policy | Gender Issues, Equality and Diversity
Keyword: transport planning | geographical mobility | labour market | organisation of transport | female worker | sustainable development | participation of women | working conditions | information technology applications | new technology
Summary: This note highlights the characteristics and determinants of gender differences in mobility patterns emerging from the literature and presents an overview of how transport policies have been adapted to support women’s mobility needs, focusing on examples of practices implemented in four European countries. The results show significant, albeit declining, gender differences related to gender roles within households and the labour market as well as demographic trends. The policy recommendations underline the need to consider gender and environment mainstreaming in transport policies.

Relations between Company Supervisory Bodies and the Management - National Systems and Proposed Instruments at the European Level with a View to Improving Legal Efficiency
Publication type: Study
Date: 15-05-2012
External author: Valérie Tandeau de Marsac (Barreau de Paris, France) et Yann Paclot (Université de Paris XI, Paris, France)
Maîtrise d’œuvre : Jeantetassocies AARPI, cabinet d’avocats avec la collaboration de Catherine Cathiard (Barreau de Paris, France), Francis Collin (Barreau de Paris, France), Pascal Georges (Barreau de Paris, France), Emmanuelle Huck (juriste), Sylvie Le Damany (Barreau de Paris, France), Didier Poracchia (Université d’Aix-Marseille, France) and Philippe Portier (Barreau de Paris, France et Barreau de New York, USA)
Policy area: Gender Issues, Equality and Diversity | Contract Law, Commercial Law and Company Law
Keyword: management audit | company law | Corporate Governance | corporate social responsibility | organisational culture | company structure | worker participation | business management | audit | civil liability | gender equality
Summary: Proper functioning of the supervisory body and the quality of its relations with the management are among the essential conditions enabling a business to create value over the long term. The advances proposed in these two areas pertain, in particular, to the membership of the body, the training of its members and the functions of its committees, for which recommendations at the European level may be useful. They also involve the place of stakeholders (gender balance, employee involvement). These two issues are currently handled with a lack of uniformity in the 27 countries in the Union, which would benefit from the adoption of European directives.

Écart de rémunération entre femmes et hommes: Vers un réexamen de la législation de l’UE?
Publication type: Briefing
Date: 11-05-2012
Author: Anna DIMITROVA-STULL
Policy area: Social Policy | Gender Issues, Equality and Diversity
Summary: Un écart de rémunération entre les femmes et les hommes pour un même travail ou pour un «travail de même valeur» persiste partout en Europe. En dépit des efforts déployés, les avancées vers l’élimination de cet écart apparaissent très lentes, le problème tendant même à s’aggraver dans certains États membres (p. ex. au Portugal et en Roumanie). L’engagement de l’Union européenne à combattre ce phénomène remonte au Traité de Rome. Depuis, un dispositif d’outils législatifs et non législatifs a été mis en place. Acteurs principaux dans ce domaine, les États membres prennent, à l’échelle nationale, diverses mesures pour remédier aux disparités salariales hommes-femmes. Le Parlement européen a demandé, à quelques reprises déjà, à la Commission de réexaminer la législation européenne existante. La commission FEMM soumet actuellement un rapport dans ce domaine. Les positions des parties intéressées mettent en évidence l’urgence de mettre en place davantage de mesures pour lutter contre les écarts de salaire entre les sexes.
Gendercide: The Missing Women?

**Publication type**: Study

**Date**: 16-03-2012

**Author**: LIISANANTTI Anu (Overseas Development Institute, UK) and BEESE Karin (Ecologic Institute, Germany)

**Policy area**: Gender Issues, Equality and Diversity

**Keyword**: births | equal treatment | India | distribution by sex | birth policy | woman | family policy | gender equality | China | demographic analysis

**Summary**: Some countries have for many years witnessed distorted sex ratios in the sense that the share of male population is larger than one would expect based on “natural” gender ratios at birth and mortality rates. This imbalance is often the result of son preference, rooted in cultural and economic experiences, and accentuated by declining fertility and pressures to have smaller families. With a focus on China and India, where skewed sex ratios have been highlighted by the international community and recognised by their governments, this study reviews the key literature exploring the causes, current trends and consequences of sex selective practices from infanticide and neglect to more modern sex determining and selective practices such as ultrasound tests and consequent sex selective abortions. Despite legislation regulating sex selection in both China and India, these practices are difficult to monitor, with medical practitioners and equipment suppliers reaping profits from the procedures. Skewed ratios have also been observed in other countries, such as Vietnam, Albania, Azerbaijan and Georgia.

Normalisation of sex ratios cannot be achieved by simply controlling the use of sex selective technologies. A sustainable way to reduce sex selection requires strategies which focus on countering the gender inequality that drives son preference. An issue already addressed by the European Assembly, the European Parliament has a role to play in highlighting the issue through its relevant committees, such as Committee of Development, Human Rights, International Trade and Women’s Rights and Gender Equality, as well as through their country-specific delegations, as well as in the upcoming Multi-Annual Financial Framework 2014-2020.
Data for the Evaluation of the European Semester Process from a Gender Equality Perspective

Publication type Study
Date 15-03-2012
External author Paola Villa, Elvira Gonzalez and Silvia Sansonetti (Fondazione Giacomo Brodolini, Italy)
Policy area European Semester | Gender Issues, Equality and Diversity
Keyword project evaluation | statistics | female worker | EU action | equal treatment | data collection | benchmarking | position of women | gender equality
Summary The study sets out 83 indicators for the inclusion of the gender perspective in the evaluation of the Europe 2020 Strategy during the European Semester process. The indicators encompass the five EU 2020 headline targets and will introduce a gender perspective into the indicators dashboard of the European Semester. The proposal for a WIKI EU Semester & Gender Equality Web Platform is put forward as an option enhancing contributions and the follow-up of the European Semester process from a gender equality perspective by civil society organisations.

Gender Equality Policies in the USA

Publication type Study
Date 15-03-2012
External author Konstantina Davaki (London School of Economics and Political Science)
Policy area Gender Issues, Equality and Diversity
Keyword sexual offence | access to a profession | United States | sexual discrimination | health care | equal pay | participation of women | position of women | women's rights | humanisation of work
Summary Even though the most obvious forms of sex discrimination have been considerably reduced in the USA society, discrimination takes much more subtle forms. This note offers an overview of the situation in the US (at federal level) regarding gender equality and is based on 5 themes: sex discrimination in the workplace; reconciliation of private and professional life; access to health care; equal representation in decision-making; eradication of all forms of gender-based violence. It appears that, depending on the issue at stake, the US situation can be comparable to the one of some of the EU countries or be particular notably because of cultural specificities.

Gender Quotas in Management Boards

Publication type Study
Date 14-02-2012
External author Jo Armstrong and Sylvia Walby (UNESCO Chair in Gender Research Group, Lancaster University, Lancaster, the UK)
Policy area Gender Issues, Equality and Diversity | Employment
Keyword sexual discrimination | business policy | equal treatment | board of directors | gender equality
Summary The note reviews the evidence on the effectiveness of legal instruments as compared with voluntary regimes in narrowing the gender gap on corporate management boards. It finds that legal instruments to enforce quotas are an effective and fast means of achieving change. The use of voluntary regimes has led to some increase in the proportion of women on corporate boards, but the effects are significantly smaller and slower. The only instance of achieving 40% of each gender was through the use of legal instruments to enforce quotas. The note identifies and reports on the positions and recommendations of nine international bodies on this matter.

Blind people's access to books

Publication type At a Glance
Date 10-02-2012
Author Francesca FERRARO
Keyword book trade | special education | physically disabled | facilities for the disabled
Summary The Internet has opened up new possibilities, at technical (hardware/software) and economic level, for blind or sight-impaired people to gain easier access to printed information. However the vast majority of books are never converted, mainly because of copyright law, into a format which makes them accessible to blind people (such as audio, larger print or Braille). Both the United Nations and European Union have taken initiatives to overcome this discrimination.
**Sexuality Education in the EU: "Sex education" in a broader social context**

**Publication type** Briefing  
**Date** 03-02-2012  
**Author** Graham STULL  
**Policy area** Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity | Education  
**Keyword** teacher training | sexuality | sex education | public awareness campaign | reproductive health | health care profession | youth policy  
**Summary** Against the background of a vibrant, mobile EU, in which young Europeans are exposed to many sexual health risks, the issue of how to give young people the tools to make informed sexual choices remains both crucial and hotly debated.

**Briefing EN**

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**The image of women in advertising : main elements of the regulatory framework**

**Publication type** Briefing  
**Date** 19-01-2012  
**Author** Marta LATEK  
**Policy area** Gender Issues, Equality and Diversity | Consumer Protection  
**Keyword** self-regulation | image | sexual discrimination | law relating to information | equal treatment | position of women | impact of advertising | audiovisual communications policy | gender equality  
**Summary** The demeaning portrayal of women in advertising, often criticised by women's rights associations, has negative social effects in terms of equality between the genders, and for public health. This delicate issue is regulated mostly at national level in the European Union. Indeed, even if political interest in this issue is reflected in the work of the Council of Europe and the European Parliament, there are relatively few binding legal acts at international or European level concerning this issue. Each Member State sets out its own regulatory framework, which often mixes legislation with self-regulation developed by the media and advertising sectors themselves. This solution is also advocated in the Audiovisual Media Directive, the only binding EU act which prohibits gender-based discrimination in advertisements. The national frame-works differ from each other in the legal instruments used and in the specific provisions included in legal acts. Codes of self-regulation tend to have greater similarities, as they are of-ten elaborated on the basis of the Inter-national Chamber of Commerce Code of Advertising and Marketing Communication Practice.

**Briefing EN**

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**Gender Equality in Turkey**

**Publication type** In-Depth Analysis  
**Date** 16-01-2012  
**External author** Meltem MÜFTÜLER-BAÇ (Sabancı University, Istanbul, Turkey)  
**Policy area** Gender Issues, Equality and Diversity | Employment  
**Keyword** sexual offence | sexual discrimination | integration into employment | Turkey | domestic violence | position of women | women's rights | accession negotiations  
**Summary** This note reviews gender equality in Turkey with a focus on the existing legislation and programs. The issue of gender equality in Turkey is particularly important for Turkey’s adoption of EU norms and acquis. The main challenges in this respect are violence against women, equal opportunities at the work place, paid and unpaid labour, hidden forms of discrimination and access to political decision-making and representation.

