

Committee on Civil Liberties, Justice and Home Affairs
Draft Action plan on Gender Mainstreaming in the work of the LIBE Committee

Equality between women and men is one of the European Union's founding values, as stipulated in the Article 2 of the TEU. Therefore, the promotion of it throughout the Member States is listed among the principal tasks of the Union (Article 3(3) TEU), together with the obligation to eliminate inequalities and to promote equality between men and women in all the Union's activities (Article 8 TFEU). The Gender Mainstreaming Strategy comprises ensuring that the gender perspective and giving consideration to the end goal of gender equality are among the central priorities at all levels of the EU fields of activities, including; policy development, legislation, implementation and monitoring of programmes and projects.

A profound, sustained commitment to gender mainstreaming is the most effective means for the European Union to promote not only gender equality but also women's empowerment, particularly where there are glaring instances of persistent discrimination against women as well as continued inequality between women and men. We need such guarantees because millions of European women still lack many rights, some even fundamental rights. The faults and shortcomings of each European legal system when it comes to gender equality reveal shortcomings of the whole EU system. Legal, political and economic equality cannot be merely a value enshrined in the Treaties.

In light of the above, with a view to the European Parliament resolutions of 13 March 2003, 17 November 2011, 8 March 2016 and 15 January 2019 aimed to promote and support the implementation of gender mainstreaming, the LIBE Committee must do its utmost to ensure gender equality by implementing the following objectives and actions:

1. In relation to organisation of LIBE internal work

-) The overall objective shall be to ensure gender balance in the Bureau of the Committee.
-) A gender perspective shall be taken into account with regard to appointing rapporteurs, standing rapporteurs and shadow rapporteurs.

-)] Compliance with the above requirements should be assessed on an annual basis.

2. In relation to LIBE legislative and non-legislative activities

-)] When preparing reports, opinions, amendments and questionnaires on legislative and non-legislative matters, LIBE, shall include a gender perspective In order to achieve this objective, it is proposed in particular to:
 - a) Provide paragraphs in the draft texts identifying gaps on gender equality related issues,
 - b) Regularly assess ECA or EU institutions' reports focusing on gender-related issues.
 - c) Due attention must be given to studies and analyses on gender equality and women's rights carried out by the European Parliament policy departments or EPRS; due attention should be given also to studies and research of other EU or international organisations or provided by academia or civil society that contain a gender perspective and that reflect the gender-related specific needs for a given policy area
-)] Whenever necessary, the LIBE committee requests disaggregated data in order to support the work of the committee in a specific policy area or, when available, gender disaggregated data should be included in the supporting documents;
-)] The LIBE Committee shall aim at ensuring a gender-balanced approach on appointments and distribution of reports and opinions, prerogative of political groups to appoint their Rapporteurs and Shadow Rapporteurs.
-)] For hearings, workshops, panels and other similar parliamentary events LIBE shall ensure, gender balance among the speakers. Compliance with the above requirement should be assessed on an annual basis.
-)] When preparing reports, opinions, amendments and questionnaires on budgetary matters of the EU Institutions and bodies, as well as dossiers having considerable financial implications, the LIBE Committee, with the cooperation of its Gender Mainstreaming Person (GMP), shall provide gender budgeting analysis in cooperation or with the support of from EPRS where possible. The target is to ensure that analysis is provided for all budgetary matters.

Compliance with the above requirement should be assessed on an annual basis.

-)] Coordinators are encouraged to organise one public hearing per year being organised by LIBE on a topic of the importance for gender mainstreaming in the area of Freedom, Security and Justice.
-)] All LIBE Members shall use gender-neutral language (EP Guidelines “Gender neutral language in the European Parliament”). Gender-neutral language shall be used in all documents related to the work of the LIBE Committee. Following the EP Guidelines: *in the multilingual environment of the European Parliament, the principles of gender neutrality in language and gender-inclusive language require the use of different strategies in the various official languages, depending on the grammatical typology of each language, (...) while respecting the need for clarity, the use of a language that is not gender inclusive, in particular the generic masculine, should be avoided as far as possible in legislative acts.*
-)] All LIBE Members, as well as staff, shall actively participate in training sessions organised by the European Parliament concerning gender mainstreaming, preventing and eliminating discrimination on the grounds of gender/sex and intersectional discrimination. The target is to ensure that each person takes part in such training at least once during each term.
-)] In discussions, the LIBE Chair shall ensure that speaking time reflects the gender balance of the present Committee Members where possible.
-)] Meetings with social partners and civil society organisations shall be organised, where possible, with gender-balanced organisations, and if this is not possible, the LIBE Committee shall assure it includes NGOs that represent women, women business organisations and organisations defending women’s rights in its meetings.
-)] The LIBE Committee shall be a space free from sexist, racist or otherwise degrading speech, and the Chair and Vice Chairs have a specific responsibility to uphold a non-sexist and non-discriminatory environment in all committee workspaces.
-)] Where possible, the staff of the LIBE Secretariat should be gender balanced.

-) Reports from missions shall contain gender-related assessments, where relevant.

3. In relation to LIBE external representation

-) The overall aim is to ensure gender balance in LIBE representation in the external events.
-) The Committee should ask the political groups to seek to ensure a gender balance with regards to the composition, when sending a delegation visit to Member States and the Committee should seek to ensure a gender balance as regards to the stakeholders that are met during the visit;

4. In relation to LIBE Gender Mainstreaming Person (GMP)

-) The Gender Mainstreaming Person for the LIBE Committee shall report to the LIBE Committee on the state of implementation of the Action Plan on Gender Mainstreaming and on the work of Gender Mainstreaming Network, at least once per year.
-) The LIBE GMP shall be invited to take part in Coordinators' meetings when matters relating to gender equality are discussed, with the aim of providing gender mainstreaming expertise, on the request of the Chair or Coordinators.
-) The GMP shall suggest amendments to the Action Plan on Gender Mainstreaming and table them for discussion/adoption by the Coordinators
-) The LIBE adviser responsible for the file shall be tasked with monitoring and implementation of this Action Plan in cooperation with the GMP.

Members appointed GMPs in LIBE during EP's 9th term (2019-2024):

Isabel Santos (S&D) - Member

Malin Bjork (GUE/NGL) - Substitute