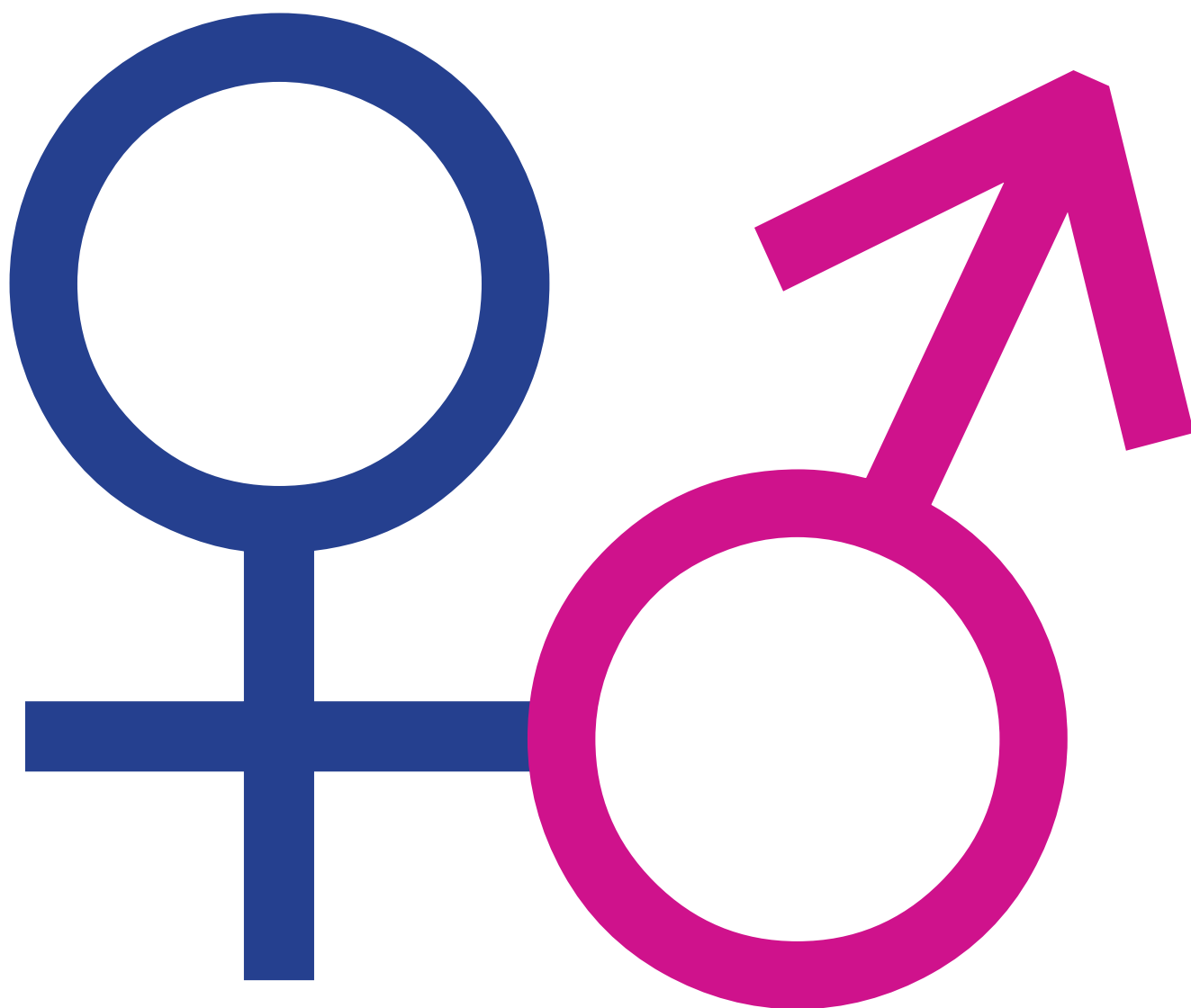


# GENDER EQUALITY

WHAT DO THE PARLIAMENTS OF THE EUROPEAN UNION DO

AN EXCHANGE OF BEST PRACTICES





**Joint meeting of the High-Level Group on Gender Equality and Diversity  
and the Committee on Women's Rights and Gender Equality  
with counterparts from national parliaments  
Associating the Bureau Working Group on Communication and with specialised media**



**3 October 2012**

**GENDER EQUALITY – WHAT DO THE PARLIAMENTS OF THE EUROPEAN UNION DO**

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**HIGHLIGHTS**

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*We are happy to welcome you to this joint meeting of the Bureau High-level Group on Gender Equality and Diversity and Committee on Women's Rights and Gender Equality together with national Parliaments.*

*We hope that this will provide an opportunity to exchange best practices as regards promoting gender equality amongst parliaments across the European Union and candidate countries. Promoting gender equality is an issue which is at the very heart of the European Parliament, and having an exchange of best practices with Members of Parliaments is an excellent chance to learn from each other.*

*This publication provides you with some background information which should hopefully be useful for the discussion.*