**In-Depth Analysis EN**

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**The Multi-Annual Financial Framework 2014-2020 from a Gender Equality Perspective**

**Publication type** Study  
**Date** 16-01-2012  
**External author** Fondazione Giacomo BRODOLINI, Italy  
**Policy area** Gender Issues, Equality and Diversity | Financial and Banking Issues  
**Keyword** social budget | education policy | EU relations | female unemployment | financial planning | position of women | women's rights | gender equality | multiannual financial framework  
**Summary** For the enclosed five briefing notes, a gender budgeting methodology has been developed on purpose to analyze in a gender perspective the MFF proposal for 2014-2020. The MFF 2014-2020 assumes a very high relevance in the context of the financial and economic crisis as the EU Budget will finance the EU 2020 Strategy that is conceived as a pivotal tool for recovery. Despite the official declarations according to which:

- the EU 2020 Strategy was conceived as an opportunity to reform the economy in order to achieve more gender equality, and
- the intention to make gender mainstreaming the pivotal strategy for gender equality,

the gender budgeting exercise has revealed that the gender perspective is far from being assumed in all policies, at all levels and at every stage of the policy making process.

More precisely the analysis has been conducted the following five gender relevant policy issues: Economic Independence, Education and Training, Health/Wellbeing/ Environment, Fundamental Rights, External Relations showing that the attention to gender is not evenly given by issue and that evaluation/monitoring in a gender perspective is still not as widespread as it should be to ensure an actual implementation of gender mainstreaming. The study has also revealed that it is possible to design and apply a gender budgeting methodology to the EU Budget. This is a very relevant result in view of a future introduction of gender budgeting in the EU budget procedure.

**Study DE, EN, FR**
Revising the Maternity Leave Directive

Publication type At a Glance
Date 21-10-2011
Author Nicholas COPELAND
Policy area Social Policy | Gender Issues, Equality and Diversity
Keyword female worker | quality of life | occupational safety | maternity leave | child care | humanisation of work
Summary The first reading of the revision, proposed in 2008, to the Maternity Leave Directive has yet to be concluded. The EP has adopted its position, voting, inter alia, to increase minimum paid leave beyond the Commission's proposal. In the Council, however, progress has halted, with many Member States expressing strong reservations over both Commission and EP positions.

At a Glance EN

Gender Equality and Women's Rights In Palestinian Territories

Publication type In-Depth Analysis
Date 14-10-2011
External author Sophie RICHTER-DEVROE (Institute of Arab and Islamic Studies, University of Exeter)
Policy area Gender Issues, Equality and Diversity | Human Rights
Keyword sexual discrimination | violence | position of women | women's movement | women's rights | Palestine
Summary This note gives an overview of women's rights and gender equality in Palestine. It introduces the main actors, and then provides information on women's status in the economic, educational, health, political, legal and cultural domain. It finds that, although advances have been made, women activists need to continue and be supported in their struggle against dual oppression from Israeli occupation and patriarchal control, if women's rights and gender equality are to be secured in Palestine.

In-Depth Analysis EN

The Policy on Gender Equality in Denmark

Publication type In-Depth Analysis
Date 14-10-2011
External author Lise ROLANDSEN AGUSTÍN (Centre for Equality, Diversity and Gender - EDGE, Aalborg University, Denmark)
Policy area Gender Issues, Equality and Diversity
Keyword sexual discrimination | equal pay | violence | participation of women | trafficking in human beings | Denmark | gender equality
Summary The briefing paper describes current Danish policies, practices and legislation within the area of gender equality. It addresses economic independence, reconciliation policies, participation in decision-making, gender-based violence and trafficking, gender stereotypes, and gender equality in development policies. The former liberal-conservative government (2001-2011) has focused on equal opportunities, gender equality as a means to economic growth, voluntary measures and freedom of choice. Increased attention has been paid in recent years to ethnic minorities and to men's role in gender equality.

In-Depth Analysis EN

The Use of Gender in Insurance Pricing

Publication type In-Depth Analysis
Date 14-10-2011
External author Fondazione Giacomo Brodolini, Italy ; Laura CALAFA (University of Verona, Italy) and Olvia BONARDI (University of Milano, Italy)
Policy area Gender Issues, Equality and Diversity | Financial and Banking Issues
Keyword anti-discriminatory measure | life assurance | motor vehicle insurance | gender equality | judgment of the Court (EU)
Summary In March 2011, on the basis of the Council Directive 2004/113/EC implementing the principle of equal treatment between men and women in the access to and supply of goods and services, the Court of Justice applied the prohibition of direct discrimination which does not permit any specific justification, unlike indirect discrimination, in the sector of insurance which is particularly important from an economic perspective. From 21 December 2012, discrimination based on the gender will be prohibited. What is the impact of this decision on the insurance companies, on the consumers?

In-Depth Analysis EN
Abused Domestic Workers in Europe: The Case of Au Pairs

Publication type: Study
Date: 14-10-2011

External author: Helle Stenum (in cooperation with Hanne Marlene Dahl)

Policy area: Gender Issues, Equality and Diversity | Employment | EU Law: Legal System and Acts

Keyword: service occupation | EU migration policy | domestic violence | working conditions | migrant worker | illegal migration | wages for housework | Philippines

Summary: This study analyses au pair arrangements in six EU Member States (Denmark, Germany, Ireland, the Netherlands, Poland and Spain) through descriptions of national and international legal frameworks and practices of au pairing. The findings show different patterns of au pair migration and different situations of au pairing as well as different strategies to protect the au pairs. The overall recommendation is to separate current au pair immigration into two programmes: one of cultural exchange and one of domestic and core work.

Study EN

First UN resolution on human rights, sexual orientation and gender identity

Publication type: At a Glance
Date: 23-09-2011
Author: Piotr BAKOWSKI

Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity

Keyword: discrimination on the basis of sexual orientation | international human rights law | sexual minority | UN resolution

Summary: In June 2011, for the first time ever, a United Nations (UN) body adopted a resolution on using international human rights laws to combat violence and discrimination on the basis of sexual orientation and gender identity.

At a Glance EN

Gender Aspects of the Economic Downturn and Financial Crisis

Publication type: Study
Date: 15-09-2011

External author: Fondazione Giacomo Brodolini (Italy) and Antigone Lyberaki (Panteion University, Greece)
National contributors: Antigone Lyberaki (Panteion University, Greece), Antonella Stirati (University of Roma 3, Italy), Ania Plomien (London School of Economics, Poland) and Colette Fagan (University of Manchester, UK)

Policy area: Gender Issues, Equality and Diversity | Economics and Monetary Issues

Keyword: labour market | sexual discrimination | anti-discriminatory measure | economic recession | position of women | female work | gender equality | EU employment policy

Summary: Past economic crises affected male-dominated sectors more and so reduced gender imbalances. Aggregate data to end-2010 shows similar findings for 2007-2010. However, the current crisis is deeper and longer, while, budget issues which dominate after 2010 could alter the magnitude and even the direction of gender effects. Should complacency take hold, or, should policy be blind to gender implications, there could be a real risk of progress achieved since 2010 being rolled back, as gender stereotypes reassert themselves.

Study EN

Electoral Gender Quota Systems and their Implementation in Europe

Publication type: Study
Date: 15-09-2011

External author: Drude Dahlerup and Lenita Freidenvall with the assistance of Emil Johansson, Eleonora Stolt, Katarina Bivald and Lene Persson-Weiss (WIP, Women in Politics Research Centre, Department of Political Science, Stockholm University)

Policy area: EU Democracy, Institutional and Parliamentary Law | Gender Issues, Equality and Diversity

Keyword: electoral system | European election | rights of minorities | participation of women | electoral quota | gender equality

Summary: The report maps the diffusion of electoral gender quotas in the 30 EU/EEA countries. In 21 of the countries some type of gender quotas are in use, either legislated or voluntary party quotas. The report evaluates the effectiveness of different quota types in different electoral systems. Some gender quotas have resulted in major leaps in women's representation, while others had led to almost no change. The conclusion is that in order to be effective in changing women's historical underrepresentation electoral gender quotas have to fit the electoral system and should include regulations about the rank order of women and men on the electoral lists as well as sanctions for non-compliance.

In general, the report reveals a mixed picture in Europe when it comes to women's representation. This up-dated version of the 2008-study (PE 408.309) shows that women's parliamentary representation increased only from 23.6% in 2008 to 24.7% in 2011. In the most recent parliamentary election in 13 of the countries as well as in the election to the European Parliament women's representation increased, but ten countries experienced stagnation and in seven for the countries women's share of the MPs dropped. Eight case studies on Belgium, France, Germany, Poland, Slovenia, Spain, Sweden and the United Kingdom are included in the report.

Study EN
Poverty and social exclusion of disabled people
Publication type Briefing
Date 18-07-2011
Author András SCHWARCZ
Policy area Social Policy | Gender Issues, Equality and Diversity
Keyword official statistics | poverty | aid to disadvantaged groups | disability insurance | EU action | child | discrimination based on disability | fight against unemployment | marginalisation
Summary Surveys show that over 16% of the EU's working age population suffers from long standing health problems or disabilities. There is a strong link between disability and poverty and social exclusion. Disabled people are more likely to live in income poverty. They are also more likely to experience aspects of social exclusion: lower employment rate, higher unemployment, lower education levels, lower wages, discrimination and poor health. Disabled children are among the most vulnerable groups in society.

Occupational Health and Safety Risks for the Most Vulnerable Workers
Publication type Study
Date 15-07-2011
External author Alice Belin, Tony Zamparutti, Kerina Tull and Guillermo Hernandez (Milieu Ltd, Brussels, Belgium)
Policy area Gender Issues, Equality and Diversity | Employment | Public Health
Keyword older worker | worker with disabilities | female worker | occupational safety | young worker | working poor | working environment | migrant worker | unskilled worker | EU employment policy
Summary Each of the groups of workers studied – women, ageing workers, workers with disabilities, young workers, migrant workers, temporary workers and low-qualified workers – faces specific occupational health and safety risks. While the EU has a strong body of legislation and a comprehensive strategy addressing worker health and safety, further action could be taken to protect vulnerable groups. Options are proposed, drawing on the analysis of needs as well as a review of specific measures implemented in the Member States.

