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## **The EU and Gender equality actions**

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**JEAN MONNET PROJECT**

**ReGEM Regional Gender Equality Measurement in the EU**

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## **The EU and Gender equality actions**

*Sandra Fachelli*

1. Background of EU policies
2. The current gender equality Strategy 2020-2025
3. A specific policy: Gender Equality in EU research programs

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# 1. Background of EU policies

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# European Union Gender Equality Policies Since 1957

(Sophie Jacquot, Université Saint-Louis – Bruxelles)

- The European Union (EU) is considered one of the world's most advanced political systems with regard to the promotion of gender equality
- In 1957, the construction of an initiative on a European level in the field of gender equality was not self-evident.
- For 40 years, the EU has imposed on member states a series of norms and values on Gender Equality
- The policies were developed through successive treaties and the gradual extension of Community competence, within the Council and the Commission, and the driving role played by women such as Jacqueline Nonon, Éliane Vogel-Polsky (1926-2015), Barbara Helfferich, or Eryl McNally.

## Some milestones:

- Art 119 (today art. 157 of the Treaty on the Functioning of the European Union) was the sole foundation for European activity in the area of gender equality until 1997.
- But a substantial policy of combatting inequality and promoting gender equality was built on this single basis.

This policy was based on a series of different instruments (treaties, directives, jurisprudence) to guaranteed:

Equal treatment in the workplace and the labour market; it prohibited any discrimination in social security systems; established minimum requirements for parental and maternity leave, ensured the protection of pregnant workers and young mothers... It equally prohibited made harassment, recognized the possibility of affirmative action “for the underrepresented sex”, and guaranteed equal treatment for men and women in the access to and supply of goods and services.

Was a central pillar for EU: 15 directives between 1975 and 2010. In 2006 Parliament and the Council established a **European Institute for Gender Equality**

# Some milestones: Strategy for equality between women and men 2010-2015.

Measures taken to promote the advancement of women and objectives for strategic engagement for gender equality.

1. **Women's participation in the labour market / EU rights and actions to promote Work-Life Balance**
2. **Actions for improving pay equality:** The gender pay gap in the EU, how the EU fights pay discrimination.
3. **EU action to promote equality between women and men in political and economic decision-making**
4. **Actions to eliminate gender-based violence** in the EU, funding and support for awareness campaigns.
5. **Promoting gender equality & women's rights beyond the EU:** Sustainable Development Goals, Partners, EU's external relations, International Cooperation, Gender Equality, Development aid
6. **Who we work with on gender equality:** EU organisations and expert groups that work on ending gender discrimination

## Some milestones: Strategic Engagement for Gender Equality 2016-2019

It was a comprehensive framework outlining the Commission's commitments to promote gender equality in all its policies as well as into EU funding programmes with the following priority areas for action:

1. Equal economic independence for women and men;
2. Equal pay for work of equal value;
3. Equality in decision-making;
4. Dignity, integrity and ending gender-based violence; and
5. Promoting gender equality beyond the EU.



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## 2. The current gender equality Strategy 2020-2025

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Striving (to fight) against sex-based discrimination  
We have equal opportunities to THRIVE (to prosper)  
in society and the economy.



The goal is:  
A Europe where women and men, girls and boys, in all their diversity, are equal.



# The gender equality Strategy 2020-2025

The European Commission's proposed “achieving a gender equal Europe where gender-based violence, sex discrimination and structural inequality between women and men are a thing of the past”

It is structured around six themes:

1. Being free from violence and stereotypes
2. Thriving in a gender-equal economy
3. Leading equally throughout society
4. Gender mainstreaming and an intersectional perspective in EU policies
5. Funding actions to make progress in gender equality in the European Union
6. Addressing gender equality and women's empowerment across the world

# Current situation

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The statement:

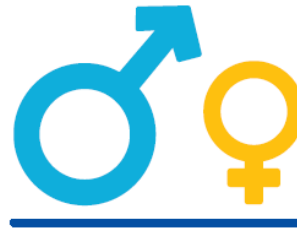
“gender equal Europe where gender-based violence, sex discrimination and structural inequality between women and men are a thing of the past”

...