*The publication is divided into four parts corresponding to the programme.*

- *Staff Policy – promoting gender equality among staff in the Parliaments administrations*
- *Communication Policy – promoting gender equality through communication*
- *Women in politics – promoting gender equality among politicians in Parliaments and in government*
- *Promoting gender equality in legislation – on EU level and on national level*

*We hope we will have a fruitful discussion.*



**Roberta ANGELILLI**

Chair of the Bureau High-level  
Group on Gender Equality and Diversity



**Mikael GUSTAFSSON**

Chair of the Committee on  
Women's Rights and Gender Equality

## Background

In the same way as other international organisations, the European institutions are standard setting bodies for gender equality. Following the *Beijing Platform for Action of the United Nations 4th World Conference on Women (1995)*<sup>1</sup>, comprehensive steps were taken by the Union to implement the recommendations under the critical area of concern H “Institutional mechanisms for the advancement of women”. With the objective of ensuring gender mainstreaming in all policy areas, measures were implemented to increase the number of women in decision-making and high-ranking positions. Human resource policies had to be adapted to reach this aim and to comply with the ambition that the European public service would respond to the highest quality standards and could serve as an example for other public and private employers.

These efforts were not without results although important challenges remain, first and foremost to increase the number of women in senior management positions. In January 2010<sup>2</sup>, the European Commission published a study noticing that in many European countries men outnumber women by at least two to one in the top two third of the civil service. Equally, although it employed more or less equal numbers of men and women, there was a significant disparity at senior levels of the European Commission Civil Service with men accounting for 81% of the top two administrative grades and 76% of the top two assistant grades. In the service of the Council of the EU, there were 84% men and just 16% women in the top two levels of the hierarchy. At the top of the judiciary, the judges of supreme courts in all EU countries comprise 31% women and 69% men. The European Court of Justice has just four women amongst the twenty-seven judges nominated by Member States. The difference is much lower in the European Parliament (EP).

## The situation at the European Parliament

As an employer, the EP aims to promote gender equality and encourage balanced representation of women and men at all levels of employment in its Secretariat. This internal policy is encouraged by political decisions taken in 2003 and 2009. The resolutions on Gender mainstreaming in the European Parliament committed the EP “to adopting and implementing a policy plan for gender mainstreaming; the overall objective of this policy is to promote equality of women and men through genuine and effective incorporation of the gender perspective in policies and activities, including decision-making structures and the administration, so that the different impact of measures on women and men is assessed before decisions are taken”. A High-level Group (HLG) was set up under the auspices of the Bureau to implement and to evaluate the measures proposed in the resolution. The resolution on gender mainstreaming in committees and delegations took note of the progress and encouraged the HLG to pursue its work and to link with the gender-mainstreaming network<sup>3</sup>.

Therefore, equality policies have a firmly established place in the EP Secretariat’s objectives. The Bureau reports in this area and the Statement of principles on the promotion of equality and diversity, adopted by the Bureau on 13 November 2006, provide the relevant policy framework within the overall legal context that has been strengthened by the entry into force of the Lisbon Treaty, enshrining the Charter of Fundamental Rights. The EP Secretariat aims to achieve gender balance at all levels of its organisational plan.

1. <http://www.un.org/womenwatch/daw/beijing/pdf/BDPfA%20E.pdf>

2. EC January 2010 “More women in senior positions Key to economic stability and growth”

3. The gender-mainstreaming network consists of Members of the EP being Committee or Delegation Chair or Vice-Chair responsible for gender mainstreaming in their respective Committees.

Regarding Senior Management, the picture is, however, mixed. There has been a lot of progress in the last few years. Six years ago, there were no female Directors-General but now there are four (36,4% of all Directors-General) which corresponds to a high percentage compared to other institutions. However, there are not many women who apply for Middle Management positions, like Heads of Unit (only 25,5% of Heads of Unit are women). Consequently, since 2007, efforts have been particularly focused on middle-management. Based on the results of a round table discussion, the Professional Training Unit runs a special training and motivation programme for women identified as being potential heads of unit. Four training programmes have since taken place addressing possible needs of women, such as preparation for management positions and information about the possibilities for combining such a position with family commitments. In addition, equality and diversity training is accessible in staff's tool boxes, depending on their job profile. Awareness-raising activities have been organised, such as the Equality and Diversity Awards, seminars and round tables or a series of film screenings on equality issues. A survey addressed to female administrators has been recently launched in order to collect relevant information on the main reasons behind the low percentage of female applications to middle management positions.

The Action Plan 2009-2013 for the promotion of gender equality and diversity in the EP Secretariat, adopted by the Bureau on 9 March 2009, is one of the key tools for ensuring that the principles of equality, diversity and non-discrimination are translated into practice in the work of the EP Secretariat during Parliament's 7th parliamentary term. The Action Plan is based on the three lines of action set out in the statement of principles and two transversal objectives. The High Level Group of the Bureau on Gender Equality and Diversity identifies specific objectives and measures on a yearly or biannual basis. Some of them are especially dedicated to equality between men and women in general. The first proposed line of action, for instance, is to ensure full equality of women and men in all aspects of professional life. Furthermore, actions are aimed at encouraging balanced distribution of responsibilities between men and women at all levels and balanced participation by women and men in the management of the Secretariat. The action plan also advocates the promotion of the use of the work-life balance measures by men and women alike. The implementation of the Action Plan involves, due to its horizontal and over-arching nature, all stakeholders in the EP Secretariat.