Forced marriage in the EU - the legal situation
Publication type At a Glance
Date 30-06-2011
Author Nicholas COPELAND
Policy area Gender Issues, Equality and Diversity
Keyword UN convention | forced marriage | criminal law | European Convention on Human Rights | position of women | women's rights | human rights
Summary Although forced marriage is contrary to law in all EU Member States (MS), their legal approaches vary. Some have criminalised it specifically, whilst others rely on civil law rules.

The Policy on Gender Equality in Croatia
Publication type In-Depth Analysis
Date 15-06-2011
External author Morana Palikovic Gruden and Ana Gruden
Policy area Gender Issues, Equality and Diversity
Keyword sexual discrimination | Croatia | domestic violence | job access | participation of women | women's rights | gender equality
Summary This study gives a view of four areas of social security benefits as they affect women's labour market prospects and reconciliation of work and family life as well as freedom of movement of household with care responsibilities, the situation with respect to rights and the effects of fiscal systems on reconciliation of work and family life.

Publication type: In-Depth Analysis
Date: 15-06-2011
External author: Cees Flinterman (UN Human Rights Committee)
Policy area: Gender Issues, Equality and Diversity
Keyword: UN convention | non-governmental organisation | sexual discrimination | equal treatment | North Africa | position of women | women's movement | women's rights | Middle East | gender equality

Summary: The United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) has been ratified by all states in North Africa and the Middle East, except Iran and Sudan. Many of these states have entered reservations relating to the primacy of the Islamic law in cases of incompatibility with the provisions of CEDAW. Most States have reported regularly to the CEDAW Committee on the measures taken to implement the Convention. Special attention will be given to a few selected states in the region: Saudi Arabia, Egypt, Morocco, Algeria and Syria. After a brief description of the objectives and the substance of CEDAW the paper will deal with some examples of typical reservations, the involvement of NGOs in the implementation of the Convention, the content of the reports and the constructive dialogue with the Committee, and the recommendations by the CEDAW Committee. The paper will conclude with a provisional assessment of the significance of CEDAW in North African and Middle East states.

How Could the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) be Implemented in the EU Legal Framework?

Publication type: In-Depth Analysis
Date: 15-06-2011
External author: Violeta NEUBAUER
Policy area: Gender Issues, Equality and Diversity | EU Law: Legal System and Acts
Keyword: application of the law | UN convention | sexual discrimination | position of women | EU legal system | gender equality

Summary: The UN Convention on the elimination of all forms of discrimination against women is the principal and most comprehensive international legal instrument to advance the equal recognition, enjoyment and exercise of all human rights of women in the political, economic, social, cultural, civil and domestic fields. Gender equality, non-discrimination and protection of human rights are established as general principles of the EU and in addition all of the EU Member States are Parties to the CEDAW Convention. Some commonalities with the EU law on gender equality can be indentified but also certain differences or weaknesses and strenghts of the EU law in comparison to CEDAW. Finally, the challenges for accelerating full implementation of CEDAW within the EU legal and policy are tackled.

Combating maternal mortality

Publication type: Briefing
Date: 01-06-2011
Author: Piotr BAKOWSKI
Policy area: Gender Issues, Equality and Diversity | Development and Humanitarian Aid | Public Health
Keyword: medical research | mortality | reproductive health | motherhood | gynaecology | health statistics | disease prevention | health aid | aid evaluation | care of mothers and infants

Summary: Despite the UN pledge to reduce the maternal mortality ratio (MMR) by three-quarters by 2015, more than 350 000 maternal deaths occur every year, 99% of them in developing countries. Of all the Millennium Development Goals, least progress has been made on the one to improve maternal health. In the EU, the average MMR has been low and relatively steady in recent years. There are differences, however, between Member States (MS). Whereas, to some extent, they may be explained by unreliability of statistical data, some studies have linked those variations to differences in obstetrical care. Numerous UN agencies and international organisations have addressed the issues of women's health and rights. The debate as to which types of initiatives should be prioritised continues. The EU has been a consistent advocate at UN level, as well as in political dialogue with developing countries, to which it provides substantial aid. The European Parliament has spoken for increased EU funding and a coherent and multi-faceted approach to women's health, taking into account gender equality and women's empowerment.

Briefing EN
The Policy on Gender Equality in Poland

Publication type In-Depth Analysis
Date 10-05-2011

External author Dorota Szelewa (Bremen International Graduate School of Social Sciences, Germany and International Centre for Research and Analysis, Warsaw, Poland)

Policy area Gender Issues, Equality and Diversity
Keyword Poland | domestic violence | prostitution | political involvement | child care | job access | participation of women | trafficking in human beings | gender equality | abortion

Summary The text presents a review of the most important legislation, institutional arrangements and policy programs with regard to gender equality in Poland. In particular, the following policy fields are covered: gender and politics, reproductive rights, human trafficking and domestic violence, access to different forms of employment, as well as the solutions within the field of reconciliation of work and family. The final section describes the problem of public attitudes towards gender and gives examples of programs aimed at counteracting gender stereotypes.

The Policy on Gender Equality in Hungary

Publication type In-Depth Analysis
Date 15-03-2011

External author Eva Fodor (Central European University, Hungary)

Policy area Gender Issues, Equality and Diversity
Keyword Hungary | unpaid work | sexual violence | equal pay | domestic violence | prostitution | child care | participation of women | position of women | gender equality

Summary This note reviews gender equality legislation and programs in Hungary in several areas of primary importance for both policy makers and women themselves. These include the field of paid and unpaid labour, the reconciliation of paid work and care responsibilities, violence against women, access to political decision making as well as the existence of gender stereotypes in Hungarian society.

Women in recent Middle East uprisings

Publication type At a Glance
Author Cornelia KLUGMAN-VUTZ
Date 07-03-2011

Policy area Gender Issues, Equality and Diversity | Foreign Affairs
Keyword EU relations | participation of women | position of women | political unrest | women's movement | Great Maghreb | Middle East | human rights

Summary Women have been very visible in recent revolutions. In Egypt and Tunisia, they are now working towards strengthening provisions for equality.

Protection of Children in Proceedings

Publication type In-Depth Analysis
Date 30-11-2010

External author Advokat Mia Reich Sjögren, Advokaterna Sverker och Mia Reich Sjögren AB, Gothenburg, Sweden

Policy area Public international law | Private international law and judicial cooperation in civil matters | Gender Issues, Equality and Diversity
Keyword judicial proceedings | Germany | England | child protection | Scotland | Sweden | children's rights | Ireland | Italy

Summary Children’s rights are heard and protected in proceedings in all European Member States. Although a child’s rights are heard in all Member States, there are substantial differences in the provisions governing how these rights are heard. Recent changes have been major, particularly regarding children’s involvement in legal proceedings. The ways children are represented and how their views are considered have made a difference, though much remains to be done. Social and family structure changes have evolved quickly; the law has had to develop alongside it.
Mutual recognition of same-sex marriage, of civil partnerships of same-sex and opposite sex couples: current situation in member states. need for eu action?

Publication type In-Depth Analysis
Date 30-11-2010
External author Charles Hyde QC, Queen Elizabeth Building Temple, London
Policy area Public international law | Private international law and judicial cooperation in civil matters | Gender Issues, Equality and Diversity
Keyword parental responsibility | United Kingdom | matrimonial law | parental authority | maintenance obligation | adoption of a child | civil union | marriage | divorce
Summary This paper focuses upon the UK, common law perspective of mutual recognition of same-sex marriage, of civil partnerships of same-sex and opposite sex couples, covering matters relating to marriage/civil partnership, divorce/dissolution, ancillary relief/financial provision and issues relating to children.

Implementation of EU policies following the UN Security Council resolution 1325

Publication type Study
Date 29-11-2010
External author This study was written by Giji GYA, Executive Director, ISIS Europe (Brussels, BELGIUM) with the assistance of Sini CEDERCREUTZ, Senior Research Fellow, Francisco PENALVA, Programme Associate and Sebastian BLOCHING, Programme Officer at ISIS Europe. Updates assisted by Oana TOPALA, Programme Associate ISIS Europe.
Policy area Gender Issues, Equality and Diversity | Security and Defence | Human Rights
Keyword Democratic Republic of the Congo | sexual violence | war | participation of women | common foreign and security policy | UN resolution | gender equality | human rights
Summary This study analyses EU progress on implementing UN Security Council Resolution (UNSCR) 1325 and related EU instruments, pertaining to the area of women and armed conflict. It gives a general global overview of where the international community stands on implementing the 2000 UNSCR 1325 on women peace and security and subsequent relevant UNSCRs 1820, 1888 and 1889 and then an analysis of EU policies and structures devised to implement the UNSCRs and EU guidelines on human rights. In CSDP missions, substantial progress has been made in integrating gender in Joint Actions, but implementing 1325 in planning and fact-finding is still not automatic. Another strong advance is the increase in Gender and Human Rights Advisors – with there now being 34 across the current 13 missions. Work still needs to be done on strong Code of Conduct and dedicating budgets to the financing of mission activities on gender implementation. The study also concludes that the EU needs to continue to strengthen partnering and working with locals and local organisations (including in skills training) that fully understand and know how to work within their cultural and political constraints.

La stratégie pour l’égalité entre les femmes et les hommes 2010-2015

Publication type Briefing
Date 16-11-2010
Author Cornelia KLUGMAN-VUTZ
Policy area Gender Issues, Equality and Diversity
Summary La nouvelle stratégie de la Commission européenne pour l’égalité des genres constitue son programme de travail pour 2010-2015. Dans sa nouvelle stratégie, la Commission européenne envisage d’initier des activités législatives sur les congés pour raisons familiales ainsi que sur les discriminations multiples. Quant à la culture et à l’éducation, la Commission vise à combattre les stéréotypes liés au genre dans les écoles et dans d’autres domaines. Le Parlement européen, comme les principaux groupes d’intérêts, exige davantage de nouvelles directives pour assurer l’égalité des genres.

Transgender Persons' Rights in the EU Member States

Publication type Study
Date 15-11-2010
Author Cristina CASTAGNOLI
Policy area Gender Issues, Equality and Diversity | EU Law: Legal System and Acts | Human Rights
Keyword mental illness | sexual discrimination | equal treatment | health care | sexual minority | social security | gender equality | human rights
Summary The paper presents the specific situation of transgender people in the 27 Member States of the European Union. It gives an overview of the existing EU legislation applying to transgender persons and lists the specific human rights issues that they face.

