



Quality in Gender+ Equality Policies

European Commission Sixth Framework Programme
Integrated Project

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Context Study European Union

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Vienna

2008

DATA TO BE COLLECTED

DEFICIENCIES, DEVIATIONS AND INCONSISTENCIES IN EU AND MEMBER STATE'S GENDER+ EQUALITY POLICIES

1. 'Deficiencies, deviations and inconsistencies in EU and Member State's gender+ equality laws'

1.1 Please summarise the key developments, with dates, in gender equality law as provided by the governmental gender equality unit, i.e. list the legislation that the gender equality unit (or equivalent governmental body) name as gender+ equality legislation. If important legislation seems to have been omitted by the authority, please comment on this.

The following information summarises the key developments in gender equality legislation at the European level. Some other legislation not included in the EU gender equality web (http://ec.europa.eu/employment_social/gender_equality/legislation/index_en.html) has been highlighted separately and placed below the table.

Legislation	Year	Main provision(s)
Article 119 (now Article 141)	1957	Equal pay for equal work
Council Directive 75/117 EEC	1975	On the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women
Council Directive 76/207 EEC (amended by Directive 2002/73/EC)	1976	On the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions
Directive 79/7 EEC	1978	On the progressive implementation of the principle of equal treatment for men and women in matters of social security
Council Recommendation 84/635/EEC	1984	Promotion of positive action for women
Council Directive 86/378 EEC (amended by Directive 96/97/EC)	1986	On the implementation of the principle of equal treatment for men and women in occupational social security schemes
Council Directive 86/613 EEC	1986	On the application of the principle of equal treatment between men and women engaged in an activity, including agriculture, in a self-employed capacity, and on the protection of self-employed women during pregnancy and motherhood
Commission Recommendation 87/567/EEC	1987	Introducing vocation training for women

Council Resolution (<i>Official Journal C 157 , 27/06/1990 P. 0003 – 0004</i>)	1990	Protection of dignity of women and men at work
Commission Recommendation 92/131/EEC	1991	Protection of the dignity of women and men at work, including the code of practice to combat sexual harassment
Council declaration (<i>Official Journal C 027 , 04/02/1992 P. 0001 – 0001</i>)	1991	On the implementation of the Commission Recommendation on the protection of the dignity of women and men at work
Council Directive 92/85 EEC	1992	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
Communication from the Commission, COM(96) 336	1996	'A code of practice on the implementation of equal pay for work of equal value for women and men'
Council Directive 96/34/EC (concluded by UNICE, CEEP and the ETUC)	1996	On the framework agreement on parental leave
Council Directive 97/75/EC (Amending and extending, to the United Kingdom of Great Britain and Northern Ireland, Directive 96/34/EC)	1997	On the framework agreement on parental leave
Council Directive 96/97/EC (amending Directive 86/378 EEC)	1997	On the implementation of the principle of equal treatment for men and women in occupational social security schemes
Council Directive 97/80/EC	1997	On the burden of proof in cases of discrimination based on sex
Directive 97/81/EC	1997	On part-time work ¹
Article 2 Treaty of Amsterdam	1997	Providing that promotion of equality between men and women is a task of the European Community
Article 3 Treaty of Amsterdam	1997	Introducing gender mainstreaming

¹ Introduced under the Social Protocol Procedure: trade unions and employers (ETUC, CEEP, UNICE) managed to conclude final agreement. This Directive could have been a great instrument to protect female workers against indirect discrimination but the law was watered down after the debates surrounding the agreement.

Article 13.1 Treaty of Amsterdam	1997	Providing the legal base for EU legislation to combat discrimination based on sex outside of the employment field
Article 137 the EC Treaty	1997	On equal treatment of men and women in the promotion of employment, improved living and working conditions (141. 1) equal pay for male and female workers for equal work or work of equal value
Article 141 Treaty of Amsterdam (ex 119 Treaty of Rome)	1997	(141. 3) provides the legal base for EU legislation on equal treatment of men and women in matters of employment and occupation
Council Directive 98/52/EC (extension of Directive 97/80/EC)	1998	On the burden of proof in cases of discrimination based on sex to the United Kingdom of Great Britain and Northern Ireland
Article III-214 Charter of Fundamental Rights	2000	On equal pay for equal work
European Parliament and Council Directive 2002/73 /EC (amending Directive 76/207 EEC)	2002	On equal treatment as regards access to employment, self-employment and occupation, including working conditions and vocational training and promotion
Council Directive 2004/113/EC	2004	Implementing the principle of equal treatment between men and women in the access to and supply of goods and services, including housing, banking and insurance
Directive 2006/54 /EC – recast (bringing together Directives 75/117 EEC, 76/207 EEC as amended by 2002/73, 86/378 EEC as amended by 96/97 and 97/80 EEC as amended by 98/52)	2006	Introducing principle of equal opportunities and equal treatment of men and women in relation to employment and occupation

In addition to the laws mentioned above, the following gender legal provisions seem relevant to consider when dealing with gender equality legislation in the European Union:

1. Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services.
2. Council Directive 97/81/EC on part-time work. Introduced under the Social Protocol Procedure: trade unions and employers (ETUC, CEEP, UNICE) managed to conclude final agreement. This Directive could have been a great instrument to protect female workers against indirect discrimination but the law was watered down after the debates surrounding the agreement.

3. Council Directive 1999/70/EC of 28 June 1999 concerning the framework agreement on fixed-term work concluded by ETUC, UNICE and CEEP.
This agreement can contribute to improving equality of opportunities between women and men given that more than half of fixed-term workers throughout the EU are women.
4. Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation irrespective of religion or belief, disability, age or sexual orientation.
5. Directive 2001/83/EC of the European Parliament and of the Council on medicinal products for human use (not affect the application of national legislation prohibiting or restricting the sale, supply or use of medicinal products as contraceptives or abortifacients).
6. Council Directive 2003/9/EC on minimum standards for the reception of asylum seekers.
7. Council Directive 2003/86/EC on the right to family reunification.
8. Directive 2004/58/EC of the European Parliament and of the Council on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States.
9. Council Directive 2004/81/EC on residence permits for victims of trafficking.
10. Directive 2006/123/EC of the European Parliament and of the Council on services in the internal market. Although this Directive is not properly a “gender law”, it was published after that some MEP’s expressed their concerns on the commercialisation of almost all services within the EU that disproportionately affect women, both as the majority of workers in the service sector and as users of those services.
11. Article 21 Charter of Fundamental Rights (2007 revised version) on Non discrimination on grounds of sex, race, colour, ethnic or social origins, genetic features, language, religion or belief, political or any other opinion, membership of national minority, property, birth, disability, age or sexual orientation.
12. Article 23 Charter of Fundamental Rights (2007 revised version) on Equality between women and men in all areas including employment, work and pay.
13. Article 33 Charter of Fundamental Rights (2007 revised version) on reconciliation of family and professional life.

1.2 EU Directives² and Member State Law: Comparisons and Struggles

Does not apply in the EU case.

1.3 Do any aspects of domestic gender equality law surpass (are better, more extensive, or more developed than) or earlier than EU law?

Does not apply in the EU case.

² Directives: http://ec.europa.eu/employment_social/gender_equality/legislation/legalacts_en.html.
ECJ cases: http://ec.europa.eu/employment_social/gender_equality/legislation/case_law_en.html; More info on transposition: http://ec.europa.eu/employment_social/fundamental_rights/policy/aneval/legnet_en.htm#comp).

1.4 Equality law on intersecting inequalities

- Is discrimination on the grounds of **ethnicity/race** illegal? YES
 - When was this law introduced? 2000 (Racial Equality Directive 2000/43 EC³)
 - Is this restricted to employment related issues? NO (education, social protection, including social security and healthcare, social advantages, and access to goods and services, including housing, have been introduced in the law)
 - Does it include the sale and supply of services? YES
 - What disputes if any took place during its introduction? There were not particular disputes during its introduction. The European Parliament was especially proactive, while the Council initially showed some opposition to develop common measures against racial discrimination. Effective EU lobbying from civil society (Starting Line Group) was crucial. This Directive has a broader scope than the sex discrimination laws existing in European legislation as it covers areas beyond employment. After its introduction, this fact motivated certain criticism from women's organisations and, consequently, considerable pressure to widen the scope of sex-based antidiscrimination measures.