## **The request sent to the The request sent to the European Centre for Parliamentary Research & Documentation (ECPRD)**

### **Background**

Encouraging women to move into senior management positions is viewed as a crucial part of the global drive to improve equality between men and women. As scientific research shows, there is a range of reasons why women fail to progress up to senior management levels and issues connected with discrimination and the 'glass ceiling' have been well characterised. It has also been proven that women might decide for these reasons to refuse senior management positions despite appropriate coaching.

### **Request**

*The European Parliament as an employer aims at promoting gender equality and encouraging balanced representation of women and men at all levels of employment in its Secretariat. Statistics show that women are often not keen on applying for senior management positions.*

*In order to better understand the reasons for the shortage of female applications for Head of Unit posts in the EP Secretariat, the Chair of the EP High Level Group on Gender Equality and Diversity decided to ask parliaments about career development of non-management female AD (administrator) staff members. The Chair of this High Level Group would also be interested in being informed if such an initiative has already been launched in the past by your national Parliament and, if so, to obtain information about it.*

See:

[https://ecprd.secure.europarl.europa.eu/ecprd/secured/detailreq.do?id=143507&hl=143513#reply\\_143513](https://ecprd.secure.europarl.europa.eu/ecprd/secured/detailreq.do?id=143507&hl=143513#reply_143513)

## Answers received

25 parliamentary assemblies out of 38 replied to the above mentioned request.

It seems that in most of the parliamentary assemblies, no research has been carried out to examine women's inclination to apply for senior management positions.

In some cases, the respective share of women and men in managing positions differs depending on the level of responsibilities.

In 7 of the assemblies which sent an answer the proportion of women in senior managing positions is higher than the one of men.

Most of the National parliaments do not have any specific programme to promote the equality between men and women in senior management positions. However, among the answers received, four specific gender equality policies for the staff were mentioned:

### in Finland (Eduskunta)

Problems of balanced representation of both genders are acknowledged and noticed in the equality plan of the Parliamentary Office 2010-2011 which includes targets to promote women's and men's equal position in the work community, for example:

- *"Women and men work equally in all positions including management positions"*. The target is to achieve gender distribution in which there are at least 40% of both genders in each position.
- *"Women and men have equal opportunities to ascend on their careers and to participate in personnel training"*.

Besides the targets, the equality plan includes practical proposals for actions to reach the targets. At the moment the Equality Commission is preparing a report about fulfilment of the equality plan of the Parliamentary Office 2010 - 2011.

Moreover, the theme of equal proceeding in career was touched upon in the Parliamentary Office's personnel questionnaires in 2010 and 2011. The next personnel questionnaire will take place in spring 2013.

### in Germany (Bundestag)

The Third Plan for Equality, based on the Federal Law on Equality, entered into force in July 2010. It will last until end of June 2014.

It plans to reach 50% of women in every kind of positions. So far, this objective has been exceeded regarding the positions of Head of service since 9 vacancies have been attributed to women instead of the 5 originally planned.

### in The Netherlands (Tweede Kamer der Staten-Generaal)

The Dutch Parliament voluntarily committed itself by signing the "Talent to the Top" Charter, which is a public code with clear agreements regarding the realisation of gender diversity at top and sub-top management levels. It therefore has to assess the initial situation, set objectives and a strategy regarding gender diversity. The administration of the Chamber has to report on an annual basis on progress and results. The Talent to the Top Monitoring Commission provides for feedback and advice in the form of an individual report.



The Dutch Parliament has set different goals:

- Women in top management: 25% in 2011, current situation: 29%, objective: 35% in 2014.
- Women in sub-top management: 33% in 2011, current situation: 31%, objective: 40% in 2014.

The ways to reach these goals are, among other initiatives:

