



ΕΒΡΟΠΕΪΣΚΙ ΠΑΡΛΑΜΕΝΤ ΠΑΡΛΑΜΕΝΤΟ ΕΥΡΟΠΕΟ ΕΥΡΟΠΣΚΪ ΠΑΡΛΑΜΕΝΤ ΕΥΡΟΠΑ-ΠΑΡΛΑΜΕΝΤΕΤ
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Citizens' Rights and Constitutional Affairs Policy Department

WORKSHOP
*for the Committee on
Women's rights and Gender Equality
on*

"A new strategy for gender equality post 2015"

Wednesday, 3 September 2014

10.30 am – 12.30 pm

3.00 pm – 5.00 pm

Room ASP 1 G 3, European Parliament, Brussels

Programme

Part 1: Gender Mainstreaming, Economic Independence and Work-life-balance

- 10.30 am – 10.35 am **Welcome and introduction by the Chair**
- 10.35 am – 11.00 am **Gender Mainstreaming, Gender Budgeting and Monitoring**
Fiona Beveridge, Professor, University of Liverpool, United Kingdom
Q&A with expert
- 11.00 am – 11.55 am **Economic independence and the position of women on the labour market of the European Union**
Marcella Corsi, Professor of Economics, Sapienza University of Rome, Italy
Q&A with expert
- 11.55 am – 12.25 am **Maternity leave, paternity leave, parental leave and unpaid care work**
Dorota Szelewa, PhD, University of Warsaw, Poland
Q&A with expert
- 12.25 am – 12.30 am Wrap-up and closure of Part 1 by the Chair

Part 2: Fundamental rights, decision-making, and development

- 3.00 pm – 3.45 pm **Women in political and economic decision-making**
Eléonore Lépinard, Professeure associée, Université de
Lausanne, Switzerland
Q&A with expert
- 3.45 pm – 4.20 pm **Dignity, integrity and the elimination of violence against
women**
Levent Altan, Milieu, Belgium
Q&A with expert
- 4.20 pm – 4.50 pm **The post 2015 framework for gender equality policy in
foreign affairs and development cooperation**
Petra Debusscher, PhD, University of Antwerp
Q&A with expert
- 4.50 pm – 5.00 pm Wrap-up and closure of the Workshop by the Chair

Annex I: Short introductions to the issues by FEMM secretariat

Gender Mainstreaming, Gender Budgeting and Monitoring

The European Parliament (EP) has repeatedly called for the implementation of gender mainstreaming in its decision-making processes and throughout its administration. Besides from integrating the gender perspective in a wide range of policies and activities, gender budgeting has also been highlighted in order to analyse the effects of expenditures and revenues on both men and women. Further control is done through monitoring which should offer support in deciding whether adopted strategies reach adequate results.

Economic independence and the position of women on the labour market of the European Union

Whilst gender gaps on European labour markets are slowly narrowing, women's full economic independence is not yet a reality. Posts newly occupied by women are often thought to be more prone to lay-offs whilst women change jobs more regularly and are more often employed on a part-time basis. What is more, women are believed to be more vulnerable to the implications of governmental austerity measures on female-dominated employment sectors such as healthcare or welfare and education and stay behind when it comes to entrepreneurial activity. A combination of factors which not only puts at risks women's sustained position on the labour market but also threatens women's social protection, including their pensions. The EP has therefore called to include specific gender related indicators and recommendations in the European Semester process.

Maternity leave, paternity leave, parental leave and unpaid care work

Women often reduce their professional working time devoted to paid work in the early years of children's lives and for caring for the elderly. Consequently, women are thought to be over-represented in unpaid care activities whilst possible conflicts with their work may enhance gender inequalities. On the other side of the spectrum, men are believed to work longer hours in paid work which, in turn, reduces their time available for unpaid care work and risks making them dissatisfied with the time spent with their families. Different forms of leave exist that can be related to care work, as maternity, paternity, parental or family leave and have been subject of discussions and laws on the European level. Although meant to facilitate the reconciliation of work and family life, these types of leave have also been related to the fragmented careers of women which contribute to the gender pay gap, female poverty in the old age and lower salaries and career opportunities of women.

Dignity, integrity and the elimination of violence against women

Defined as "*violence that is directed against a person because of that person's gender, gender identity or gender expression or that affects persons of a particular gender disproportionately (...)*", gender-based violence has always been an important point of action for the European Parliament. Efforts included in the fight against violence against women are the outline of EU-wide policy frameworks on fighting this violence and on enhancing protection and gender-specific support for victims. Besides, addressing multiple and intersectional discrimination faced by Roma women and women with disabilities were kept on the political agenda through European Parliament resolutions.

Women in political and economic decision-making

Whilst the number of women on company boards and in political key positions is growing, they remain underrepresented. Identified as one of the priorities on the agenda, the topic is regularly being addressed by the European Parliament. With parity considered to be a vital requirement for the functioning of a democratic society and for business prospects, possible measures to promote women's participation have been identified. They include the discussion on introducing legislative measures to make electoral systems more favourable to women's representation and the introduction of quotas for listed companies.