- Is discrimination on the grounds of **religion** illegal? YES
 - When was this law introduced? 2000 (The Employment Equality Directive 2000/78⁴)
 - Is this restricted to employment related issues? YES
 - Does it include the sale and supply of services? NO
 - What disputes if any took place present during its introduction? YES. The Directive finally introduced an exception relating to religious organisations: for employment in 'churches or other public or private organisations *the ethos* of which is based on religion or belief'. Religious organisations will be able to take into account religion in recruitment decisions only if this is necessary to maintain the ethos of the organisation. There were intense debates during the negotiation of the Directive, with an active lobbying by some religious groups to have an open-ended exception for religious organisations and even delete religion from the Directive.

- Is discrimination on the grounds of **sexual orientation** illegal? YES
 - When was this law introduced? 2000 (The Employment Equality Directive 2000/78)
 - Is this restricted to employment related issues? YES
 - Does it include the sale and supply of services? NO
 - What disputes if any took place during introduction of these laws? YES. The Directive finally introduced two exceptions: one relating to marital benefits (22. 'This Directive is without prejudice to national laws on marital status and the benefits dependent thereon') and the other to religious organisations (for employment in 'churches or other public or private organisations the ethos of which is based on religion or belief'). There were intense debates during the negotiation of the Directive, with an active lobbying by some religious groups even to delete sexual orientation from the Directive. However, the Directive does not permit a religious organisation to overtly exclude homosexuals from access to employment. Opposition to previous EU measures against discrimination on grounds of sexual orientation came particularly from the Pope and the Italian government.

- Is discrimination on the grounds of **disability** illegal? YES
 - When was this law introduced? 2000 (The Employment Equality Directive 2000/78)
 - Is this restricted to employment related issues? YES
 - Does it include the sale and supply of services? NO
 - What disputes if any took place present during its introduction?

³ A EP Resolution on progress made in its transposition ([2007/2202\(INI\)](http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//TEXT+TA+P6-TA-2008-0212+0+DOC+XML+V0//EN&language=EN)) has recently been published (20 May 2008), <http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//TEXT+TA+P6-TA-2008-0212+0+DOC+XML+V0//EN&language=EN>

⁴ Idem

No accessible information on disputes has been directly found. However, some of the main European disability organisations have replied to our questions and gave us certain significant information on the introduction of Directive 2000/78 concerning disability:

1. No actual definition of disability has been included in the text. In this sense, it is worth noting the first time that the European Court of Justice rules on this issue for the purpose of equal treatment in employment and occupation. In *Sonia Chacón Navas v. Eurest Colectividades* case⁵ the ECJ noted that “in the absence of a clear definition within the directive itself, it was necessary that the disability concept has an ‘autonomous and uniform’ interpretation throughout the EU”⁶.
2. The directive offers many opportunities and services for persons with disabilities but if and how these opportunities are materialised depend on the national legislation and situation⁷.
3. The directive has not made a large difference to people with disabilities concerning employment and participation in the labour force. The Independent Living Institute recently finished an EU-financed project on disability and opportunities to employment from a mainstream point of view that showed that there is little knowledge around these questions overall⁸.

- Is discrimination on the grounds of **age** illegal? YES
- When was this law introduced? (The Employment Equality Directive 2000/78)
- Is this restricted to employment related issues? YES
- Does it include the sale and supply of services? NO
- What disputes if any took place present during its introduction?

No relevant disputes seem to have appeared during its introduction. However, after the introduction of the Directive, a couple of cases were dealt with by the European Court of Justice concerning the emerged disputes between national legislation and the European law as regards age discrimination⁹.

- Is discrimination on the grounds of **marital status** illegal? YES, but with some exceptions. Exceptions linked to marital status in Directive 2000/78/EC, for instance, have limited the protection against discrimination on the ground of sexual orientation offered by the Directive.
- When was this law introduced?

COUNCIL DIRECTIVE 79/7/EEC of 19 December 1978, article 4.1. The principle of equal treatment means that there shall be no discrimination whatsoever on grounds of sex either directly, or indirectly by reference in particular to marital or family status, in particular as concerns: - the scope of the schemes and the conditions of access thereto, - the obligation to contribute and the calculation of contributions, - the calculation of benefits including increases due in respect of a spouse and for dependants and the conditions governing the duration and retention of entitlement to benefits.

COUNCIL DIRECTIVE 86/613/EEC of 11 December 1986 on the application of the principle of equal treatment between men and women engaged in an activity, including agriculture, in a self-employed capacity, and on the protection of self-employed women during pregnancy and motherhood (Article 3 For the purposes of this Directive the principle of equal treatment implies the absence of all discrimination on grounds of sex, either directly or indirectly, by reference in particular to marital or family status.)

⁵ <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:62005J0013:EN:HTML>

⁶ <http://www.eurofound.europa.eu/eiro/2006/12/articles/eu0612069i.htm>

⁷ European Association of Service Providers for Persons with Disabilities, <http://www.easpd.eu/>

⁸ <http://www.independentliving.org/about.html>

⁹ *Werner Mangold v. Rüdiger Helm* (C-144/04)

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:62004J0144:EN:HTML> ; *Palacios de la Villa v. Cortefiel Servicios S.A.* (C-411/05) <http://mosquitonetblog.blogspot.com/2007/10/palacios-de-la-villa-mangold-and.html>

COUNCIL DIRECTIVE 86/378/EEC of 24 July 1986 on the implementation of the principle of equal treatment for men and women in occupational social security schemes (Article 5. 1. Under the conditions laid down in the following provisions, the principle of equal treatment implies that there shall be no discrimination on the basis of sex, either directly or indirectly, by reference in particular to marital or family status, especially as regards — the scope of the schemes and the conditions of access to them;— the obligation to contribute and the calculation of contributions;— the calculation of benefits, including supplementary benefits due in respect of a spouse or dependants, and the conditions governing the duration and retention of entitlement to benefits.)

COUNCIL DIRECTIVE 96/97/EC of 20 December 1996 amending Directive 86/378/EEC on the implementation of the principle of equal treatment for men and women in occupational social security schemes ('Article 6. 1. Provisions contrary to the principle of equal treatment shall include those based on sex, either directly or indirectly, in particular by reference to marital or family status')

DIRECTIVE 2002/73/EC of the European Parliament and of the Council of 23 September 2002 amending Council Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions (Article 2 shall be replaced by the following: "Article 2. 1. For the purposes of the following provisions, the principle of equal treatment shall mean that there shall be no discrimination whatsoever on grounds of sex either directly or indirectly by reference in particular to marital or family status.

- Is this restricted to employment related issues? YES
- Does it include the sale and supply of services? NO
- What disputes if any took place present during its introduction?

For COUNCIL DIRECTIVE 79/7/EEC there were no specific disputes about marital status, there were disputes in general over the introduction of equal treatment in statutory social security, a principle that had not yet been included in many MS at the time (1978), and in the 80s Member States were increasingly more reluctant to improve the legal situation of women.

On marital status and discrimination for homosexual people there were ECJ cases such as *Grant v South West Trains*¹⁰ or *D and Sweden v Council*¹¹. Disputes often arise because benefits for the family of an individual worker are often limited to married couples and this creates indirect discrimination for homosexual couples who cannot marry in most EU Member States (except for e.g. Spain, the Netherlands and Belgium (2008)).

As mentioned above, opposition by religious groups, Vatican and some MS led to the introduction of exceptions linked to marital status in Directive 2000/78/EC that may leave room for discriminating against homosexual people.

- Are there further legal issues, especially disputed legal issues, concerning the intersection of equalities with gender that are relevant?
Apart from the inequalities addressed above (ethnicity/race, religion/belief, sexual orientation, disability, age, marital status) there are no further intersections with gender generating any disputes at the EU level.

¹⁰ Case C-249/96 [1998] ECR I-621.

¹¹ Cases C-122/99P and C-125/99P *D and Sweden v Council* [2001] ECR I-4319.

2. Plans and programmes

Two types of European gender equality plans are considered here. The first set of questions concerns plans specific to the country.

The second set of questions refers to the European Reform Programmes for employment and European Reports (European Action Plans) on Strategies for social inclusion and social protection that the EU requires annually from each Member State.