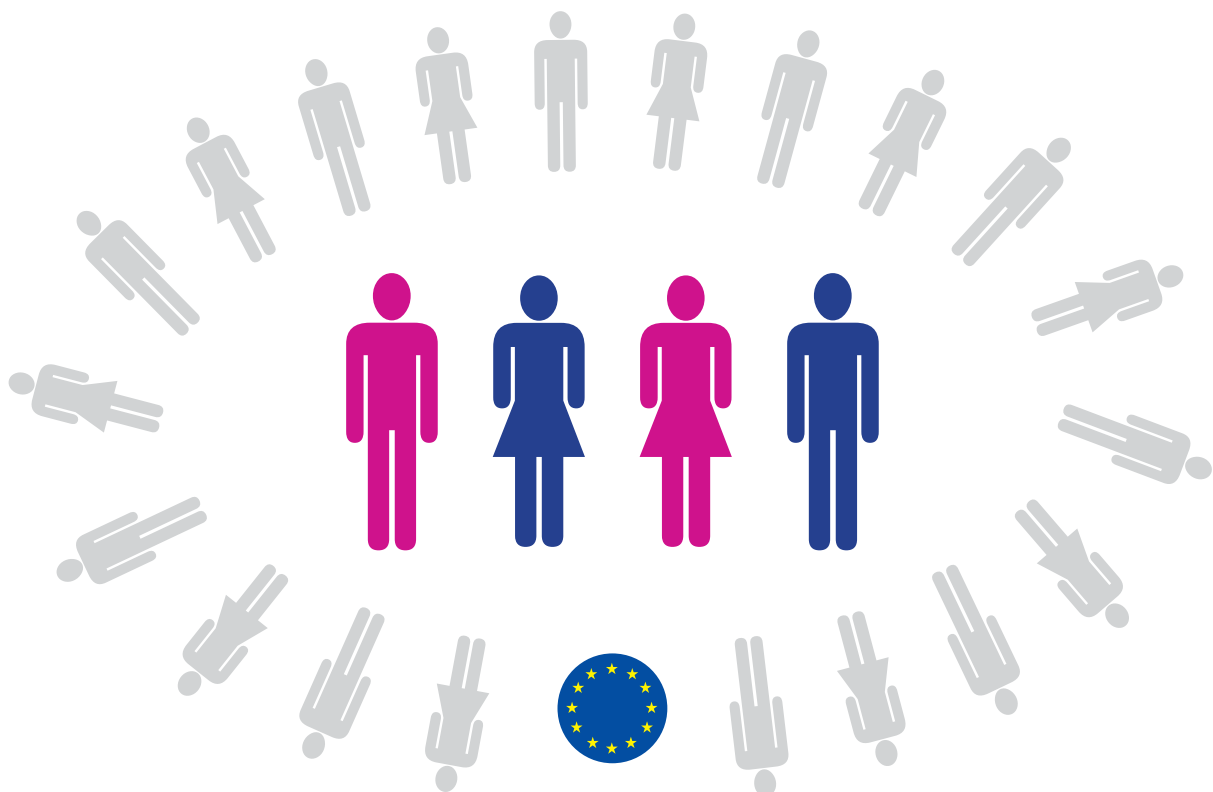
- specialised recruitment agencies for top-positions
- training for the selection committees (for making them aware of unknown biases)
- reporting on the set goals in the regular management reports
- raising awareness at top-management level
- more focus on work-life balance
- assisting management in improving the quality of the performance management cycle

It also launched a talent management programme for 10 talented employees (5 women and 5 men). The first 2-year programme ends in September 2012.

### in Hungary (Országgyűlés)

There is an official, written non-discrimination policy declaration aimed in general to secure non-discrimination practices for those most likely to be discriminated against, including women.

In addition, in the **United Kingdom**, the **House of Commons** considers the gender equality issue to be a high priority and plans to launch a specific initiative in favour of women in senior management positions. Under the name "**Gender Workplace Equality Network**" it aims at working towards the removal of glass ceilings (particularly in relation to the representation of women at senior levels) and at ensuring that the House allows gender equality of access to learning and development programmes, and that such programmes integrate equality and diversity in their content.



GENDER EQUALITY – WHAT DO THE PARLIAMENTS OF THE EUROPEAN UNION DO

3 October 2012



### Speech by Vice-President Anni Podimata

Let me start by congratulating EP Vice-President Angelilli and Mr Gustafsson, MEP and Chair of the FEMM Committee, for this important initiative to meet with our counterparts from the national parliaments.

I want to pay a special tribute to the tenacity of VP Angelilli who made this event possible.

This meeting is an excellent opportunity to exchange good practices, to share new ideas, and to underscore that despite the progress that has been made on gender equality, there is still much work to do.

VP Karas and I appreciate being fully involved as Vice-Presidents in charge of information and communication policy as we believe that all the actions taken by the Parliament have to be conveyed outside, to our citizens. Being close to the citizens means acting in their favour in order to make their lives better but also let them know what we are doing for them and learn from them what their needs are.

Today, we will highlight in particular the EP's efforts to communicate and promote gender equality.

Already this event could be pointed out as an example of the EP's communication activities on the promotion of gender equality. With the support of the policy and communication services, our work and the messages that we deliver today are being diffused across Europe, through the work of the press officers in the EP Information Offices in each of your countries, through the EP website, and on social media and other online platforms. The meeting is currently being web streamed and hence accessible to all members of the public who are interested in following the debate.

Yesterday, in preparation for today's event, we held a seminar for journalists where gender equality was examined in-depth in order to equip the journalists with the knowledge necessary to deepen their reporting on the topic.

The European Parliament is committed to an events-based approach to communicate on topics related to gender equality. Of particular interest in this context is International Women's Day (IWD), a global day which celebrates, on the 8th of March each year, women's past, present and future achievements in economic, political and social fields. For many years, the European Parliament has held annual celebrations around the 8th of March. Every year the theme for the EP celebrations is chosen by the Women's Rights and Gender Equality Committee (FEMM) in November; for example, the theme for 2012 was "Equal pay for work of equal value", an objective that is still far from being reached even within the EU, even though much progress has been made.

In 2012, the European Parliament held three main events in Brussels. Additionally, the EP Information Offices in all the Member States also held events and debates on the theme of equal pay.