Source : © European Union, 2019 - EP
The mobility and integration of people with disabilities into the labour market

Publication type: Study
Date: 21-10-2010
External author: Werner Eichhorst (IZA) ; Michael J. Kendzia (IZA) ; Jonathan Benjamin Knudsen (NIRAS) ; Mette Okkels Hansen (NIRAS) ; Barbara Vandeweghe (IDEA Consult) ; Ingrid Verhoren (IDEA Consult) ; Eva Rückert (WIFO) ; Bernd Schulte (Max Planck Institute for Foreign and International Social Law)
Policy area: Gender Issues, Equality and Diversity | Employment | EU Law: Legal System and Acts
Keyword: labour market | worker with disabilities | employment policy | discrimination based on disability | application of EU law | independence of the disabled | integration of the disabled
Summary: The study assesses the situation of people with disabilities within the European Union and the impact of the measures used to increase their employment. People with disabilities face low employment rates, a high dependency on benefits as well as increased poverty risk. Two types of measures exist to reinforce the social inclusion of disabled people: passive measures (cash benefits) and active measures (active labour market policies). Non-discrimination legislation and policy play an important part within the integration process of the European Union. It is argued that there is a need for an effective implementation and enforcement of the principle of non-discrimination. In addition, disability should be addressed from a broader scope by focusing on remaining or partial work capacity rather than work incapacity. Therefore, a right balance between flexibility on the one hand and security on the other hand is needed. The objective of promoting independent living for disabled people should be included as an explicit priority in the next Disability Action Plan.

Study EN

Costs and benefits of maternity and paternity leave - Workshop FEMM and EMPL committees, 5 October 2010

Publication type: Study
Date: 21-10-2010
External author: Mr Heening Thomsen and Mrs Helene Urth
RAMBOLL Denmark
Policy area: Gender Issues, Equality and Diversity | Employment
Keyword: parental allowance | female worker | occupational safety | maternity leave | social security legislation | paternity leave | cost-benefit analysis
Summary: Index:
- Fully paid maternity leave of 18 and 20 weeks - impact assessment
- Proposition of a methodology to determine and quantify the benefits of maternity leave
- Benefits of maternity / parental leave in the eu27 - a review of the literature
- Fully paid paternity leave of 2 weeks - impact assessment
- The consequences of the extension of the maternity leave on women's participation on the labour market

Study EN

La reconnaissance mutuelle des mariages entre personnes de même sexe et des partenariats entre personnes de même sexe ou de sexe opposé. La situation dans les différents États membres. Besoin d'une action de l'UE ?

Publication type: In-Depth Analysis
Date: 15-10-2010
Policy area: Area of Freedom, Security and Justice | Public international law | Private international law and judicial cooperation in civil matters | Gender Issues, Equality and Diversity
Summary: Cette note a pour objet d'identifier et d'illustrer les difficultés rencontrées par les citoyens européens dans les relations transfrontières pour faire reconnaître soit leur mariage, lorsque celui-ci a été conclu avec une personne de même sexe, soit leur partenariat enregistré, qu'il ait été conclu avec une personne de même sexe ou de sexe opposé. Les auteurs formulent, ensuite, quelques recommandations sur une éventuelle action de l'Union européenne en ces matières.

In-Depth Analysis FR
The Policy on gender equality in Iceland

Publication type  In-Depth Analysis
Date  29-09-2010
External author  Thorgerdur Einarsdottir
Policy area  Gender Issues, Equality and Diversity
Keyword  Iceland | parental leave | gender equality
Summary  Iceland gender equality act dates back to 1975, the current one enforced in 2008. Iceland is characterised by a high labour market activity of women but large gender gaps. Currently, the specific Icelandic profile in gender policies is reflected in the act on parental leave policies providing men with three month paternity leave. New legislation on gender quotas on company boards aims at increasing the decision making power of women in economic life. Also in the field of gender based violence some active measures have been taken.

In-Depth Analysis  EN

Benefits of a Maternity / Parental Leave in the EU-27 - Literature Review

Publication type  In-Depth Analysis
Date  15-09-2010
External author  Konstantina DAVAKI (London School of Economics and Political Science, UK)
Policy area  Gender Issues, Equality and Diversity
Keyword  parental allowance | labour market | family benefit | social rights | parental leave | family policy | maternity benefit | humanisation of work
Summary  Maternity/Parental leave and the relevant benefits constitute important means through which welfare states provide support to families to contribute to social reproduction, to guarantee a good start in life for children, to protect children’s and mothers’ wellbeing and more recently to address current demographic and economic problems and help families achieve work/family balance, a declared EU priority. This note presents the important benefits and the crucial role maternity/parental leave plays on the societal and family level in the context of the EU-27.

In-Depth Analysis  EN, DE, EN, FR, IT, PL

Personal and Social Development of Women in Rural Areas of Europe

Publication type  Study
Date  15-09-2010
External author  Bettina B. BOCK
Policy area  Gender Issues, Equality and Diversity | Agriculture and Rural Development
Keyword  rural region | rural sociology | participation of women | position of women | common agricultural policy | rural development | gender equality | woman farmer
Summary  The present note provides an overview of the social situation of women in the rural areas of Europe. It looks into rural women’s work, political participation and their experience of the quality of life in rural areas. It describes the average situation of rural women and identifies the differences between rural areas and between social groups of women. It also looks into the effectiveness of rural development programmes and formulates recommendations for the CAP post 2013.

Study  EN

Women Working on the Farm: How to Promote their Contribution to the Development of Agriculture and Rural Areas in Europe

Publication type  Study
Date  15-09-2010
External author  Sally SHORTALL
Policy area  Gender Issues, Equality and Diversity | Agriculture and Rural Development
Keyword  farming sector | participation of women | position of women | female work | common agricultural policy | rural development | labour force | gender equality | woman farmer
Summary  This note provides an overview of the situation of women in farming across the European Union. It looks at women’s contribution to the farm labour force, their contribution to farm income through off-farm work and diversification activities. It examines patterns of land inheritance and differences between the way men and women access land to farm. It highlights differences between women on large and small farms, and more significantly, differences between women in the old and new Member States. It considers the political and legal framework of the EU and how it impacts on women on farms. Finally it offers some recommendations for the CAP post 2013.

Study  EN
Fully paid maternity leave of 18 and 20 weeks - Impact assessment

Publication type  Study
Date  15-09-2010
External author  Heening Thomsen and Helene Urth - RAMBOLL, Denmark
Policy area  Gender Issues, Equality and Diversity | Employment | Public Health
Keyword  female worker | health policy | maternity leave | child care | gender equality

Summary  The background for this Impact Assessment is the Commission’s proposal for a Directive of the European Parliament and of the Council amending Council Directive 92/85/EEC on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers, as well as workers who have recently given birth or are breastfeeding. The Women’s Rights and Gender Equality Committee and the Employment and Social Affairs Committee have proposed several amendments to the Commission’s proposal. The two committees have requested a medium term ex-ante impact assessment of the introduction of a fully paid maternity leave in ten EU Member States.

Study  EN

The Policy on Gender Equality in Belgium

Publication type  In-Depth Analysis
Date  15-06-2010
External author  D. GHAILANI (Observatoire social européen)
Policy area  Gender Issues, Equality and Diversity
Keyword  sexual discrimination | violence | participation of women | position of women | Belgium | care of mothers and infants | gender equality

Summary  This study gives a view of four areas of social security benefits as they affect women's labour market prospects and reconciliation of work and family life as well as freedom of movement of household with care responsibilities, the situation with respect to rights and the effects of fiscal systems on reconciliation of work and family life.

In-Depth Analysis  EN

Discrimination and Development Assistance

Publication type  Study
Date  06-04-2010
External author  Irene Knoke (Institut SÜDWIND, Germany) with contributions from Sebastian Veit
Policy area  Gender Issues, Equality and Diversity | Development and Humanitarian Aid | Human Rights
Keyword  development policy | aid to disadvantaged groups | anti-discriminatory measure | development aid | international human rights law | marginalisation | human rights

Summary  The present study aims to assess the anti-discrimination policy of EC development cooperation. The key questions are whether development aid is delivered fairly to all without discrimination and to what extent EC development policies contribute to combating discrimination of marginalised groups. Analysis was confined mainly to the conceptual level, examining country strategy papers, thematic strategy papers, communications and guidelines. Findings were cross-checked through the conduct of interviews with EU officials and civil society representatives. Generally, at policy level, concern for different socially disadvantaged groups and respective anti-discrimination policies have received attention, with the exception of lesbian, gay, trans- and bisexual (LGBT) issues. However, an implementation gap remains between the policy level and execution in practice. This is mainly due to a frequent lack of capacities within the EC delegations in partner countries especially concerning more recent topics, such as disabilities and LGBT. Moreover, participation and empowerment of marginalised groups themselves is not sufficiently being enhanced.

Study  EN, FR

The Issue of Violence against Women in the European Union

Publication type  Study
Date  15-03-2010
Author  Claire GENTA
Policy area  Gender Issues, Equality and Diversity
Keyword  sexual offence | physical aggression | help for victims | violence | position of women | women's rights

Summary  This note gathers the data and findings collected from various recent and relevant academic works (in English and French) on the issue of gender-based violence. It aims to help MEPs to design the EU policy for a better protection of women against gender-based violence.

Study  EN
Third-country migrant women in the EU

Publication type: Briefing
Date: 03-03-2010
Author: Piotr BAKOWSKI
Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity
Keyword: female migrant | integration of migrants | job access | education of foreigners | trafficking in human beings | women's rights | female work | social integration | gender equality
Summary: Migrant women play an increasingly important socio-economic role in the EU. Yet their integration in host societies is often problematic. This is partly due to obstacles resulting from the institutional framework of receiving countries. A migrant woman’s status - i.e. whether she is legally or illegally resident - is likely to shape her migration experience. Those who migrate for work are expected to ‘fill the gaps’ in labour markets. In most cases it means working in low-paid and unregulated sectors of the economy, which are often not commensurate with their qualifications. Employment and legal status are interrelated: both have an impact on the migrant woman's access to public services. The EU and its Member States share competences in the area of immigration. There are several EU legal instruments that prohibit discrimination based on sex and race. At the same time, there is no integrated approach to immigration, as the common immigration policy is at a very preliminary stage. And both the EP and civil society organisations point to the lack of a gender dimension in Europe's policies.