2.1 European gender equality plans

2.1.1 Is there a European gender equality plan?

- If yes please name and describe very briefly the range of issues that it covers (in particular, how far beyond employment does it go?).
The European Roadmap for Equality Between Women and Men (2006-2010)¹² is built on the Framework Strategy for equality between women and men 2001-2005 and aims to reinforce existing activities as well as propose new ones. Six priority areas are identified by the Roadmap: equal economic independence for women and men, reconciliation of private and professional life, equal representation in decision-making, eradication of all forms of gender-based violence, elimination of gender stereotypes, and promotion of gender equality in external and development policies. Each of the areas is related to specific objectives and key actions.
- Is the focus restricted to non-discrimination?
No. The plan goes beyond non-discrimination.
- Is there reference to gender mainstreaming?
Yes. The Roadmap reaffirms the dual approach of gender equality based on gender mainstreaming and specific measures. Gender mainstreaming is highlighted as a strategy that must be strengthened in all the areas identified in this Roadmap.
- Are there named policy instruments and/ institutions, if so what?
Yes. The Roadmap specifies concrete policy instruments and certain policy institutions that could ensure the achievement of each goal.
The Roadmap identifies specific activities within the six key areas and general instruments and institutions, such as the following:
 1. Equal economic independence for women and men:
 - a. Monitor and strengthen gender mainstreaming;
 - b. Promote female entrepreneurship;
 - c. Encourage corporate social responsibility initiatives on gender equality;
 - d. Develop a multifaceted approach in order to consider the multiple issues related to the persistence of the gender pay gap;
 - e. Take into consideration the new European Fisheries Fund (EFF) and Rural Development policies (EAFRD) in order to improve women's situation in these sectors;
 - f. Ensure by social protection systems that these women have access to adequate benefits, in particular when they retire;
 - g. Individualisation of rights linked to tax and benefit systems;
 - h. Improve knowledge in health taking into consideration specific gender health issues;
 - i. Develop statistics and indicators in gender health issues;
 - j. Modernise social, health and care services to improve their accessibility, quality and responsiveness to the new and specific needs of women and men.

¹² http://eur-lex.europa.eu/smartapi/cgi/sga_doc?smartapi!celexplus!prod!DocNumber&lq=en&type_doc=COMfinal&an_doc=2006&nu_doc=92

2. Reconciliation of work, private and family life:
 - a. Support the achievement of the Barcelona targets on childcare;
 - b. Development of other care facilities through the Structural Funds and the exchange of good practices;
 - c. Support research on health and social sectors professions and work with international organisations towards a better classification of these jobs;
 - d. Develop men incentives to take parental and paternity leaves and to share leave entitlements with women.

3. Promoting Equal Participation of Women and Men in Decision-Making
 - a. Introduce transparency in promotion processes;
 - b. Promote flexible working arrangements;
 - c. Monitor and promote gender mainstreaming;
 - e. Establish an EU network of women in economic and political decision-making positions;
 - f. Support awareness-raising activities;
 - g. Support exchange of good practices.

4. Eradicating Gender-based Violence and Trafficking
 - a. Develop comparable data to yearly assess trafficking in each country;
 - b. Support Member States and NGOs in their efforts to eradicate gender-based violence;
 - c. Promote the use of the European Social Funds.

5. Eliminating Gender Stereotypes in Society:
 - a. Enforce anti-discriminatory laws;
 - b. Promote gender mainstreaming;
 - c. Promote specific actions in the ESF, ICT programmes and in EU education and culture programmes;
 - d. Support awareness-raising campaigns;
 - e. Exchange of good practices in schools and enterprises on non-stereotyped gender roles;
 - f. Develop dialogue with media;
 - g. Raise awareness on gender equality in dialogue with EU citizens.

6. Promoting of Gender Equality outside the EU:
 - a. Monitor and raise awareness on the transposition, implementation and effective enforcement of the Community acquis on gender equality in the acceding, candidate and potential candidate countries;
 - b. Monitor and promote gender mainstreaming and specific measures;
 - c. support programmes;
 - d. Support data collection capacity;
 - e. Develop guidelines on gender mainstreaming in crisis management training activities;
 - f. Promote women's organisations and networks.

Besides these policy instruments and strategies, the EU Commission also mentions the necessity to achieve major progress in the key areas identified in this Roadmap through better governance at all levels. This improvement will be achieved by:

1. Supporting gender equality Ministers;
2. Developing the European Institute for Gender Equality;
3. Structural Funds and other financial programmes;
4. Implementing gender equality methodologies: gender impact assessment and gender budgeting;
5. Setting up a EU network of Gender Equality Bodies;
6. Reinforcing EU-level cooperation with NGOs, including dialogue with women's organisations and with other civil society organisations;
7. Encouraging and support the work of Social Partners on gender equality at both cross-industry and sectoral levels;

8. Updating, modernising and recasting EU gender equality legislation.

- Are there indicators and statistics to evaluate the policies?
The plan refers to concrete indicators about the state of the art in certain issues, for instance in employment and parental leave.
Besides, it mentions the necessity to improve indicators and statistics broken down by sex in order to further develop knowledge in fields such as the gender dimension in health, women's participation in politics, female trafficking, etc., and to support the availability of comparable data.

New indicators for the follow-up of the 12 critical areas of the Beijing Platform for Action are aimed to be developed in collaboration with Member States¹³.

Finally, Annex I of the Plan presents a list of indicators that will be used to monitor progress towards gender equality in the policy areas identified in the Roadmap. Since the list is quite long, only some examples, such as the following, are provided here:

1. Area: Equal economic independence for women and men:
 - Unemployment rates
 - Distribution of employed persons by sex
 - At risk of poverty rate among older people
 - Pay gap by gender and nationality
 2. Reconciliation of work, private and family life:
 - Average hours worked per week by women and men
 - Share of part-time among employed
 - Percentage of children covered by childcare
 - Inactive persons willing to work, not searching due to personal or family responsibilities
 3. Equal participation of women and men in decision-making:
 - Share of women in European institutions
 - Share of women in European social and economic institutions
 - Share of women in leading positions in public sector research
 - Women and men along a typical academic career
 4. Gender-based violence and trafficking:
 - Data on volume and trends of trafficking in each country
 - crimes (to be further developed)
 5. Gender stereotypes in society:
 - Distribution of graduates by sex, by field of study
 - Distribution of jobs by sex, by sector
 6. Gender equality in external and development policies:
 - Beijing Platform for Action (to be further developed)
- Is there reference to EU targets (European Employment Strategy targets: Lisbon (2000) female employment rate of 60% by 2010; Barcelona (2002) provision of childcare by 2010 to at least 90% of children between 3 years old and the mandatory school age and at least 33% of children under 3 years of age)? (Add age here)
Yes. The Lisbon Employment Targets as well as the Barcelona Targets are referred to in the Roadmap. It is stated that, in the EU, the employment rate for women is 55.7% and much

¹³ These areas are: Women and Poverty; Education and Training of Women; Women and Health; Violence against Women; Women and Armed Conflict; Women and the Economy; Women in Power and Decision Making; Institutional Mechanisms for the Advancement of Women; Human Rights of Women; Women and the Media; Women and Environment; The Girl Child.

lower (31.7%) for older women (55-64 years old). The Barcelona Targets should be achieved by the Commission.

2.1.2 Is gender equality integrated with other equalities in a European plan?

If yes please name and describe very briefly the range of issues that it covers, in particular, how far beyond employment does it go? Is it framed by equality or by diversity or both or a similar goal (e.g. equal opportunities)? If so, please specify.

European Roadmap for Equality between women and men (2006-2010)

Gender Mainstreaming and Gender Equality are both mentioned in the Plan. Main references are related to gender intersecting with age (employment issues), ethnic minorities and immigrant women (gender based violence issues).

2.1.3 Is there a gender equality (or similar) plan in the area of gender based violence? If yes please name the plan.

Yes. The plan is called the DAPHNE III¹⁴ Programme.