We have to spread our messages outside of these walls and outside of Brussels. We have to reach

out to the citizens where they are. We have to attract them by means of an event, to promote the EP's strong commitment to equality between women and men locally. In order to achieve this goal, we have also to establish two-way communication in order for us to receive the citizens' input about their experiences, their needs and feedback about the actions performed by our institutions. All the new communication tools, social media and platforms allow us today much more than in the past to establish real and concrete dialogue with our citizens, and all the new tools should be used without abandoning the traditional methods of information and communication.

However, our idea is also to move beyond the current events-based communication on single issues to a sustained, integrated campaign with deeper dimensions on the fundamental rights the EP stands for.

The EP is a House that, through its legacy of political decisions and legislation, has univocally stood in defence of fundamental rights such as democracy, freedom of expression and movement, gender equality, cultural diversity and the promotion of human rights, with broad political consensus on these core values. In times of crises of different nature, including the crisis of confidence between citizens and their institutions, values provide the common and meaningful acquis. EU citizens have good reason to feel proud to come from a Union where values are deeply respected. However, values do not exist in a vacuum. They are translated, through legislation and parliamentary work, into concrete policies in areas which directly affect citizens. When communicating on gender equality, we don't communicate on gender equality in general terms, but rather we pay particular attention to the EP's position on related legislation, throughout the whole legislative procedure.

Let me conclude with an appeal to all of us who represent EU citizens: we need to listen more to citizens' opinions. According to the latest Parliament Eurobarometer public opinion survey from November 2011, the priority values the EP should defend are: **1. protection of human rights (56%); 2. equality between men and women (33%);** 3. freedom of speech (32%); 4. solidarity between EU member states (31%); 5. solidarity between EU and poor countries in the world (25%). Followed by: dialogue between cultures and religions (20%); protection of minorities (19%); abolition of the death penalty throughout the world (12%).

Let us continue to take a stand for these fundamental values.

**Anni Podimata**  
Vice-President of the European Parliament



### Speech by Vice-President Othmar Karas

Thank you, Vice-President Podimata, for this overview of the EP's commitment to the defence of fundamental rights. I would like to endorse your statement that, as an institution which is directly elected by the citizens, not only do we have to listen to what the citizens have to say, we also have to act in accordance with their needs and wishes. Especially at a time of economic crisis, and of a crisis of confidence in politicians, one might ask what use it is to communicate on values rather than on more pressing legal or economic issues. In my opinion, the two are not mutually exclusive. We believe that in times of crisis it is also appropriate to reflect on values – firstly, because it brings us 'back to basics', and secondly, because it is precisely in times of crisis that our values are called into question. The European Parliament is currently organising four separate communication campaigns focusing on four key values: **gender equality, cultural diversity, human rights, and citizens.**

These are examples of values that the European Parliament promotes, in the first instance, by organising events that highlight its unequivocal position on fundamental rights. However, just as values do not exist in a vacuum, the European Parliament cannot reach every citizen by itself. We need the **support of a well-established network of multipliers, and support from you, the members of national parliaments**. The Lisbon Treaty boosted the importance of both the European Parliament and the national parliaments.

Cooperation between them is essential, but there are many areas where work is still carried out in parallel rather than in unison.

**Representatives of national parliaments and the European Parliament's representatives in the Member States – the EP Information Offices – could make a key contribution to improved cooperation.** In view of this event today, the EP Information Offices could be the place where all relevant information is gathered and exchanged with representatives of the respective national parliaments before the message is passed on to the citizens.

Some initiatives have already been taken at European level to promote gender equality, especially with regard to women in leading positions. The European Parliament has repeatedly expressed its support for quotas for women as a stimulus to increasing the percentage of women on, for example, management boards with supervisory functions. We know that more than 55% of all graduates are female. Why is this percentage not reflected in the figures for leading positions? I am convinced that the European Parliament should and will continue to call for effective and fair means of promoting gender equality.

The progress achieved so far on gender equality differs from one Member State to another. However, we, as public figures, should not try just to regulate everybody else, but also to act as role models. **Looking more specifically at our own domain – politics – it is clear that we still have a long way to go in this field.** Let me share with you some current figures about women in politics dating back to February 2012. They are very revealing – clearly, there is plenty of room for improvement:

- In the European Parliament, 65% of the seats are held by men, as compared with 35% held by women.
- At Member State level, the gap is even wider, as 75% of the members of national parliaments are male, only 25% female.
- There is not a single parliamentary chamber in the EU where women outnumber men.

I would like to conclude by returning to a point raised by Vice-President Podimata. On average in the European Union, women earn 17.5% less than men for work of equal value. According to the results of a EP/ Eurobarometer that was launched on the occasion of International Women's Day 2012, in 21 Member States **the European Union level is seen as the most appropriate at which to handle pay gaps**. If this is the citizens' wish, it is the European Parliament's duty to promote equality between men and women, and to lead by example by promoting equality in our own chambers.

Thank you for your kind attention. We look forward to the floor being opened for discussion.