Briefing EN

The Reform of the Judiciary in Croatia

Publication type: In-Depth Analysis
Date: 16-02-2010
External author: Siniša Rodin (Faculty of Law, University of Zagreb, Croatia)
Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity | Human Rights
Keyword: fight against crime | Croatia | legal profession | independence of the judiciary | accession negotiations | corruption | gender equality | human rights | judicial reform
Summary: The basic legislative framework governing administration of justice in Croatia is almost complete. Outstanding reforms include adoption of Penal Code and Constitutional amendment, both scheduled for 2010. Professional education and appointment of judges and prosecutors are made subject to objective criteria under the auspices of an independent judicial academy. Gender balance needs improvement as women are underrepresented at higher levels of judicial hierarchy. Backlog of cases is reduced but final resolution is still facing structural problems. Education of legal profession and development of teaching curricula of the judiciary has improved, but needs to be strengthened. Publication of judicial decisions needs further improvement in order to increase legal certainty. Measures for fight against corruption in the judiciary are being taken but public perception of corruption in the judiciary is still high. Judicial infrastructure for the fight against corruption and organized crime is in place and is showing first results. Further efforts are needed to achieve sustainability. Excessively long judicial proceedings often require additional judicial protection of the right to fair trial in reasonable time. Otherwise, protection of fundamental rights is satisfactory but courts of ordinary jurisdiction should be more engaged instead of deferring to the Constitutional Court.

In-Depth Analysis EN

The Gender Dimension of Geographic Labour Mobility in the European Union

Publication type: Study
Date: 16-11-2009
External author: Louise Ackers and Alex Balch with Sam Scott, Samantha Currie and Debbie Millard (with the assistance of Marek Kupiszewski and Weronika Kloc-Nowak - Central European Forum for Migration and Population Research, Warsaw; Heloisa Perista - CESIS, Lisbon; Annick Masselot - University of Canterbury, New Zealand and Camille Schmoll - Université Paris)
Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity
Keyword: female worker | migration | labour mobility | student mobility | free movement of workers
Summary: This study focuses on the gender dimensions of labour mobility within the European Union. It focuses on the experiences of mobile EU workers and considers the extent to which forms of intra-EU mobility are gendered. The concept of ‘worker’, for the purposes of this study, embraces not only employed citizens but also those ‘economically active’ people moving in search of work, those training for employment and family members who accompany an employed partner but who are not themselves employed at the point of entry. The focus on gender addresses several linked concerns. Firstly, whether migration motivations are themselves gendered: do men and women show different attitudes towards mobility? Secondly, whether the barriers to mobility are gendered: does mobility present different challenges for men and women? And thirdly, whether the outcomes of these processes are gendered particularly in terms of employment and career progression.

Study EN
Women and Unpaid Family Care Work in the EU

Publication type: Study
Date: 16-11-2009

External author: Fondazione Giacomo Brodolini (Italy), Francesca Francaviglia (Policy Studies Institute, UK), Gianna Claudia Giannelli (University of Florence, Italy), Gabriela Grotkowska (University of Warsaw, Poland), Luca Piccoli (Paris School of Economics, France) and Mieczyslaw W. Socha (University of Warsaw, Poland)

Policy area: Social Policy | Gender Issues, Equality and Diversity | Employment

Keyword: Poland | unpaid work | care for the elderly | child care | Italy

Summary: This study provides an analysis of the size and value of unpaid family care work at the European Union level. It proposes a method which relies on harmonised European surveys. It also compares two EU member States, Italy and Poland, whose time use data contain additional detailed information on child care and elderly care work. The study aims at improving the existing indicators in order to have a reliable quantitative picture to use in discussions on unpaid family care work at EU level.

Study: EN

Spanish Policy on Gender Equality: Relevant Current Legislation and Policies

Publication type: In-Depth Analysis
Date: 15-10-2009

External author: Emanuela LOMBARDO (Ramón y Cajal Researcher at the Department of Political Science and Administration II of Madrid Complutense University, Spain)

Policy area: Gender Issues, Equality and Diversity | EU Law: Legal System and Acts

Keyword: Spain | equal treatment | anti-discriminatory measure | domestic violence | participation of women | women's rights | gender equality | humanisation of work

Summary: This paper explores the main current Spanish legislation and policies relating to gender equality. Spain has moved in approximately three decades from being a ‘latecomer’ to being a ‘pioneer’ in gender equality policies. During this time, Spain has consolidated its institutional machinery on gender equality policies (section 1.1). It has developed a strategy to promote gender equality based on equal opportunities, positive actions (2.3), and gender mainstreaming (2.2), and has adopted both plans and laws as policy instruments (2.1). It has approved a comprehensive law against gender violence that frames it as a public matter of high political priority and an issue of Human Rights (3.1), and an equality law that covers a broad range of issues, from paternity leave to a more gender-balanced political representation (respectively in 3.2 and 3.3). It has improved gender equality in politics, through a parity government and an increase in women’s political representation (3.3). It has placed the issue of reconciliation of work and family on the political agenda (3.2). The Spanish government is currently working on new laws such as a law on sexual and reproductive health and an equal treatment act covering different inequalities. Despite this progress, many challenges still lie ahead for Spanish policy on gender equality, some of which will be tackled in this briefing note.

In-Depth Analysis: EN

The situation of women on EU islands

Publication type: Study
Date: 15-05-2009

External author: Terry Ward (team director), Nicole Fondeville-Gaoui (coordinator), Nirina Rabemiafara and Fadila Sanoussi; Maria Stratigaki (comments)

Policy area: Social Policy | Gender Issues, Equality and Diversity | Education | Public Health

Keyword: island region | organisation of health care | access to education | employment structure | economic and social cohesion | vocational training | job creation | position of women

Summary: This study aims to provide an analysis of the situation of women living on EU islands focusing on the situation of women in fifteen island regions belonging to six member States (Greece, Spain, France, Italy, Portugal and Finland) and on three specific areas: the access to employment, education and healthcare. The objective of the study is to identify whether the situation of women living on islands is more difficult than that of women living on the mainland or than that of men living on islands.

Study: EN, FR

Gender Mainstreaming and Empowerment of Women in the EU’s External Relations Instruments

Publication type: Study
Date: 01-04-2009

External author: Giji GYA (Executive Director, ISIS Europe, Belgium) assisted by Vibeke THOMSEN (Programme Officer, ISIS Europe, Belgium) and Johann HERZ (Programme Associate at ISIS Europe, Belgium)

Policy area: Gender Issues, Equality and Diversity | Foreign Affairs | Human Rights

Keyword: EU relations | development aid | participation of women | position of women | women's rights

Summary: This study provides a survey of gender mainstreaming across all relevant EU external relations policy areas to give an overall picture of where the EU stands. While the study identifies a number of problems that need to be taken seriously, the general assessment is that the European Union has developed a relatively comprehensive array of policy documents and instruments now integrating gender mainstreaming and empowerment of women to its external policies. The author’s main critique is that the EU approach to gender is fragmented across institutions and across pillars. Hence when recent developments and policies on peacebuilding, crisis management, prevention of violence and security-development nexus emerged, it was difficult to integrate gender comprehensively.

Study: EN
Proposal for a Council Directive on Implementing the Principle of Equal Treatment Between Persons Irrespective of Religion or Belief, Disability, Age or Sexual Orientation

Publication type: In-Depth Analysis
Date: 15-01-2009
External author: Gay Moon (Discrimination Consultant, Harpenden, Herts, UK)
Policy area: Gender Issues, Equality and Diversity | EU Law: Legal System and Acts
Keyword: discrimination on the basis of sexual orientation | age discrimination | equal treatment | discrimination based on disability | Community acquis | religious discrimination | case law (EU)

Summary: This proposed directive will increase the protection from discrimination for age, disability, religion or belief or sexual orientation to the same level as that currently applicable in relation to discrimination on grounds of sex and race. This proposal should lead to a more consistent standard of protection from discrimination across the European Union for all the prohibited grounds of discrimination. In order to achieve the maximum common understanding of the standards for non-discrimination the same terms, definitions and principles as in the existing directives should be used. Where the proposed directive suggests a lesser standard than the existing standards for sex and race this is noted. Provisions on multiple discrimination are needed and consideration should be given to the need to increase legal certainty in greater definition of the material scope of the proposed directive.

In-Depth Analysis EN, FR

Women on the Labour Market

Publication type: Study
Date: 14-11-2008
External author: Síle O'Dorchai et Hélène Périvier
Policy area: Gender Issues, Equality and Diversity | Employment
Keyword: labour market | female unemployment | female worker | motherhood | vocational training | part-time employment | equal pay | woman | female work | gender equality

Summary: This study sets out a detailed analysis of the specific weaknesses typical of women's working lives in Europe, taking eight countries (Germany, Sweden, France, the United Kingdom, the Netherlands, Italy, Poland and Hungary) as examples.

Study EN, FR

Recruitment and Equal Opportunities Systems in National, European and International Civil Services

Publication type: Study
Date: 14-11-2008
External author: Herma Kuperus, Cristiana Turchetti and Anita Rode
Policy area: Gender Issues, Equality and Diversity | Employment
Keyword: recruitment | Council of Europe | civil service | equal pay | European civil service | female work | gender equality

Summary: After defining the civil service, their size and the proportion of women, this study offers an overview of recruitment systems and equal opportunities policies in the public administrations of the Member States of the European Union, the European institutions, the Secretariat of the General Assembly of the United Nations and the Secretariat of the Council of Europe.

Study EN, FR

Women in the Western Balkans

Publication type: In-Depth Analysis
Date: 15-10-2008
External author: Mirjana Dokmanovic
Policy area: Social Policy | Gender Issues, Equality and Diversity | Economics and Monetary Issues
Keyword: sexual discrimination | social legislation | sexual violence | position of women | political unrest | Western Balkans | economic reform | women's rights

Summary: This briefing paper gives a short overview of major macroeconomic trends in the Western Balkans that create context which is of major importance for position of women in the region. The paper sums up the key women's issues and argues that women in Albania, Bosnia and Herzegovina, Croatia, Montenegro, Serbia, Kosovo and the Former Yugoslav Republic of Macedonia, share same experiences that are framed in increasing personal, economic and social insecurity.