Does it cover:

- Domestic violence and violence in partnerships Yes (one reference to domestic violence)
- Sexual assault/violence and rape Yes (no specific use of these concepts)
- Sexual harassment and stalking Yes (no specific use of these concepts)
- Trafficking and prostitution Yes
- Forced marriage, honour crimes and FGM Yes (one reference to each honour crimes and FGM)

We should take into consideration that there is no specific definition of the concept of gender based violence. The approximation to GBV is defined in the Programme as follows: "Violence against women takes many forms ranging from domestic violence, which is prevalent at all levels of society, to harmful traditional practices associated with the exercise of physical violence against women, such as genital mutilation and honour-related crimes, which constitute a particular form of violence against women" (par. 12). We should also have to consider that "The programme shall have the specific objective of contributing to the prevention of, and the fight against, all forms of violence occurring in the public or the private domain against children..." (art. 3).

Does the plan include:

- named policy instruments and/or institutions, if so what;
Certain types of policy actions are named in the document:
 - a. assisting and encouraging non-governmental organisations (NGOs) and other organisations;
 - b. developing and implementing awareness-raising actions;
 - c. disseminating the results obtained under the Daphne and Daphne II programmes; identifying and enhancing actions contributing to positive treatment of people at risk of violence;
 - d. setting up and supporting multidisciplinary networks;
 - e. exchange, identification and dissemination of information and good practice, including through research, training, study visits and staff exchange
 - f. designing and testing awareness-raising and educational materials;
 - g. developing and implementing support programmes for victims and people at risk;
 - h. develop intervention programmes for perpetrators;

¹⁴ Decision of the European Parliament and of the Council establishing for the period 2007-2013 the specific programme "Fight against violence (Daphne III)" as part of the General programme "Fundamental Rights and Justice", (779/2007/EC). PDF file, 8 pp. Available at:

http://eur-lex.europa.eu/LexUriServ/site/en/oj/2007/l_173/l_17320070703en00190026.pdf

The plan identifies the following institutions:

- a. Third Countries;
- b. Assisting Committee.

In addition, the plan identifies the main target groups of the programme:

- a. Families;
 - b. Educational staff;
 - c. Social workers;
 - d. Police and border guards;
 - e. Local, national and military authorities;
 - f. Medical and paramedical staff;
 - g. Judicial staff;
 - h. NGOs;
 - i. Trade Unions;
 - j. Religious Communities.
- o Indicators and statistics to evaluate the policies, if so which?
In order to follow the implementation of the activities carried out the programme will be monitored regularly by the Commission through independent and external action. Qualitative and quantitative aspects of the implementation will be reported to the European Parliament and the Council. In addition, for any action financed by the Programme, the beneficiary should submit technical and financial reports. Concrete statistics and indicators are no mentioned regarding the evaluation of the taken policies.

2.2 EU required European Reform Programme (European Action Plan) for Employment

Not apply for the EU case.

2.3 EU required European Reports (European Action Plans) on Strategies for Social Protection and Social Inclusion

Not apply for the EU case.

2.4 EU funding

Not apply for the EU case.

3. Governmental Machinery for Equality

Provide a summary of the history of governmental machinery for equality provided in the issue history D11, up-dated if appropriate. In particular, consider if there have been any developments in the relationship between the gender machinery and other equalities machinery (e.g. proposed mergers). (Approx. 250 words)

In the EU, there have been three main agencies for gender equality: 1) "Equality between women and men" Unit and the 2) "Equality, actions against discrimination: legal questions", both (Gender Equality Units) within the Directorate-General Employment, Social Affairs and Equal Opportunities of the European Commission and, 3) the European Parliament's Committee on Women's Rights and Gender Equality.

In 2006, the European Institute for Gender Equality was finally set up¹⁵ to assisting the European institutions and the Member States in the promotion of gender equality in all Community policies and resulting national policies¹⁶.

¹⁵ Regulation (EC) No 1922/2006 of the European Parliament and of the Council of 20 December 2006 on establishing a European Institute for Gender Equality

In addition, several other institutional bodies have emerged in recent years at the EU level. Particularly, a range of agencies have been established within the Commission to implement, on the one hand, gender mainstreaming, such as the High level commissioners' groups, expert networks and, on the other hand, anti-discrimination policies. In this sense, inside the European Commission we can distinguish a certain equality machinery integrated in the DG "Employment, Social Affairs and Equal Opportunities", for instance, the G3 on Integration of People with Disabilities and the G4 on Action against Discrimination, Civil Society. Moreover, the Group of Commissioners on Fundamental Rights, Non-Discrimination and Equal Opportunities aims to drive policy and ensure the coherence of Commission action in the areas of fundamental rights, anti-discrimination, equal opportunities and the social integration of minority groups, and to ensure that gender equality is taken into account in Community policies and actions.

Do any or all of these forms of gender machinery exist in the EU, and if so what are they called?

- o governmental (civil servants and ministers in central government);
- o enforcement and monitoring agency (e.g. equality authority, ombudsperson);
- o special legal apparatus (e.g. special courts for employment or domestic violence);
- o body for consultation / dialogue with women's NGOs
- o Other, for example, Parliamentary Committees

Not apply for the EU case.

Answering the following list of questions may require mention of any or all of these types of institution: some apply to one kind more than another.

For the EU case, we will focus on the three main EU gender equality bodies: 1) the EU Commission's Gender Equality Unit, 2) the European Parliament's Committee on Women's Rights and 3) the European Institute for Gender Equality.

The nature of the institution

- Is there gender machinery that meets the minimum legal requirements of the EU?
 - o A body for the promotion, analysis, monitoring and support of equal treatment of all persons without discrimination on the grounds of sex;
 - o providing independent assistance to victims of discrimination in pursuing their complaints about discrimination;
 - o conducting independent surveys concerning discrimination;
 - o publishing independent reports and
 - o Making recommendations on any issue relating to such discrimination.

Yes to all of the above and for the three mentioned institutions.

- Is there gender machinery that meets the 'Paris Principles'?

The Paris Principles are specifically related to the status of National Institutions. In any case, with the aim to provide some information, we have tried to fit these questions within the EU case.

 - o independence guaranteed by a constitutional or legislative framework, autonomy from government,

http://eur-lex.europa.eu/smartapi/cgi/sga_doc?smartapi!celexplus!prod!DocNumber&lg=en&type_doc=Regulation&an_doc=2006&nu_doc=1922

¹⁶ As Regulation 1922/2006 states, the Institute should be in place by January 2008 but problems in the appointment of its Director have delayed the process. A new call for the Director was published in March 2008: http://ec.europa.eu/dgs/personnel_administration/working_senior_mgt_en.htm

1) EU Commission's Gender Equality Units:

Actually, the European Commission is the so-called "government" of the European Union. Thus, since part of the Commission, the Gender Equality Units depends on the European government.

2) European Parliament's Committee on Women's Rights and Gender Equality:

The Committee is one of the committees belonging to the European Parliament so in this framework the question of its independence is not pertinent, since only the Plenary of the Parliament is sovereign.

The Committee on Women's Rights and Gender Equality prepares a series of texts that need to be adopted by the plenary (with the faculty to amend or repeal the text) to become an official position of the Parliament.

When the Committee organises delegations, the Head of the Delegation's opinion or statements have to be inspired by earlier resolutions of the Parliament but do not represent the official position of the Parliament itself.

3) European Institute for Gender Equality:

Yes: "(18) The Institute should enjoy maximum independence in the performance of its tasks"¹⁷.

- o pluralism including pluralism of composition,

1) EU Commission's Gender Equality Units:

Since these Units are part of the European Administration, pluralism is de facto existing in the individuals.

2) European Parliament's Committee on Women's Rights and Gender Equality:

As for any other committee of the European Parliament, the composition of the Women's Rights and Gender Equality Committee is decided by a proportional system of representation of all political parties, on which representation is defined by the nationality of Members.

3) European Institute for Gender Equality:

The Institute is composed by 18 representatives from the Member States, one member representing the Commission and a specialist in gender issues.

- o a broad mandate,

1) EU Commission's Gender Equality Units:

This is a permanent European institution.

2) European Parliament's Committee on Women's Rights and Gender Equality:

This is a permanent European institution.

3) European Institute for Gender Equality:

The Management Board's office is three years; the office of the Director heading the Institute is five years although this may be extended once for the same period.