*Othmar Karas*  
Vice-President of the European Parliament



## PROMOTING GENDER EQUALITY AMONG POLITICIANS IN PARLIAMENTS AND IN GOVERNMENT

## SUMMARY OF THE REPORT ON WOMEN IN POLITICAL DECISION-MAKING – QUALITY AND EQUALITY

**The Framework of International Conventions**

- **The Convention on the Elimination of All Forms of Discrimination against Women** states, inter alia, that State parties should take all appropriate measures, including positive measures, to eliminate discrimination against women in political and public life.
- **The Beijing Declaration** underlines the fact that equal participation is needed in order to strengthen democracy and promote its proper functioning.
- Equal representation of women and men in political decision-making is a matter of **human rights** and **social justice**.

**Women Unrepresented in Europe**

- There is an imbalance in participation by women and men in political and public decision-making and clear under-representation of women in elected and nominated political positions at the level of the European Union and in its Member States.
- Women's representation in political decision-making has stagnated in recent years **instead of displaying linear improvement** (the representation of women in the European Commission is stagnating at one third, the Commission has never been chaired by a woman, the gender balance in national parliaments across the EU remains unchanged at 24% women and 76% men, with women accounting for only 23% of ministers overall).
- Men have been proven to prefer choosing men for decision-making positions, which is not a formalised system but nevertheless a systematic and very real deep-rooted culture of positive treatment of men.
- Decision-making is based on administrative preparations and thus the number of women in administrative positions, especially in leadership, is a matter of equality and ensures that gender aspects are taken into account in the preparation of all policies.

**The Segregation of Power**

- Owing to persisting gender stereotypes there is still a severe **segregation in key political decision-making positions**, with care and distributive tasks such as health, social welfare and the environment being entrusted more to women, while men are assigned powerful, resource-related tasks such as economic and monetary affairs, trade, budget, defence and foreign affairs, which distorts the power structure and resource allocation.

**Women's Representation in Elected Positions**

- The Council, the Commission and the Member States must design and implement effective gender equality policies and multifaceted **strategies**, consisting of **non-binding** and **legally binding**

measures (including quotas, which have proved most effective). In addition, **quantified targets**, clear **action plans** and regular **monitoring** mechanisms followed up with **binding corrective actions**, need to be created.

- Commission and Member States should launch a **pledge** to be endorsed by all **political parties** at European, national and regional level to take measures to encourage women's active participation and involvement in political life and in elections.
- The Member States should link and set targets based on **parity between sexes** for the political parties as a **prerequisite for funding**.
- European parliament emphasises the need for **concrete steps** designed to achieve parity in elected offices in the national parliaments and the European Parliament (such as those of the President, Vice-Presidents, Chairs and Vice-Chairs), for instance by **setting a target of 50% representation of men and women in each of those offices**.
- Commission should encourage and fund actions related to promoting parity in decision-making positions and political activities when programming the **next funding period, 2014-2020**, as well as when planning actions for the planned **European Year of Citizens 2013** (especially keeping an eye for the elections in 2014).

### Women's Representation in Nominated Positions

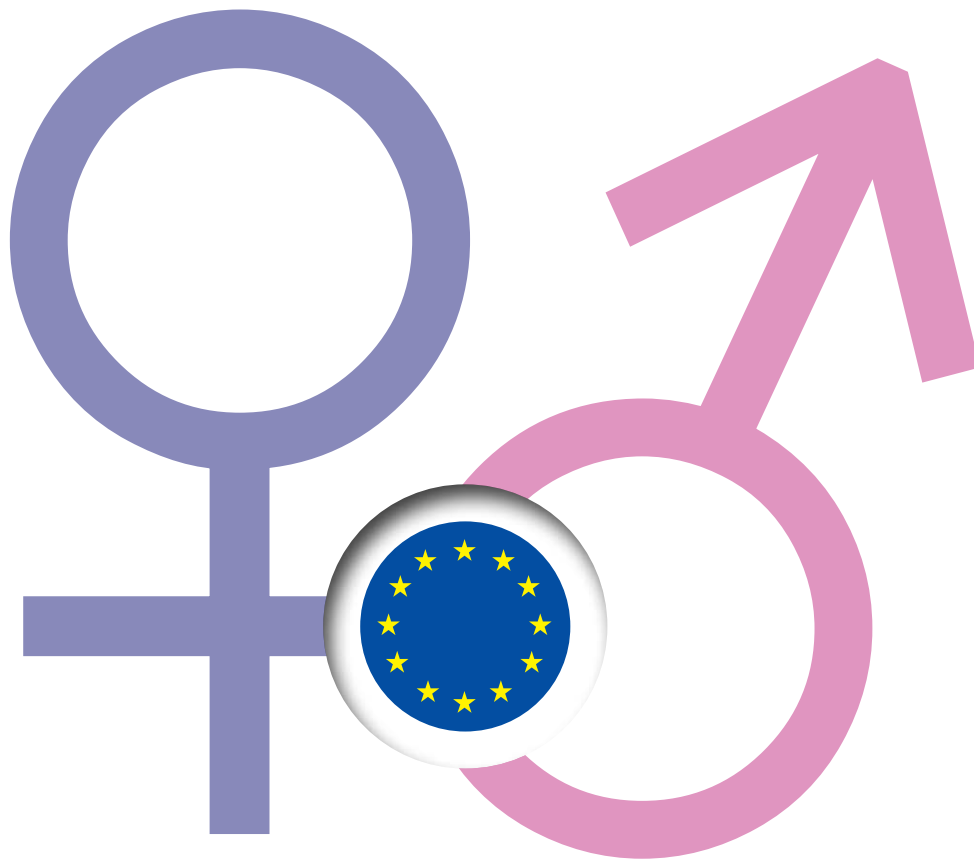
- **Member States should support parity by proposing a woman and a man** as their candidates for the office of European Commissioner, and the President of the Commission should achieve parity when forming the Commission. The same principles need to be extended to **all governing EU bodies and public appointments** when Member States nominate their candidates.