In-Depth Analysis EN
**Women Living Alone: Evaluation of their Specific Difficulties**

**Publication type:** Study  
**Date:** 15-09-2008  
**External author:** IRS – Istituto per la Ricerca Sociale (Milano, Italy)  
**Policy area:** Social Policy | Gender Issues, Equality and Diversity | Economics and Monetary Issues  
**Keyword:** household budget | single parent | elderly person | position of women | living conditions | economic conditions | social security | household income  
**Summary:** This study presents the specific difficulties of women over 25 years of age living alone (divided into three groups: single women, single mothers and elderly women) in the European countries, highlighting national differences in the incidence and main characteristics of women living alone, and analyses the policies adopted to support their economic and living conditions, focusing on pension and assistance schemes and providing examples of good practices and policy recommendations.

**Study** EN, FR

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**Forced Marriages and Honour Killings**

**Publication type:** Study  
**Date:** 15-09-2008  
**External author:** Gerhard Robbers (Université de Trêves)  
**Policy area:** Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity  
**Keyword:** UN convention | homicide | forced marriage | sexual discrimination | Roma | domestic violence | position of women | women's rights | human rights  
**Summary:** This report aims at providing a comparative analysis of the ways in which forced marriages and honour killings are framed in the laws and practices taking place across the different Member States of the EU as well as in a selection of neighbouring countries. While statistical data on forced marriages and honour killings is often scarce, this report shows that these practices can be indeed found in a number of countries. At times of carrying the comparative analysis the legal context requires specific attention, not least for defining forced marriages but also for looking at the various steps which are taken to counter this phenomenon. Forcing someone to marry is a specific crime only in few EU Member States’ legal systems. Protection against forced marriage is however provided in a number of Member States by a broad range of activities including marriage law, immigration law, counselling, media presence and cooperation with civil society. When looking at the circumstances surrounding forced marriages, it appears that forced marriage has roots in traditional-patriarchical family structures, low-income situations and lack of education – not in a specific culture or religion. Further, existing data suggest that forced marriage can sometimes result in honour killings. The report also addresses the ways in which these domains are being addressed at EU level, as well as the limits and potential for future EU action.

**Study** EN, FR

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**Electoral Gender Quota Systems and their Implementation in Europe**

**Publication type:** Study  
**Date:** 01-09-2008  
**External author:** Drude Dahlerup and Lenita Freidenvall with the assistance of Eleonora Stolt, Katarina Bivald and Lene Persson-Weiss (WIP - Women in Politics Research Centre, Department of Political Science, Stockholm University, in cooperation with International IDEA)  
**Policy area:** EU Democracy, Institutional and Parliamentary Law | Gender Issues, Equality and Diversity  
**Keyword:** political parties | electoral system | candidate | participation of women | electoral quota | electoral law | gender equality  
**Summary:** Although controversial, electoral gender quotas are in use in almost half of the countries in the world today. This study maps the diffusion of gender quotas in Europe and lists the many different types of quotas in use. The arguments for and against quotas are studied, and the implementation and effect of gender quotas are scrutinised. In-depth case studies have been conducted of eight countries, four with legislated gender quotas – Belgium, France, Slovenia and Spain – and four with voluntary gender quotas – Germany, Poland, Sweden and the United Kingdom. The study shows that gender quotas have led to remarkably rapid increases in women's representation in some cases but also to disappointment in other cases.

**Study** ES, DE, EN, FR, IT
The Role of Women in the Sustainable Development of European Fisheries Areas

Publication type: Study
Date: 15-07-2008

External author: Katia Frangoudes (Université de Bretagne Occidentale, UMR-AMURE, Brest, France) en collaboration avec Mary Carrol, Nicki Holmyard, Boguslaw Marcianiak, Cristina Moço, José Pascual-Fernandez, Begona Marugan Pintos, Carina Rönn et Cornelie Quist

Policy area: Gender Issues, Equality and Diversity | Fisheries

Keyword: assisting spouse | workers' representation | female worker | vocational training | equal pay | fishing industry | family business | gender equality

Summary: Women play an important role in fisheries, including fishing, aquaculture and processing of aquatic products. They have been very active in self-organizing and networking to promote gender equality in many different areas across Europe. They are also a major actor in the diversification of fisheries enterprises income, resulting in the creation of new opportunities in fisheries areas affected by the decline of fishing. The report reviews best practices observed in the fishing areas of 14 EU countries. It also recommends actions for use of the European Fisheries Fund as an instrument to support and promote initiatives for women in European Fisheries Areas, particularly under axis 4 of the EFF.

Study: ES, EN, FR

Executive summary: XL

Religious Freedom in Turkey: Situation of Religious Minorities

Publication type: In-Depth Analysis
Date: 18-03-2008

External author: Burcu Gültekin-Punsmann

Policy area: Gender Issues, Equality and Diversity | Human Rights

Keyword: freedom of religious beliefs | rights of minorities | Turkey | religious discrimination | racism | anti-semitism | religious group

In-Depth Analysis: EN

Honour Killing its Causes & Consequences: Suggested Strategies for the European Parliament

Publication type: In-Depth Analysis
Date: 20-12-2007

External author: Author: Dr Jane Hailé
Gender, Human Rights and Development Consultant, Brussels

Policy area: Gender Issues, Equality and Diversity | Human Rights

Keyword: social analysis | UN convention | homicide | sexual discrimination | domestic violence | national minority | European Convention on Human Rights | position of women | women's rights | gender equality | human rights

In-Depth Analysis: EN

Gender Aspects in Lifelong Learning

Publication type: Study
Date: 31-10-2007

External author: European Association for the Education of Adults (EAEA), Brussels, Belgium

Policy area: Gender Issues, Equality and Diversity | Education

Keyword: EU Member State | participation of women | position of women | continuing education | female work | continuing vocational training | gender equality

Summary: The objective of this study is to contribute to the gathering of data available on women's participation in lifelong learning and to make recommendations concerning non-academic lifelong learning, in particular adult education, for women. The relationship of learning for access to, and promotion in, the labour market has also been considered.

Study: EN
**Gender Mainstreaming in the Use of Structural Funding**

**Summary**

Gender mainstreaming is a transversal dimension of the policy programming and implementation of all Structural Funds. The study outlines to what extent the gender mainstreaming has been taken into account in the 2000-2006 Structural Funds programming. Policy fields (and phases) where progress has been made and policy fields (and phases) where progress is still slow are highlighted. Major findings show that better results are achieved upstream. This study provides an in-depth analysis of the operational cluster of low-skill work from a gender perspective and presents best practices in the various national contexts and sectors that have helped to increase the positive perception of low-skill work, as well as its social and economic recognition.

**In-Depth Analysis**

ES, CS, DA, DE, ET, EL, EN, FR, IT, LV, LT, HU, MT, NL, PL, PT, SK, SL, FI, SV

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**The Increase in Kurdish Women Committing Suicide**

**Summary**

This study provides an in-depth analysis of the root causes of the increase in female suicides in the Kurdish community in Turkey and Iraq. It analyses the factors dominating women’s lives in those Kurdish regions which as such may be contributory factors to the suicide rate. Such factors include their socio-economic situation, their particular geo-political situation, the impact of long-term conflict, and the social and institutional obstacles to gender equality and Kurdish women’s rights. It also compares the situation of Kurdish women to that of Afghani women.

**In-Depth Analysis**

EN, FR

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**Women in Low-Skill Work**

**Summary**

This study focuses on the Czech Republic, Germany and the UK, provides a description as well as a quantified analysis of the occupational cluster of low-skill work from a gender perspective and presents best practices in the various national contexts and sectors that have helped to increase the positive perception of low-skill work, as well as its social and economic recognition.

**In-Depth Analysis**

DE, EN

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**Gender Mainstreaming in the Use of Structural Funding**

**Summary**

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Birth Registration and the Rights of the Child

Publication type In-Depth Analysis  
Date 06-05-2007  
External author Michael James Miller, PhD  
Policy area Gender Issues, Equality and Diversity | Human Rights  
Keyword births | abandoned child | child protection | trafficking in human beings | children's rights | Mozambique | civil register | human rights  
Summary Birth registration is the legal recognition a child's existence. It can be generally defined as the official recording of the birth of a child by some administrative level of the State and coordinated by a particular branch of government. The briefing paper suggests 10 recommendations which are devised from the experience of a range of actors involved in birth registration. The recommendations intend to contribute to the creation of a "protective environment" for children.

In-Depth Analysis EN

The role of the European Union in development cooperation and solidarity - Women and maternity in Latin America, in particular Brazil

Publication type Study  
Date 06-05-2007  
External author Associazione Italiana Lua Nova, Venice  
Policy area Gender Issues, Equality and Diversity | Development and Humanitarian Aid  
Keyword the EU's international role | sexual discrimination | development aid | position of women | women's rights | care of mothers and infants | gender equality | Latin America  
Summary This study analyses the EU’s development co-operation framework, priorities and financing in Brazil in order to evaluate how it addresses the priority of supporting women and mothers, and how it can improve their conditions, from an economic, social and health point of view.

Study EN, IT

Discrimination Against Women and Young Girls in the Health Sector

Publication type Study  
Date 08-04-2007  
External author European Institute of Women's Health, Dublin  
Policy area Gender Issues, Equality and Diversity | Public Health  
Keyword medical research | right to health | social-security contribution | sexual discrimination | health care system | social inequality  
Summary The aim of gender equity in health is for men and women to be treated equally where they have common needs, while at the same time addressing their differences in an equitable manner. This study examines data from 8 EU Member States to explore the issue of gender discrimination in the health sector. Specific health issues for women and young girls are also discussed in this study, for example, in relation to cancer, heart disease and lifestyle choices.