¹⁷ http://eur-lex.europa.eu/smartapi/cgi/sga_doc?smartapi!celexplus!prod!DocNumber&lq=en&type_doc=Regulation&an_doc=2006&nu_doc=1922

- o adequate powers of investigation,

1) EU Commission's Gender Equality Units:

Yes

2) European Parliament's Committee on Women's Rights and Gender Equality:

Yes

3) European Institute for Gender Equality:

Yes; article 4.2 states that "The work programme of the Institute shall be in line with the Community priorities in the field of gender equality and the work programme of the Commission, including its statistical and research work".

- o sufficient resources

1) EU Commission's Gender Equality Units:

Information not available.

2) European Parliament's Committee on Women's Rights and Gender Equality:

Answer given by the Committee¹⁸ cannot specify this point. However they gave us some examples:

- A 'flat-rate credit line' (for example for experts to be invited to Public Hearings, each committee has 16 experts), and the Women's Rights committee enjoys a comparative advantage compared to its size
- A proportional redistribution (for example the credit lines for external studies).

3) European Institute for Gender Equality: yes, including staff remuneration, administrative and infrastructure costs and operating expenses. The budget provided is of € 52.5 million (2007-2013).

• Is there gender machinery that meets the further requirements of the UN Platform for Action?

- o Responsibility vested at the level of a Cabinet minister.

To some extent, the Gender Equality Unit within the Directorate-General Employment and Social Affairs of the European Commission could be seen as a kind of cabinet within the European government. Its main objective is to eliminate inequalities and promote gender equality throughout the European Community in accordance with the EC Treaty (arts. 2, 3, 13 and 141). However, we should keep in mind that it is only a Unit and not a Directorate-General.

- o Develop indicators and statistics to monitor policy

The Gender Institute will promote the collection of comparable and reliable data in cooperation with the relevant authorities of the Member States and relevant statistical bodies (such as Eurostat). These data on information on equality between men and women will be useful to help Member States in formulating policies and measures at local, regional and national level (par. 13¹⁹).

¹⁸ Ms Elvy Svennerstål, Head of Unit, Committee on Women's Rights and Gender Equality, Directorate General Internal Policies, European Parliament.

¹⁹ http://eur-lex.europa.eu/smartapi/cgi/sga_doc?smartapi!celexplus!prod!DocNumber&lq=en&type_doc=Regulation&an_doc=2006&nu_doc=1922

How close to the Prime Minister is the governmental machinery located?

- PM's office
- Other powerful department.
- Other department

Not apply for the EU case.

- Would any of the bodies be described as following a feminist agenda?
 - Briefly explain the reasoning behind your answer.
 - If yes, then which vision of gender equality (equality through sameness, equal valuation of different contributions, or transformation)

Following its described functions, the Gender Institute follows a feminist agenda through the promotion of gender equality in all Community and national policies and through the fight against discrimination based on sex. In addition, the aim to raise EU citizens' awareness on gender equality, is seen as a feminist concern. The vision followed by the Institute is not possible to identify since the Institute is not yet functioning.

In addition, the EU Parliament CWR follows a feminist perspective since it has been active in promoting and protecting women's rights, promoting equal opportunities policies and implementing gender mainstreaming. Regarding its vision of gender equality, we could say that sameness is the main vision. The analysed documents for the LARG reports and certain mentions to equal treatment at work identified in the main responsibilities of the Committee specified in its website²⁰ would support this affirmation. An analysis of former debates and reports of the Committee shows that sometimes also difference and transformation have been adopted.

Finally, the type of gender equality followed by both the Commission's "Equality between Women and Men" and "Equality, Action against Discrimination: Legal Questions" Units, is also mainly framed within a sameness vision. We claim so because the Units respond to the broader gender equality perspective promoted by the European Institutions. Its feminist agenda could be seen in the intention to develop awareness raising in gender equality issues and in the aim to develop a legal framework that eliminate inequalities between genders and promotes gender equality. As developments in the strategies of gender mainstreaming and positive actions show, from 1995 onwards, difference and transformation are also present in the Units' agenda.

- Are there other policy groups relevant to gender equality that are embedded in particular departments, but which are not usually known as gender machinery e.g. domestic violence group within the home affairs or justice department? If yes, when was it set up, what does it do, what are its resources?

Three groups work as advisors on gender issues within the **Commission**:

- 1) The Principal Advisor of the President's Team, which areas of competences is employment, social affairs and equal opportunities.
- 2) The Bureau of European Policy Advisers (BEPA), which also acts under the authority of the President and formulates recommendations on issues regarding the policy of the UE.
- 3) Advisor for Gender Issues, Fundamental Rights, Employment and Social Policies.

The following expert groups are also operating in the Commission:

- *Inter-service Group on gender equality* (created in 1996) has the goal to develop a gender mainstreaming approach in all EC policies and programmes and to contribute to and co-ordinate activities in the framework of the annual work programme on gender equality prepared by the Commission services.

²⁰ <http://www.europarl.europa.eu/activities/committees/homeCom.do?language=EN&body=FEMM>

- *Advisory Committee on equal opportunities for women and men* (created in 1981) with the mandate to assist the Commission in formulating and implementing the Community's activities aimed at promoting equal opportunities for women and men.

- *High Level Group on gender mainstreaming* group was created in 2001. Its main objective is to support presidencies in identifying policy areas and topics relevant to address during presidencies in order to achieve gender equality.

- *High Level Group on gender mainstreaming in the Structural Funds* was created in 2004 and it was conceived to act as a network to give input on gender mainstreaming to the authorities managing Structural Funds implementation.

Within the **EP Committee on Women's Rights** we can also find the following groups:

- *EP High-level Group on Gender Equality*: This group was created in 2004 with the aim of making visible the EP's commitment to fundamental rights and equality.

- *NCEO - Network of Parliamentary Committees for Equal Opportunities for Women and Men in the European Union*: This "Network" of Parliamentary Committees was created in the light of the Intergovernmental Conference, which led to the Treaty of Maastricht. Its first meeting was in May 1997. Its main objective is to reinforce the right of women and of men to equality in the Treaties of the European Union.

- Are there any special legal institutions such as special courts to assist the implementation of gender equality laws e.g. employment tribunals, domestic violence courts?

At the EU level, the European Court of Justice (ECJ) is the only Institution in charge of assisting the implementation of Community law, included gender equality legislation, and the application of the European Treaties. Equal treatment and non-discrimination based on gender/sex has been protected by the Court several times²¹, while other times the intervention of the ECJ has been more restrictive towards gender equality. The Court of First Instance works within the ECJ.

In addition, though it is not strictly part of the EU institution, we could also mention to the European Court of Human Rights²² whose main aim is to protect both human rights and fundamental freedoms. Regarding gender equality issues, we can highlight the action taken by the ECHR in protecting LGTB-related cases²³.

²¹ A list of examples are: *Richards v. U.k. Secretary of State for Work and Pensions* (<http://www.bailii.org/eu/cases/EUECJ/2006/C42304.html>) on the refusal to award a retirement pension to Ms Richards, a transsexual who had undergone a gender reassignment operation; in the case *Mary Brown v. Rentokil Ltd.* (http://eur-lex.europa.eu/smartapi/cgi/sga_doc?smartapi!celexplus!prod!CELEXnumdoc&lg=en&numdoc=696J0394) the Court played a part in protecting women against dismissal linked to pregnancy; *Gabrielle Defrenne v Société anonyme belge de navigation aérienne Sabena* (<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:61975J0043:EN:HTML>) 1976 case-law represented the firm defence of the Court of equal pay for men and women for equal work.

²² <http://www.echr.coe.int/ECHR/>

²³ Some examples are: *Salgueiro Da Silva Mouta v. Portugal* (N° 33290/96) of 21 December 1999 on the refusal to award custody to homosexual father; *Sutherland v. United Kingdom* (N° 25186/94) of 27 March 2001 and *Wolfmeyer v. Austria* (N° 5263/03) of 26 May 2005 on the difference in age of consent for homosexual and heterosexual relations; *Fretté v. France* (N° 36515/97) of 26 February 2002 on the refusal to approve homosexual for prospective adoption of child; *Karner v. Austria* (N° 40016/98) of 24 July 2003 on the refusal to allow homosexual to succeed to deceased cohabitee's tenancy rights. <http://www.echr.coe.int/ECHR/EN/Header/Case-Law/Case-law+information/Subject+matter+of+judgments/>

Dedicated to gender or integrated with other equalities?