Still, we have to fight



Women in the EU earn on average **16%** less than men per hour



Only **67%** of women in the EU are employed, compared to **78%** of men



On average, women's pensions are **30.1%** lower than men's pensions



**75%** of unpaid care and domestic work is done by women



Only **7.5%** of board chairs and **7.7%** of CEOs are women



Only **22%** of AI programmers are women



**39%** of Members of the European Parliament are women



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### 3. A specific policy: Gender Equality in EU research programs

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# Vademecum on Gender Equality in Horizon 2020

## Research strategy on gender

Actors involved in the implementation of Horizon

2020 with **practical guidance** on the effective application of the new gender equality provisions in Horizon 2020 (Helsinki Group)



RTD-B7 "Science with and for Society"  
26-02-2014<sup>1</sup>  
Rev. 21-03-2016

- **Fostering gender balance in Horizon 2020 research teams:** increase participation of women in the Framework Programme's projects
- **Ensuring gender balance in decision-making:** promoting 40% of women in Expert Group and Scientific Panels and 50% for Advisory Groups.
- **Integrating gender** (sociocultural process)/**sex** (biological characteristics) **analysis in research and innovation (R&I) content**, which helps improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.

These actions have been carried out through different legal bases:

The Horizon 2020 Regulation; The Rules for participation and The Specific Programme implementing Horizon 2020

# Gender Equality at each stage of the research cycle



## Before the call: Advisory Groups

- Equal balance between women and men shall be respected in the composition of the groups.
- Each group includes at least one expert with gender expertise in research and innovation.
- The gender experts from the different thematic Advisory Groups will meet regularly in the Advisory Group for Gender and provide advice to the Commission services during the preparation of the Horizon 2020 Work Programme.

## During Evaluation process

- Gender dimension: for gender-flagged topics, evaluators shall check *how sex and/or gender analysis is taken into account in the project's content* (as requested in the application form).
- In case gender issues have been developed for a non-flagged topic, evaluators will deal with them as they will with the other relevant parts of the proposals.
- Gender balance comes into play as a ranking factor to prioritise proposals above threshold with the same scores: “*gender balance among the personnel named in the proposal who will be primarily responsible for carrying out the research and/or innovation activities*”.

## During the execution of the project: Monitoring at various stages in the funding process

- The Commission will monitor the implementation of gender as a cross-cutting issue
- The following indicators will be used on an annual basis to determine the prevalence of gender as a cross-cutting issue:
  - % of women participants in Horizon 2020 projects
  - % of women project coordinators in Horizon 2020
  - % of women in advisory groups, expert groups, evaluation groups and panels
  - % of projects with gender dimension in the project design.



# GENDER EQUALITY

## A STRENGTHENED COMMITMENT IN HORIZON EUROPE

### What is the challenge?

Despite progress achieved on gender equality in research and innovation under the [Horizon 2020](#) research and innovation programme, we still need better implementation of EU gender equality objectives by research and innovation organisations across the EU, notably:

- More women participating in research and innovation programmes
- Better integration of the gender dimension in the content of research and innovation projects
- More participation of EU widening countries in actions dedicated to gender equality in research and innovation organisations
- Broadening gender equality policies in research and innovation to intersections with other potential grounds for discrimination such as ethnicity, disability and sexual orientation

The Commission is taking concrete steps to address these challenges through [Horizon Europe](#), in line with the Communication [A New ERA for Research and Innovation](#) and the new [Gender Equality Strategy 2020-2025](#).



## To conclude

**YES WE CAN!**



Progress has been very important in terms of  
gender equality  
The changes have been major if the gaze  
acquires a historical perspective



The question is:

Can we go back in the conquests obtained?  
Can we go back in the levels of consciousness obtained?



# To conclude



**Gender mainstreaming** = including a gender perspective in all policy areas, at all levels and at all stages of policy-making.

At EU level, for example:

- in different sectors, such as transport, energy and agriculture
- initiatives responding to European challenges such as climate change and digitalisation

We have to develop **gender equality policies** at national, local, public and private levels:

- in all government's areas and departments, in all public organizations...
- in all privates' organizations

It is a political,  
social, economic  
... issue



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**Thank you very much**  
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