### Measures to Promote Women's Participation in Political Life

- The Commission and the Member States are encouraged to implement **positive action measures**, such as preferential treatment, when a gender is under-represented.
- The Council, the Commission and the Member States must aspire to enable women and men to take an active part in political decision-making by promoting reconciliation and a **balance between family life and working life** by means of measures such as sharing the costs of parenthood equally between both parents' employers and ensuring accessible and adequate services for e.g. child and elderly care. The Commission has a big role in supporting equal access to services, minimum income and freedom from gender-based violence by appropriate legislative proposals in the form of directives.
- The Commission and the Member States must ensure that women have access, if necessary by preferential treatment, to **leadership training** and **positions of leadership** as part of career promotion in order to enhance women's leadership skills and experience.
- The Council, the Commission and the Member States are encouraged to promote and welcome the efforts of employers' organisations and trade unions, the private sector, non-governmental organisations and all organisations that normally form part of advisory councils related to government to achieve equality of women and men in their ranks, including equal participation in decision-making.
- There is a need to strengthen the role and resources of the **European Institute for Gender Equality (EIGE)** and facilitate cooperation with women's non-governmental organisations, to

promote and exchange good practices that contribute to achieving gender balance in decision-making positions.

- Promoting the **exchange of good practices** needs to be enhanced, as well as collecting, **analysing and disseminating data** (by strengthening the role and resources of the European Institute for Gender Equality (EIGE)). The Commission should submit a yearly report to the European Parliament's Committee on Women's Rights and Gender Equality on the progress of gender equality in decision-making in the European Union
- The Parliament recalls its demand for gender parity at all levels in the appointment of staff of the **European External Action Service (EEAS)** and that all delegations representing the EU respect the principle of gender parity as regards their composition.
- Women's campaigning in elections must be supported especially in relations to newly democratized countries.



## HIGHLIGHTS

The Committee on Women's Rights and Gender Equality (FEMM), chaired by Mikael Gustafsson, has been a standing committee of the European Parliament (EP) since July 1984. There are currently 35 full and 30 substitute Members in the committee.

The FEMM committee has the following responsibilities:

1. the definition, promotion and protection of women's rights in the Union and related Community measures;
2. the promotion of women's rights in third countries;
3. equal opportunities policy, including equality between men and women with regard to labour market opportunities and treatment at work;
4. the removal of all forms of discrimination based on sex;
5. the implementation and further development of gender mainstreaming in all policy sectors;
6. the follow-up and implementation of international agreements and conventions involving the rights of women;
7. information policy on women.

Additionally, the FEMM-committee organises an **annual inter-parliamentary committee meeting at the occasion of the International Women's Day**, involving members of Parliaments in the 27 EU Member States, candidate countries and the Parliamentary Assembly of the Council of Europe. The theme chosen for 2013 is **"Women's response to the crisis"**.

The Committee issues reports and opinions and contributes through Gender Mainstreaming Amendments (GMA) to reports of other parliamentary committees. This document lists only a limited number of key reports, adopted or under discussion during the ongoing 7th legislature.

### I. Legislative dossiers of the FEMM-committee

#### **Improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding.**

**Rapporteur: Edite Estrela (S-D)**

*Legislative resolution adopted in Plenary on 20 October 2010 (awaiting Council's position).*

The EP adopted a legislative resolution on the so-called maternity leave Directive. Parliament's position extends the scope of the existing Directive. It states that the Directive should also aim to improve the conditions for pregnant workers and workers who have recently given birth to remain in, or return to, the labour market and to ensure better reconciliation of professional, private and family life by extending the minimum leave period and raising the level of allowances.

#### **Equal treatment between men and women engaged in an activity in a self-employed capacity.**

**Rapporteur: Astrid Lulling (EPP)**

*Legislative resolution adopted in Plenary on 18 May 2010 – final act published in Official Journal on 15 July 2010.*

The new Directive entitles self-employed women and assisting female spouses of self-employed workers to maternity benefits for the first time and creates autonomous social protection rights for the assisting spouses of self-employed workers.

An important issue and theme of the International Women's Day 2012 ("Equal pay for work of equal value") has been taken up through a so-called "legislative own-initiative report".\*



## **Application of the principle of equal pay for male and female workers for equal work or work of equal value.**

**Rapporteur: Edit Bauer (EPP)**

*Resolution adopted in Plenary on 22 May 2012.*

Parliament calls on the Commission to review Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation by 15 February 2013 at the latest; it proposes a series of amendments to the Directive. In the meantime, it calls on Member States to implement and enforce Directive 2006/54/EC consistently, and to encourage the private and public sectors to play a more active role in closing the gender pay gap.