- Is the gender equality body (enforcement or monitoring agency) integrated with machinery for other equalities issues (if so which) or for human rights? NO

If yes,

- When did this happen?
- Was the change controversial (who fought whom, allied to whom)?
- Is the division of responsibilities by function or by strand?
- Is there a separate mechanism for consulting civil society by strand, including women?
- Does the equality body actively engage with the issue of intersecting inequalities (e.g. gender and ethnicity, gender and disability)? If yes, please specify the intersections that are taken into account.

The creation of a European Institute on Gender Equality specifically dedicated to gender equality became a contested issue over time. Explanatory factors may be related to the current context of development of an EU anti-discrimination framework and institutional changes in member states such as the UK from separate to merged equality agencies. From this trend emerged positions more favourable to the idea of treating all inequalities in one single anti-discrimination body, i.e. the Fundamental Rights Agency, rather than establishing separate bodies for each inequality strand. The debate in the European Parliament on the adoption of the Regulation on the European Institute for Gender Equality exemplifies the different positions articulated on the issue²⁴, with members of the EP CWR in favour of a specific body and MPs such as Ludford favourable to merge gender in the Fundamental Rights Agency. Concerns over the political and economic consequences of creating equality bodies that would treat all inequalities together are also expressed by the EWL.

With regard to the human rights issue, it is worth mentioning the creation of the European Union Agency for Fundamental Rights (FRA)²⁵. The Agency was established in Vienna through Regulation 168/2007 of 15 February 2007 as a new body whose main objective is to provide the relevant institutions and authorities of the Community and its Member States with assistance and expertise in order to support them in the implementation of measures to fully respect fundamental rights. Similarly to the Gender Institute, the FRA's tasks are to collect objective and comparable information and data (and develop methods to improve such comparability and objectivity), to provide advice to the European Union and its Member States, and to promote dialogue with civil society in order to raise public awareness of fundamental rights.

- If the gender equality body is not integrated with machinery for other equality issues, does the gender equality body and any other single strand equality body actively engage with the issue of intersecting inequalities? If yes, please specify the intersections that are taken into account by each of the equality bodies.

1) **EU Commission's Gender Equality Units:** Not explicitly. Indirectly, intersecting inequalities are considered in some of the activities coordinated within these Units. For instance, the Roadmap for Equality between women and men 2006-2010 (see above), addresses age, ethnic origin and citizenship status intersecting with gender.

2) **Commission, Unit G4 on "Action against Discrimination, Civil Society"**²⁶ covers several grounds of discrimination, though not all six. Thus it is the body that places a greater focus on 'multiple discrimination', a term more used than intersectionality. During the 2007 Year on Equal Opportunities for All, the Unit organised a conference and issued a publication on 'Tackling Multiple Discrimination. Practices, policies and laws' (European Commission 2007), where the concept of intersectionality is discussed and recommendations are made for taking multiple discrimination into account. However, official procedures do not seem to be in place to deal with intersectionality. The Units dealing with gender and with other inequalities

²⁴ European Parliament debate of 14 March 2006 on the European Institute for Gender Equality. Adoption of the Regulation of the EP and of the Council of March 2005 establishing a European Institute for Gender Equality as a new instrument for the European policy of gender equality, SEC(2005) 328.

²⁵ <http://fra.europa.eu/fra/index.php>

²⁶ See http://ec.europa.eu/employment_social/fundamental_rights/index_en.htm

collaborate between them on specific issues but to our knowledge, there are no specific measures to work towards the intersection of the different inequality grounds.

3) **European Parliament's Committee on Women's Rights:** Taking into consideration the competencies provided on its website²⁷, the Committee does not actively engage with intersecting inequalities (e.g. the concept of "women" is used in a non-specific but globalized way: "promotion of women's rights").

Nevertheless, if we have a look on its publications, we can distinguish public hearings, reports and statistics concerning other kind of inequalities intersecting with gender: religion/belief (i.e. "Public Hearing on the situation of Muslim Women"²⁸), class (i.e. "The role of women in Turkey in social, economic and political life"²⁹, "Equality between men and women in the labour market: improvements still needed"³⁰), ethnic origin ("Situation of Roma women in the European Union"³¹), citizenship status ("Women immigrants: role and place in the EU"³²), region ("Situation of women in rural areas on the European Union"³³).

4) **European Institute for Gender Equality:** No. The institution is focused on the fight against discrimination based on sex. Following the tasks of the Institute³⁴, gender equality seems to have no intersections with other inequalities. Once the Annual Work Programme is made, it will be possible to see if the Institute will adopt an intersectional approach, but as of yet we have no information to assess this issue.

5) **European Union Agency for Fundamental Rights:** Yes. In order to promote and protect fundamental rights within the EU, the Agency deals with several areas³⁵ amongst we can distinguish the intersection of several kind of inequalities: discrimination based on sex, ethnic origin or race, belief or religion, disability, age, sexual orientation, other kind of minorities and citizenship status. The Regulation 168/2007 of 15 February 2007 that creates the FRA specifically states that its areas of activity must include the fight against racism and xenophobia, which is not surprising considering that the agency replaces the former European Monitoring Centre on Racism and Xenophobia (EUMC).

Relationship of machinery with civil society

- Are there procedures for the consultation of women's groups in civil society by the gender or equalities machinery? If so, are they routinised or occasional?

1) **EU Commission's Gender Equality Units:**

Both the European Commission Units 1 and 2 on Gender Equality (DG of Employment, Social Affairs and Equal Opportunities) and the EP Committee on Women's Rights and Gender Equality maintain formal and informal contacts and consultations of women's organisations, particularly with the European Women's Lobby.

The EU Commission's DG of Employment, Social Affairs and Equal Opportunities Unit4 on Anti-discrimination has regular contact with the Platform of European Social NGOs³⁶, which includes women's organisations, as well as with a number of umbrella networks (AGE The European Older People's Platform; ILGA Europe International Lesbian and Gay Association –

²⁷ <http://www.europarl.europa.eu/activities/committees/publicationsCom.do?language=EN&body=FEMM>

²⁸ <http://www.europarl.europa.eu/document/activities/cont/200804/20080410ATT26316/20080410ATT26316EN.pdf>

²⁹ <http://www.europarl.europa.eu/document/activities/cont/200804/20080424ATT27620/20080424ATT27620EN.pdf>

³⁰ <http://www.europarl.europa.eu/document/activities/cont/200801/20080115ATT18668/20080115ATT18668EN.pdf>

³¹ <http://www.europarl.europa.eu/document/activities/cont/200804/20080424ATT27620/20080424ATT27620EN.pdf>

³² <http://www.europarl.europa.eu/document/activities/cont/200804/20080424ATT27620/20080424ATT27620EN.pdf>

³³ <http://www.europarl.europa.eu/document/activities/cont/200801/20080115ATT18620/20080115ATT18620EN.pdf>

³⁴ http://ec.europa.eu/employment_social/gender_equality/gender_institute/index_en.html

³⁵ http://fra.europa.eu/fra/index.php?fuseaction=content.dsp_cat_content&catid=471f0d2f0ed70

³⁶ http://ec.europa.eu/employment_social/fundamental_rights/civil/civ_en.htm

Europe; ENAR European Network Against Racism; and EDF European Disability Forum). In particular the anti-discrimination Unit organises jointly with the European Platform of Social NGOs bi-annual meetings where NGOs are invited to discuss different Community matters. NGOs are given an opportunity to comment on ongoing issues and the Commission also announces new initiatives. The anti-discrimination unit also organises ad hoc meetings.³⁷

In general Directorate-General Employment & Social Affairs claims to have a long history of involving non-governmental organisations (NGOs) both in consultation processes and in implementing policies. Civil society organisations are said to be an essential bridge between the EU institutions and citizens. This is defined as vital to ensure that EU policies meet the needs of EU citizens, and that citizens are informed about them³⁸.

EU legislation explicitly mentions dialogue with civil society and social partners. The Treaty of Lisbon states in article 8b that: "1. the institutions shall, by appropriate means, give citizens and representative associations the opportunity to make known and publicly exchange their views in all areas of Union action. 2. The institutions shall maintain an open, transparent and regular dialogue with representative associations and civil society."The 2002 adopted Communication³⁹ on general principles and standards for Commission's consultation processes, defines clear and specific procedures. However women's organisations are not concretely mentioned, "interested parties" are named instead.