The post 2015 framework in foreign affairs and development cooperation

The EP has repeatedly recognised the significance of gender equality for effective development policies. The economic and political empowerment of women would not only be a driving force of gender equality but also essential in achieving economic growth in developing countries and in reducing poverty. In this context, Parliament believes the follow-up of the Millennium Development Goals framework in 2015 should include a greater focus through specific goals to address violence against women and maternal health. Besides, the EP follows closely the implementation of UNSC resolutions 1325 and 1820 on women in armed conflict.

Annex II: CVs of the experts

Fiona Beveridge, Professor, University of Liverpool, United Kingdom

Fiona is Executive Pro-Vice-Chancellor for the Faculty of Humanities & Social Sciences at the University of Liverpool.

Fiona specialises in EU Social law, especially gender equality. Fiona's work focuses on law and policy-making processes and the ways in which gender equality concerns can be addressed in these areas. She has a particular expertise in gender mainstreaming (that is, the idea that gender concerns should be addressed systematically in all areas and by all factors), and how this is implemented in international institutions, the EU, and in individual states. In the UK this approach is best exemplified by the public sector equality duty, now contained in the Equality Act 2010. Fiona has published extensively in this area, with articles on gender mainstreaming in the devolved parts of the UK, in international trade institutions, in the process of accession to the EU, as well as within the EU's own policymaking processes. She is particularly interested in the interaction between 'soft' policy and 'hard' law in the equality field.

Marcella Corsi, Professor of Economics, Sapienza University of Rome, Italy

M. Corsi holds a Ph.D. in Economics from the University of Manchester (UK) and a degree in Statistics/Economics from University of Rome "La Sapienza". She has worked as consultant for European Commission, European Parliament and OECD, and for several Italian institutions. She is member of the Scientific Committee of Fondazione G. Brodolini and Fondazione Risorsa Donna. She is among the founders of the web-magazine inGenere www.ingenere.it. Her research activity mainly focuses on issues related to Social Inclusion, Social protection and Income distribution (often in a gender perspective). In this field of study, she is the author of several articles published in English and Italian and she is currently one of the scientific coordinators of the European Network of Gender Equality Experts www.enege.eu.

Dorota Szelewa, PhD, University of Warsaw, Poland

Dorota Szelewa is an assistant professor at the Institute of Social Policy, Warsaw University. She received her PhD from the [European University Institute](http://www.eui.it) in Florence. Previously, Dorota Szelewa worked at the University of Southern Denmark and at Bremen University. She has published articles in journals such as the *European Journal of Social Security*, *Social Politics*, *Journal of European Social Policy* or *Cahiers du Genre* and participated as an expert in many research projects on comparative European family and childcare policies, gender equality and social policy in Eastern Europe.

Levent Altan, Milieu, Belgium

Levent has over 13 years' experience developing policy and legislation, analysing implementation of EU law, and providing legal advice to national governments and the European Commission. He is currently a Principal Legal Advisor in Milieu Ltd responsible for justice, fundamental rights and home affairs issues. As a national expert, he worked in the European Commission for five years on justice issues including victims' rights and mutual recognition instruments. Prior to this, he was a UK civil servant specialised in EU justice and home affairs in the Cabinet office, Home office and Ministry of Justice. Levent has an honours degree in English and French law.

Eléonore Lépinard, Professeure associée, Université de Lausanne, Switzerland

Eléonore Lépinard (PhD EHESS Paris, France) is associate professor of gender studies at the University of Lausanne, Switzerland where she directs the Center for Gender Studies. Her research focuses on gender quotas, multiculturalism, intersectionality, social movements, socio-legal studies and feminist theory. She has worked for several European comparative research projects on gender equality and on multiculturalism, and has been an expert in the network on European Women's Rights. She was a Fulbright scholar at Rutgers University (N.J) and a fellow at the Robert Schuman Center for Advanced Studies at the European University Institute (Florence, Italy). She is the author of several articles, including prize-winning papers, on gender quotas and minorities' political inclusion, as well as a monograph on the French constitutional reform for gender parity.

Petra Debusscher, PhD, University of Antwerp, Belgium

Dr. Petra Debusscher is an expert on gender mainstreaming, European and international development policy, civil society and advocacy, gender theories and equality policies, in the following regions: Africa, Asia, Latin America, the European Neighbourhood and the European Union. She has 8 years of professional experience on gender issues in the framework of a (post)doctoral research on "Successfully mainstreaming gender in EU development cooperation and the role of the EU, the partner country and civil society: a best and worst cases analysis" (University of Antwerp, on-going) and holds a PhD on "Gender mainstreaming in EU development policy" (Centre for EU Studies, Ghent University 2010). On these issues she has published articles in journals such as International Development Planning Review, Women's Studies International Forum, Journal of Southern African Studies, Latin American Perspectives, Journal of Women, Politics & Policy and Development and Change. She teaches undergraduate and master courses on gender theories and equality policies, gender and diversity in the European Union and interest representation in Europe.