Study EN, FR

Active Labour Market Policies - Delivering Lisbon

Publication type Study  
Date 06-11-2006  
External author Professor Bent Greve  
University of Roskilde  
Denmark  
Policy area Gender Issues, Equality and Diversity | Employment | Education  
Keyword labour market | business start-up | vocational training | job creation | fight against unemployment | continuing education | cost-effectiveness analysis | integration of the disabled  
Study EN
Women and Transport

Publication type: Study
Date: 26-06-2006
External author: The University of East London, London, UK and Wuppertal Institute for Climate, Environment and Energy, Wuppertal, Germany
Policy area: Transport | Gender Issues, Equality and Diversity
Keyword: transport user | transport safety | common transport policy | woman | labour force | gender equality | humanisation of work
Summary: This report sets out the nature of the gender imbalance in the transport sector across the newly enlarged Europe. It highlights the nature of travel differences between men and women as transport users and consumers and the implications this has for the planning, operations and management of the transport system. It sets out the challenges faced by institutions within the transport sector to mainstream gender equality. It also highlights the male-domination of employment within all areas of the transport labour force and the few examples of good practice that are trying to overcome women's under-representation in this industry. The report sets out the criteria for a European transport system with gender equality at its core and a series of concrete actions appropriate to start on that journey.

Study EN

Economic Aspects of the Condition of Roma Women

Publication type: Study
Date: 01-05-2006
External author: Berliner Institut für Vergleichende Sozialforschung (BIVS)
Policy area: Social Policy | Gender Issues, Equality and Diversity | Economics and Monetary Issues
Keyword: forced marriage | sexual discrimination | ethnic discrimination | schooling | rights of minorities | Roma | violence | marginalisation | women's rights
Summary: This study provides an overview of the economic situation of Roma women in 15 countries (Member States and candidate countries) presenting for each country the general situation of Roma and the specific position of Roma women and highlighting programmes and policies aiming at improving their situation.

Study DE, EN

Inter-Religious Dialogue

Publication type: Study
Date: 11-03-2006
External author: Prof. Dr. Jamal Malik, University of Erfurt, Germany
Policy area: Culture | Gender Issues, Equality and Diversity
Keyword: rights of minorities | mass media | religious discrimination | Islam | cultural pluralism | democratisation of education | religious group | religious fundamentalism
Summary: The European Commission proposed that 2008 be the Year of Intercultural Dialogue. In the context of its report on the Commission's proposal, the Committee on Culture and Education asked for a briefing paper on inter-religious dialogue. The paper was commissioned to Prof. Jamal Malik, an expert on intercultural dialogue in Europe and Asia. The author gives his views on how to engage in a sustainable intercultural and inter-religious dialogue. He deals with the form and the content of dialogue, with dialogue partners and forums and with the possibilities and limits of intercultural dialogue. His recommendations for European policy makers focus on the institutionalisation of dialogue as well as on education and media policies.

Study EN

Democratisation in the Arab World media and Women

Publication type: In-Depth Analysis
Date: 08-01-2006
External author: Naomi Sakr
Policy area: Culture | Gender Issues, Equality and Diversity | Democracy
Keyword: Internet | artistic profession | public awareness campaign | communications profession | domestic violence | mass media | participation of women | democratisation | Great Maghreb | Middle East
Summary: This paper explores some recent changes in women's involvement with the Arab media, taking account of developments in different media sectors and media-related fields. In doing so it attempts to track whether the media act as a catalyst or amplifier for social and political change affecting women in Arab countries, or whether the same social forces that structure audiences, values and predispositions also shape the character of media content. That is to say, the paper considers ways in which struggles about women's status may be played out in the media, just as they are in the fields of politics and law.

In-Depth Analysis EN
Violence against Women

Publication type: In-Depth Analysis
Date: 06-12-2005
Author: Daniele RECHARD
Policy area: Gender Issues, Equality and Diversity | Human Rights
Keyword: sexual discrimination | EU action | sexual violence | domestic violence | area of freedom, security and justice | women’s rights | gender equality | human rights | sexual mutilation
Summary: The purpose of this note is to take stock of the problem of violence against women by examining the various forms of violence perpetrated against women (I) and the Community programmes relating thereto (II). It also looks into the various means of combating such violence and the positions adopted by the European Parliament on these issues (III).

National Legislation on Prostitution and the Trafficking in Women and Children

Publication type: Study
Date: 01-09-2005
External author: Transcrime
Keyword: sexual offence | fight against crime | national law | EU Member State | help for victims | prostitution | trafficking in human beings
Study: EN, FR

Mid-Term Review of the Lisbon Strategy From the Gender Perspective

Publication type: In-Depth Analysis
Date: 01-04-2005
Author: Daniele RECHARD
Policy area: Gender Issues, Equality and Diversity | Employment | Education
Keyword: new type of employment | economic and social cohesion | equal pay | position of women | family policy | female work | maternity benefit | gender equality | EU employment policy
Summary: This note aims to assess what progress has been made towards achieving the Lisbon objectives in terms of gender equality.

Trafficking in Women and Children

Publication type: In-Depth Analysis
Date: 01-02-2005
Author: Daniele RECHARD
Policy area: Gender Issues, Equality and Diversity | Human Rights
Keyword: child | violence | prostitution | slavery | trafficking in human beings | victim | woman | illegal migration
Summary: This note intends to present the most recent facts and figures on trafficking in women and children. It will define the main concepts related to this issue, then present the data available and the causes often proposed to account for this phenomenon and finally the actions taken by the EU in this area.

Women and Poverty in the European Union

Publication type: In-Depth Analysis
Date: 01-12-2004
Author: Daniele RECHARD
Policy area: Gender Issues, Equality and Diversity | Employment
Keyword: large family | poverty | labour market | employment structure | single parent | unemployment | elderly person | position of women | women’s rights | homelessness
Summary: This note aims at defining the main risk factors of poverty for women in the European Union and at identifying the groups that are particularly at risk. It has to be underlined that some data are not available for the new Member States.
Women and Enlargement
Publication type: Study
Date: 16-08-2004
External author: Claire Wallace, Liliana Mateeva, Pamela Abbott (Institute for Advanced Studies, Vienna, Austria)
Policy area: EU Democracy, Institutional and Parliamentary Law | Gender Issues, Equality and Diversity
Keyword: enlargement of the Union | Central and Eastern European Countries | participation of women | position of women | Baltic States
Summary: This study considers the position of women in the new EU countries and in candidate countries in various areas: demography, education, employment, health, politics, childcare. The study shows that the transformation of the societies of Eastern and Central Europe has lead to profound changes in the role of women.
Study: EN, FR

Role of a Future European Gender Institute
Publication type: Study
Date: 01-06-2004
External author: Yellow Window Management Consultants
Policy area: Gender Issues, Equality and Diversity
Keyword: information network | administrative structures | Community body | dissemination of information | research | data collection | social integration | decision-making | gender equality
Summary: This study explores what the role and structure of a European Gender Institute and the roadmap to its creation should be.
Study: EN, FR

Social Security Systems in the EU and their Impact on Reconciling Family Life and Work Life
Publication type: Study
Date: 15-04-2004
External author: E. Villagómez Morales, MªI Martinez Martín, E. Oteo Antuñano and E. González Gago (Almenara Estudios Económicos y Sociales, S.L.)
Policy area: Social Policy | Gender Issues, Equality and Diversity | Employment
Keyword: parental allowance | arrangement of working time | family benefit | motherhood | position of women | family policy | female work
Summary: This study gives a view of four areas of social security benefits as they affect women's labour market prospects and reconciliation of work and family life as well as freedom of movement of household with care responsibilities, the situation with respect to rights and the effects of fiscal systems on reconciliation of work and family life.
Study: EN

Women's Situation in the Balkan Countries - Comparative Perspective
Publication type: Study
Date: 01-12-2003
External author: Dr. Marina Blagojevic
Policy area: Gender Issues, Equality and Diversity
Summary: The study sets out, for each of the countries in the Balkans, a brief background information on the political and economic situation, the political involvement of women and women's employment situation, violence against women, including trafficking and domestic violence.
Study: XL

Impact of Trade Liberalisation on Employment, Labour and Gender Relations
Publication type: Study
Date: 01-10-2001
External author: Paul J.J. Welfens and Andre Jungmittag (European Institute for International Economic Relations - EIIW at the University of Potsdam, Germany), Susan Collins (Brookings Institution and Georgetown University, Washington D.C., USA) and Bart Verspagen (Faculty of Technology Management, Eindhoven University of Technology, the Netherlands)
Policy area: International Trade | Gender Issues, Equality and Diversity | Employment | Industry
Keyword: labour market | productivity | employment policy | liberalisation of trade | research and development | technological change | unskilled worker | gender equality
Summary: This study looks into the dynamics of technological progress, labour markets and trade on the one hand, while on the other hand we raise the issue of what policies might be adequate to cope with the challenges raised. While the analytical perspective is fairly general, the policy options offered mainly refer to the EU countries.
Study: EN
**Women 2000: Prospects and Challenges for the 21st Century**

**Publication type** Study  
**Date** 01-06-2001  
**External author** Laure Amoyel and Cécile Duval, Robert Schuman Scholars  
**Policy area** Gender Issues, Equality and Diversity  
**Keyword** poverty | UN Conference | sexual violence | health care | equal pay | domestic violence | participation of women | position of women | women's rights | elimination of illiteracy | gender equality  
**Summary** This study aims to examine the implementation of the Beijing Platform by the European institutions. It has been drawn up within the framework of the European Parliament’s 2000 research programme, at the request of Parliament’s Committee on Women’s Rights and Equal Opportunities following the Fourth World Conference on Women in Beijing and its follow-up in New York in June 2000 (Beijing +5).

Study **EN, FR**

**The Euro and the blind**

**Publication type** Briefing  
**Date** 21-05-2001  
**Author** Ben PATTERSON  
**Policy area** Gender Issues, Equality and Diversity | Economics and Monetary Issues  
**Keyword** public awareness campaign | physically disabled | euro | facilities for the disabled  
**Summary** The European Blind Union has from the start been closely involved in defining the technical specifications of the € notes and coins. A number of special features should make identification easier: for example, the large numerals showing the values of the banknotes are printed in relief and can be perceived by touch; and the edges of the coins vary. Financial support from the EU has also made it possible for the EBU and other bodies to make special preparations for the € changeover.