Finally, the Community Framework Strategy on Gender Equality 2001- 2005⁴⁰ states that "It is essential to involve key actors from economic and social life and strengthen the partnership aspect". Moreover, NGOs (not women's organisations in particular) are considered major players in the promotion of a more gender equal democracy. Dialogue, the exchange of best practices and of information, are important forms of cooperation of EU institutions with civil society groups.

2) European Parliament's Committee on Women's Rights and Gender Equality:

The main civil society procedure of consultation of the EP committees is the hearings with experts. Hearings are organised regularly as they allow them to hear from experts and hold discussions on the key issues. The European Women's Lobby as well as other European-level NGOs participates in these hearings.

3) **European Institute for Gender Equality:** Following the Regulation establishing the Institute⁴¹, it "should develop cooperation and dialogue with non-governmental and equal opportunities organisations, research centres, social partners, and other related bodies actively seeking to achieve equality at national and European level and in third countries". In this sense, article 3 states the tasks the Institute should perform in order to meet its objectives (which are mainly related to the strengthen and promotion of gender equality in the EU); these tasks do not specify concrete procedures for consultation for women's groups however determine other kind of cooperation between "organisations dealing with gender equality" or "equal opportunities organisations" and the Institute. Some examples include the coordination of a European Network for Gender Equality, dialogue, establishment of contractual relations, and the dissemination of good practices.

4) **European Union Agency for Fundamental Rights (FRA):** One of the main tasks of the Agency is the cooperation with civil society and this is because the former European Monitoring Centre on Racism and Xenophobia (EUMC), called the EU Agency for

³⁷ http://ec.europa.eu/employment_social/fundamental_rights/civil/civ_en.htm#struc

³⁸ http://ec.europa.eu/employment_social/fundamental_rights/civil/civ_en.htm#struc

³⁹ http://ec.europa.eu/civil_society/consultation_standards/index_en.htm

⁴⁰ http://ec.europa.eu/employment_social/gender_equality/framework/strategy_en.html

⁴¹ <http://eur->

[lex.europa.eu/smartapi/cgi/sga_doc?smartapi!celexplus!prod!DocNumber&lq=en&type_doc=Regulation&an_doc=2006&nu_doc=1922](http://ec.europa.eu/smartapi/cgi/sga_doc?smartapi!celexplus!prod!DocNumber&lq=en&type_doc=Regulation&an_doc=2006&nu_doc=1922)

Fundamental Rights from 1st March 2007⁴², is aware of the significant contribution that civil society organisations are making for the promotion and protection of fundamental rights in Europe. Therefore, the Agency attaches much importance to the dialogue with civil society and thus it foresees the setting up of a flexible cooperation network working as a mechanism for the exchange of information between civil organisations and the Agency, the 'Fundamental Rights Platform'. The Platform is composed of non-governmental organisations dealing with human rights, social partners, relevant social and professional organisations, religious, philosophical and non-confessional organisations, universities and other qualified experts of European and international bodies (Regulation 168/2007). Via an open consultation, during 2007 (first public consultation April-May 2007, second public consultation October-November 2007) a wide range of civil society actors, including women's organisations⁴³ gave their views and suggestions on the Platform as well as on general civil society cooperation. Following the information given on the website, the FRA continues to meet with a wide range of civil society organisations, leading up to the establishment of the Platform.

⁴² Council Regulation (EC) No 168/2007 of 15 February 2007. http://fra.europa.eu/fra/material/pub/FRA/reg_168-2007_en.pdf

⁴³ Some of the involved women's organisations are, for instance, Association des Femmes de l'Europe Meridionale, International Centre for Black Women's Perspectives, Comitato per I diritti civili delle prostitute, Cyprus Gender Equality Observatory, European Women's Lobby, FATIMA Women's Network, Multicultural Women's Union (ASTARTI) for equality and non-discrimination, NGO Resource Centre for women "Marta", Organisation des Femmes Refugiées en Roumanie, Mother's Centres Association of Slovak Republic, League of Jewish women) http://fra.europa.eu/fra/index.php?fuseaction=content.dsp_cat_content&catid=46710fa5a58cc&contentid=46711074a34bf

4. Policy summary questions

4.1 Non-employment

Is the tax system household based or individualised?

Not apply for the EU case.

Is the benefit system household based or individualised?

Not apply for the EU case.

How long is it legitimate for lone parents not to be in paid work? (i.e. at what age does the youngest child reach before parent is required to be available for employment and benefit stops)

Not apply for the EU case.

Are there *active* labour market programmes (i.e. programmes to help people who are out of labour market back into paid employment, includes training and job placement schemes) for lone parents?

Not apply for the EU case.

Are there active labour market programmes for women who are returning to employment after lengthy period of time out of the labour market?

Not apply for the EU case.

What is the minimum amount of childcare that is provided recommended by the EU? (e.g. number of hours, no. of weeks per annum)

- Childcare: care (under 3 years)
- Childcare: pre-primary education (3 yrs- school age)

The Lisbon Agenda⁴⁴ and the Barcelona Targets⁴⁵ are linked as regards childcare provisions. First, the European Council in Lisbon agreed to make the EU the most competitive and dynamic knowledge based economy in the world, capable of sustained economic growth with more and better jobs and greater social cohesion. The Lisbon strategy also formulated the objective of reaching an employment rate of 60%-70% and a female participation rate of an average of 51%-60% by 2010. In relation to this, the Barcelona summit agreed on two main arrangements on childcare in order to remove disincentives to female labour market participation and to encourage full employment. Thus, Member States are expected to provide childcare to at least 90% of children between 3 years old and the mandatory school age, and, regarding childcare under 3 years, the Barcelona Targets formulated the provision of childcare to at least 33% of children by 2010.

What is the predominant form of childcare provision? I.e. public, private or mixed.

How is childcare financed (e.g. by public funds, privately or mixed)?

The EU does not specify whether the provision should be public, private or mixed. The 2005 Director for Equal Opportunities of the European Commission's DG for Employment, Social Affairs and Equal Opportunities Lisa Pavan-Wolfe states that providing "accessible and affordable" childcare services is "extremely important"⁴⁶. However, the Presidency Conclusion's report of the European Barcelona Council does not make any particular recommendation in this sense. Moreover, it is worth noting the use of the "services of general economic interest" concept instead of the "public services" one⁴⁷.

Is the pension age the same for women and men? If so, since when?

Not apply for the EU case.

⁴⁴ Lisbon European Council, 23 and 24 March 2000, http://www.europarl.europa.eu/summits/lis1_en.htm

⁴⁵ Presidency Conclusions, Barcelona European Council, 15 and 16 March, 2002, http://ue.eu.int/ueDocs/cms_Data/docs/pressData/en/ec/71025.pdf

⁴⁶ http://ec.europa.eu/employment_social/speeches/2005/lp_151105_en.pdf

⁴⁷ See pp. 18, "Quality Public Services", http://ue.eu.int/ueDocs/cms_Data/docs/pressData/en/ec/71025.pdf

4.2 Intimate citizenship Not apply for the EU case.

4.3 Gender-based violence

Has there been a European survey on gender based violence? When was the most recent one carried out?

Does it include:

- Domestic violence and violence in partnerships?
- Sexual assault/violence and rape?
- Sexual harassment and stalking?
- Trafficking and prostitution?
- Forced marriage, honour crimes and FGM?

At the EU level, several surveys on various forms of gender based violence have been developed. However, a big EP concern is precisely that there are neither sufficient data nor information on the topic at the EU level.

The European Commission's Daphne Programmes (1997-2005) have funded numerous projects dealing with gender based violence but they are not proper surveys⁴⁸. Some of the topics addressed by the Daphne funded organisations are the following: violence faced by Muslim women⁴⁹, sexual abuse⁵⁰, trafficking⁵¹, domestic violence⁵², FGM⁵³, sexual harassment⁵⁴, etc⁵⁵.

Intersectionality is addressed in some of these studies, for instance, sexual abuse of *disabled* women⁵⁶ and girls⁵⁷, ethnic and migrant women minorities trafficking⁵⁸, domestic violence in rural areas⁵⁹, violence against elderly women⁶⁰ and so on⁶¹.