## **II. Legislative Dossier under the procedure with joint committee meetings**

The FEMM-committee has, jointly with the Civil Liberties Committee, concluded the following legislative key dossiers, which will considerably improve the protection of victims in the EU:

### **Trafficking in human beings (legislative – procedure with joint committees)**

**Rapporteurs: FEMM: Edit Bauer (EPP), LIBE: Anna Hedh (S&D)**

*Legislative resolution adopted in Plenary on 14 December 2010 - final act published in Official Journal on 15 April 2011.*

The EP and the Council adopted at first reading a Directive on the fight against trafficking in human beings which strengthens the prevention of crime and the protection of victims of trafficking in human beings. The new Directive replaces Framework Decision 2002/629/JHA. It constitutes the first agreement between the Council and the European Parliament in the area of substantive criminal law after the entry into force of the Lisbon Treaty.

### **European Protection Order (legislative – procedure with joint committees)**

**Rapporteurs: FEMM: Teresa Jiménez-Becerril Barrio (EPP), LIBE: Carmen Romero López (S&D)**

*Legislative resolution adopted in Plenary on 13 December 2011 - final act published in Official Journal on 21 December 2011.*

Following agreement in 2nd reading between the EP and the Council, this Directive sets out rules allowing a judicial or equivalent authority in a Member State, in which a protection measure has been adopted with a view to protecting a person against a criminal act, to issue a European protection order. The protection order enables a competent authority in another Member State to continue the protection of the person in the territory of that other Member State, following criminal conduct, or alleged criminal conduct, in accordance with the national law of the issuing state.

### **Minimum standards on the rights, support and protection of victims of crime (legislative – procedure with joint committees)**

**Rapporteurs: FEMM: Antonia Parvanova (ALDE), LIBE: Teresa Jiménez-Becerril Barrio (EPP)**

*Awaiting plenary vote at the time of editing.*

The draft directive aims to ensure that whatever the crime - mugging, robbery, assault, rape, harassment, hate crime, terrorist attack, or human trafficking - and wherever it is committed in the EU, all victims enjoy the same basic rights in criminal proceedings, are treated with respect and dignity, are protected from repeat crimes or further victimisation, and have access to victim support services, justice and compensation. Victims will also be entitled to have their particular needs assessed.

### **Mutual recognition of protection measures in civil matters (legislative – joint committee procedure with the Committee on Legal Affairs)**

**Rapporteurs: FEMM: Antonia Parvanova (ALDE), JURI: Antonio López-Istúriz White (EPP)**

*Awaiting joint committee vote at the time of editing.*

The draft legislation would add civil law protection to the criminal law rules already enforced under the European Protection Order Directive (see above)

### III. Recent own-initiative reports\*

Own-initiative reports allow the committee and Parliament to draw the attention of other institutions to specific problems. Recently adopted INI-reports are:

#### **Gender aspects of the economic downturn and financial crisis**

**Rapporteur: Raül Romeva i Rueda (Greens/EFA)**

*Resolution adopted in Plenary on 17 June 2010.*

#### **Social integration of women belonging to ethnic minority groups**

**Rapporteur: Antonia Parvanova (ALDE)**

*Resolution adopted in Plenary on 7 September 2010.*

#### **Precarious women workers**

**Rapporteur: Britta Thomsen (S&D)**

*Resolution adopted in Plenary on 19 October 2010.*

#### **Face of female poverty in the European Union**

**Rapporteur: Rovana Plumb (S&D)**

*Resolution adopted in Plenary on 8 March 2011.*

#### **Priorities and outline of a new EU policy framework to fight violence against women**

**Rapporteur: Eva-Britt Svensson (GUE/NGL)**

*Resolution adopted in Plenary on 5 April 2011.*

#### **Women entrepreneurship in small and medium sized enterprises**

**Rapporteur: Marina Yannakoudakis (ECR)**

*Resolution adopted in Plenary on 13 September 2011.*

#### **Women in political decision making - quality and equality**

**Rapporteur: Sirpa Pietikäinen (EPP)**

*Resolution adopted in Plenary on 13 March 2012.*

#### **Women and climate change**

**Rapporteur: Nicole Kiil-Nielsen (Greens/EFA)**

*Resolution adopted in Plenary on 20 April 2012.*

#### **The sexualisation of girls**

**Rapporteur: Joanna Katarzyna Skrzydlewska (EPP)**

*Work is ongoing in committee at the time of editing.*

#### **Prevention of age-related diseases of women**

**Rapporteur: Roberta Angelilli (EPP)**

*Work is ongoing in committee at the time of editing.*

\* This instrument gives Parliament the opportunity to request the Commission, pursuant to Article 225 of the Treaty on the Functioning of the European Union, to submit any appropriate proposal for the adoption of a new act or the amendment of an existing act (Rule 42 of EP Rules of Procedure).



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