Briefing **DE, EN, FR**

**Recruitment and Equal Opportunities Systems**

**Publication type** Study  
**Date** 15-11-2000  
**Author** Isaac GONZALEZ GARCIA  
**Policy area** Gender Issues, Equality and Diversity | Employment  
**Keyword** recruitment | equal treatment | Council of Europe | civil service | EU Member State | European civil service | UNO | gender equality  
**Summary** The aim of this study is to describe and analyse the specific aspects of the various recruitment systems and equal opportunities policies for men and women of the civil services of the Members States of the Union, the European Institutions and international organisations (the Council of Europe and the United Nations).

Study **ES, DE, EN, FR**  
**Executive summary** **FR**

**Prospects for an Anti-Discrimination Policy**

**Publication type** Study  
**Date** 01-04-2000  
**External author** Maria Loutridou and Mark Eric Butt  
**Policy area** Gender Issues, Equality and Diversity | Employment  
**Keyword** European social policy | anti-discriminatory measure | rights of the individual | legal basis | European citizenship  
**Summary** Article 13 of the EC Treaty, introduced by the Amsterdam Treaty, aims to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation. This new Article has opened new prospects for an anti-European and worldwide organisations representing women in areas such as the environment, decision-making, human rights for women, development, etc.

Study **DE, EN, FR**

**Trafficking in Women**

**Publication type** Study  
**Date** 01-03-2000  
**External author** Carmen Galiana  
**Policy area** Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity  
**Keyword** organised crime | fight against crime | sexual violence | child pornography | child protection | slavery | trafficking in human beings | Central and Eastern Europe | sexual tourism  
**Summary** The principal objective of this study is to identify the characteristics of the phenomenon of trafficking in women for sexual purposes: its causes, structure and consequences, with the aim of increasing the visibility of the problem and bringing together a number of possible means of putting an end to this lamentable phenomenon, which is taking on ever more alarming proportions in relation to the violations of the victims’ rights and its links to organised crime.

Study **EN**
Women Professionals in the Media in the Context of New Technological Developments

Publication type: Study  Date: 01-02-2000
External author: Mariagrazia Forcella (Teseo, Bergamo, Italy)
Policy area: Gender Issues, Equality and Diversity | Education | Industry
Keyword: female worker | vocational training | communications profession | mass media | position of women | gender equality | new technology
Summary: This study, as well as the researches and statistics to which reference is made, demonstrate the gender imbalance is large in media professions. Not only women occupy fewer posts, but also they have lower pays, they are employed on precarious terms, they occupy decision-making positions only in exceptional cases. Moreover, they are suffering from invisible obstacles such as preconceived ideas on women-suitable jobs and stereotypes proposing only men at top-positions. Finally, the fact women generally remain responsible for the house and childcare not only discriminates them in the labour market, but also strongly affects the chances to advance in their careers. The new posts in media are mostly of this type and women seem to be more prepared to accept and, in some cases, even to require these types of work settlements. The impact of the ongoing changes in media sector has been estimated in this study as positive for women. Some of the trends in new media labour market seem to lean it in the direction of a conciliation with the characteristics of women labour. Anyway, risks should not be ignored. To get the opportunities the new media can offer to the improvement of women professional situation, several measures need to be taken. Among all the fields requiring the attention of policy makers, the crucial ones are:
1) women education and training: if women will not catch up on ICT skills, the impact on their employment risks to be disastrous;
2) women participation to decision-making: women need not only to adapt to new technologies, but also to participate in their design, become media managers and entrepreneurs;
3) new social provisions, concerning work protection, taxation, remuneration: the current upheavals in the media prof

Institutions and Bodies Responsible for Equality Between Men and Women

Publication type: Study  Date: 01-10-1999
Author: Eva BACELAR
Policy area: EU Democracy, Institutional and Parliamentary Law | Gender Issues, Equality and Diversity
Keyword: administrative structures | EU office or agency | EU Member State | women's movement | EU institution | gender equality
Summary: This study surveys the bodies which promote women's rights and equal opportunities in all the EU Member States and the EU Institutions such as the European Parliament and Commission. It also includes the Council of Europe, United Nations and the main European and worldwide organisations representing women in areas such as the environment, decision-making, human rights for women, development, etc.

Approche: Travail des femmes au foyer

Publication type: Study  Date: 01-07-1999
Author: Victoria GARCIA MUNOZ
Policy area: Social Policy | Gender Issues, Equality and Diversity | Employment
Summary: Cette étude recense les travaux effectués sur la situation des femmes au foyer dans l'UE; sont notamment examinés l'évolution du concept de travail ainsi que le travail non rémunéré des femmes au foyer dans les États membres.

Treaties and Conventions on Women's Rights

Publication type: Study  Date: 01-07-1999
External author: Anne-Sophie Divanon
Policy area: EU Democracy, Institutional and Parliamentary Law | Gender Issues, Equality and Diversity | Human Rights
Summary: The aim of this study is firstly to examine the European or international treaties and conventions currently in force and the European recommendations, resolutions and directives adopted and addressed to the Member States of the European Union.
The Work of the Committee on Women's Rights 1994-1999

Publication type: Study
Date: 01-06-1999
Author: Eva BACELAR
Policy area: EU Democracy, Institutional and Parliamentary Law | Gender Issues, Equality and Diversity
Keyword: EP Committee | women's rights
Summary: This document is divided into five parts concerning the composition and powers of this committee, the development of the committee up to 1999, a summary of the European Parliament's resolutions concerning women's rights, the hearings, the opinions and the delegations of the Committee on Women's Rights outside Parliament. The annexes contain various documents which appeared during the parliamentary term and a summary of the resolutions adopted.
Study: DE, EN, FR

Development of Theories on Women's Rights and Feminism in Europe

Publication type: In-Depth Analysis
Date: 15-01-1999
External author: Dolores Morondo Taramundi
Policy area: Gender Issues, Equality and Diversity
Keyword: sexual discrimination | social inequality | position of women | women's movement | women's rights | gender equality
Summary: This study considers the content of various feminist speeches in favour of women's rights in Europe. In particular it analyses the development of theories on equality and women's rights which have developed since the appearance of the feminist movements, i.e. since the middle of the 19th century with the struggles to obtain the right to vote.
In-Depth Analysis: ES, DE, EN, FR
Executive summary: ES

Women's Rights and the Treaty of Amsterdam

Publication type: Study
Date: 01-05-1998
Author: Victoria GARCIA MUNOZ
Policy area: EU Democracy, Institutional and Parliamentary Law | Gender Issues, Equality and Diversity
Keyword: sexual discrimination | social dialogue (EU) | women's rights | female work | Treaty of Amsterdam | gender equality
Summary: This study has two aims. Firstly, it gives an overview of the primary legislation, the Community legislation in force, the various action programmes in operation and the case law of the Court of Justice in existence before the signature of the Treaty of Amsterdam. It also includes as an annex all the Community legislation in force up to now, Declaration No 28 annexed to the Treaty of Amsterdam on Article 119(4) (future Article 141) and the list of judgments. Lastly it includes a summary and comparative table of the rights contained in the treaties and a bibliography.
Study: ES, DE, EN, FR, IT

Violence Against Children (Sexual Abuse and Exploitation)

Publication type: In-Depth Analysis
Date: 01-01-1998
Author: Eva BACELAR
Policy area: Area of Freedom, Security and Justice | Gender Issues, Equality and Diversity
Keyword: sexual offence | judicial cooperation in criminal matters in the EU | violence | child pornography | child protection | trafficking in human beings | children's rights
Summary: Analytical description of various forms of violence against children, whether within the family, or within society (prostitution, sex tourism, paedophilia, child pornography and the media). Status of children in the legal frameworks: Community (Treaty of Amsterdam and Council actions) and non-Community (United Nations and Council of Europe). Community action and budget: STOP programme, DAPHNE initiative and measures against sex tourism.
In-Depth Analysis: DE, EN, FR

The Situation of Women in Hungary, Poland and the Czech Republic

Publication type: Study
Date: 15-12-1997
External author: Dolores Morondo
Policy area: Gender Issues, Equality and Diversity | Employment
Keyword: Hungary | Poland | Czechia | female worker | political involvement | women's rights | gender equality
Summary: This study traces the progress made, de facto and de jure, by women in the three Central European countries (Hungary, Poland and Czech Republic) in view of their accession to the European Union.
Study: ES, DE, EN, FR
Violence Against Women

Publication type In-Depth Analysis
Date 01-12-1997
Policy area Gender Issues, Equality and Diversity
Keyword sexual offence | non-governmental organisation | Council of Europe | domestic violence | European Community | UNO | trafficking in human beings | women's rights
Summary Violence against women is a widespread phenomenon found throughout society. It is acknowledged to be one of the most serious infringements of the rights of the individual. This paper sets out the different types of violence and gives a description of all the initiatives which have been taken to date by international and European organisations and as a result of the contribution of NGOs. It also refers to the existing legal instruments in this field and gives a brief description of current Community action.

In-Depth Analysis DE, EN, IT

Women in Islam

Publication type Study
Date 01-09-1996
External author Geneviève Delaunoy
Policy area Gender Issues, Equality and Diversity | Foreign Affairs
Keyword religion | Maghreb | Islam | position of women | women's movement | women's rights | Middle East | Union for the Mediterranean
Summary Five part study which deals with the situation and role of women in the Maghreb, near and Middle East. The study takes into account political, religious, cultural, economic, social and humanitarian factors and also considers the masculine perception of women in these societies.
Study DE, EN, FR, NL

Human Rights = Women's Rights ?

Publication type Study
Date 01-06-1996
Policy area Gender Issues, Equality and Diversity | Human Rights
Keyword sexual discrimination | sexual violence | Rwanda | position of women | women's rights | Algeria | China | human rights
Summary Summary of the public hearing organised by the Committee on Women's Rights, 26-27 June 1995 on violations of human rights inflicted on women because of their sex. Describes the violence against women in daily life in order to rouse the consciences of our societies and to find the tools and strategies to enable these revolting practices to be stopped.
Study ES, DE, EN, FR, NL

Central and Eastern European Women : A Portrait

Publication type Study
Date 01-06-1996
Policy area Gender Issues, Equality and Diversity | Employment
Keyword post-communism | female worker | Communism | Central and Eastern European Countries | participation of women | position of women | female work | economic transition | gender equality
Summary Deals with the participation of women in the labour market, in the political institutions and the support infrastructures, both legal and social. Analysis of the situation of women during the 40 years of the Communist regime, allowing a better understanding of the impact of transition.
Study DE, EN, FR