Eurostat provides information on rape and sexual assault but they are aggregated data so no further information on gender is known. Also Eurostat has developed data on "homicide" but no specificities on gender characteristics are defined⁶².

Concerning domestic violence in the EU, in 1999 the EWL carried out the study "Unveiling the hidden data on domestic violence in the European Union"⁶³ which estimates that 1 out of 5 women in the EU experience violence by their male partner.

Another study carried out by the Commission in 1998⁶⁴ states that between 40 and 50% of female employees have experienced some form of sexual harassment in the workplace.

⁴⁸ <http://www.daphne-toolkit.org/artfiche.asp?art=0000002&lang=EN>

⁴⁹ <http://www.daphne-toolkit.org/prjFiche.asp?prj=1997025%20&lang=EN>

⁵⁰ <http://www.daphne-toolkit.org/prjFiche.asp?prj=1997039%20&lang=EN>

⁵¹ <http://www.daphne-toolkit.org/prjFiche.asp?prj=1997043%20&lang=EN>

⁵² <http://www.daphne-toolkit.org/prjFiche.asp?prj=1997088%20&lang=EN>

⁵³ <http://www.daphne-toolkit.org/prjFiche.asp?prj=1997096%20&lang=EN>

⁵⁴ <http://www.daphne-toolkit.org/prjFiche.asp?prj=1997283%20&lang=EN>

⁵⁵ See the link <http://www.daphne-toolkit.org/prjListe.asp?motcle=Y&chb=101&lang=EN> for further information.

⁵⁶ <http://www.daphne-toolkit.org/prjFiche.asp?prj=1997047%20&lang=EN>,

<http://www.daphne-toolkit.org/prjFiche.asp?prj=1997177%20&lang=EN>

⁵⁷ <http://www.daphne-toolkit.org/prjFiche.asp?prj=1997182%20&lang=EN>

⁵⁸ <http://www.daphne-toolkit.org/prjFiche.asp?prj=1997118%20&lang=EN>

⁵⁹ <http://www.daphne-toolkit.org/prjFiche.asp?prj=1997133%20&lang=EN>

⁶⁰ <http://www.daphne-toolkit.org/prjFiche.asp?prj=1997414%20&lang=EN>

⁶¹ See the link <http://www.daphne-toolkit.org/prjListe.asp?motcle=Y&chb=101&lang=EN> for further information.

⁶² http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-SF-08-019/EN/KS-SF-08-019-EN.PDF

⁶³

<http://www.womenlobby.org/SiteResources/data/MediaArchive/Publications/Unveiling%20the%20hidden%20data.pdf>

⁶⁴ "Sexual harassment in the workplace in the European Union",
<http://www.un.org/womenwatch/osagi/pdf/shworkpl.pdf>

4.3.1 Domestic violence **Not apply for the EU case.**

4.3.2 Rape & Sexual assault⁶⁵ **Not apply for the EU case.**

4.3.3 Trafficking for sexual exploitation

Has the government signed and ratified the EU convention on human trafficking (date)
Not apply for the EU case.

Is trafficking primarily seen as a problem of the sending or the receiving country?

At the EU level, we cannot state in a clear cut-way whether trafficking is seen as a problem of the sending or the receiving country; it seems to be both. Firstly, we should take into consideration that trafficking only recently has been included in the European policy-making and there are still discrepancies on a common definition of the problem and the lack of judicial cooperation between countries impede Member States to develop effective action. Secondly, trafficking is still constructed in a very narrow way in the sense of not considering the problem as a broad gender equality issue. However, the growth of transnational organised crime and illegal migration aspects of trafficking are the most underlined issues when trafficking is addressed from EU institutions⁶⁶. The Treaty of Lisbon⁶⁷ has at the same time this double dimension. On the one hand, article 63a states that the Union shall develop common immigration policy aimed at ensuring the prevention of trafficking in human beings; in this sense, trafficking could be understood as a matter of the EU. On the other hand, article 69B highlights the cross-border character of trafficking in human beings and sexual exploitation of women and children, addressing it as a “criminal offence” and thus understanding it as a problem caused outside the EU borders.

Are women victims of trafficking, when identified as such, given temporary/permanent residence permits? How long?

Yes. Council Directive 2004/81/EC⁶⁸ introduces a residence permit intended for victims of trafficking in human beings or, if a Member State decides to extend the scope of this Directive, to Non-EU Member Country nationals who have been the subject of an action to facilitate illegal immigration.

Three conditions are required to acquire the residence permit: 1) competent authorities will be responsible for assessing whether the presence of the victim serves a useful purpose, 2) whether he/she has shown a clear intention to cooperate in the fight against trafficking in human beings or against action to facilitate illegal immigration, and 3) whether he/she has severed all relations with those suspected of the given offences.

The residence permit is valid for at least six months and may be renewed if the relevant conditions continue to be satisfied. If not, ordinary aliens' law applies.

The Directive applies to Non-EU Member Country nationals who have reached the age of majority set out by the law of the Member State concerned. However, Member States may decide whether the law would also apply to minors.

⁶⁵ British Crime Survey 2006/2007 <http://www.homeoffice.gov.uk/rds/pdfs07/hosb1107.pdf>

⁶⁶ *Gender Equality, trafficking in women and the European Union*, Heli Askola, European University Institute, Florence. ECPR Joint Sessions (Granada, 14-19 April 2005), Workshop on ‘The Future of Gender Equality in the European Union’.

⁶⁷ <http://www.consilium.europa.eu/showPage.asp?lang=en&id=1296&mode=g&name=>

⁶⁸ Council Directive 2004/81/EC on the residence permit issued to Non-EU Member Country nationals who are victims of trafficking in human beings or who have been the subject of an action to facilitate illegal immigration, who cooperate with the competent authorities. <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2004:261:0019:0023:EN:PDF>

4.3.4 Intersections

Have specialised policies and practices in relation to gender-based violence in minority communities been developed by:

- Commission YES⁶⁹
- EU Parliament CWR YES
- Council NO
- NGOs YES

4.3.5 Service provision

Not apply for the EU case.

CIVIL SOCIETY AND ENGAGEMENT IN POLICY MAKING

5. Political system

5.1 On what state level are policy decisions made (e.g. national, federal, provincial, local)?

Not apply for the EU case.

5.2 To what extent and how are social partners (employers & trade unions/capital & labour) integrated in policy decisions?

As regards the Treaty establishing the European Community⁷⁰ (1957), the European Social Partners⁷¹ are integrated in the policy processes following the so-called Social Dialogue procedure. This strategy is one of the main components of the European Social Model and refers to the “discussions, consultations, negotiations and joint actions undertaken by the social partners’ organisations representing the two sites of industry (management and labour)”⁷².

The involvement of the Social Partners at the EU level is mainly organised upon two different types of activities:

- 1) Bipartite Dialogue: covers consultations between employers and trade-union organisations⁷³
- 2) Tripartite Dialogue: describes the exchanges between the social partners and the European public authorities⁷⁴.

Finally, as it was previously mentioned, the social dialogue is explicitly recognised in article 8b of the Treaty of Lisbon, which states that: ‘1. the institutions shall, by appropriate means, give citizens and representative associations the opportunity to make known and publicly exchange their views in all areas of Union action. 2. The institutions shall maintain an open, transparent and regular dialogue with representative associations and civil society.’

A Code of Conduct was recently adopted on "European Transparency Initiative: A Framework for relations with interest representatives (Register - Code of Conduct)", 27 May 2008 COM (2008)323 final.

⁶⁹

https://pdimail.ucm.es/attach/illustrative_case_8.pdf?sid=&mbox=INBOX&uid=246&number=2&filename=illustrative_case_8.pdf

⁷⁰ The institutional recognition of the European Social Dialogue is recognised in articles 138 and 139 of the EC Treaty, see texts in http://ec.europa.eu/employment_social/social_dialogue/recognition_en.htm

⁷¹ At Community level, workers are represented by the European Trade Union Confederation (ETUC). Besides, European employers are represented by three different organisations: 1) the European Centre of Enterprises with Public Participation and of Enterprises of General Economic Interest (CEEP), created in 1961; 2) BUSINESSEUROPE (formerly the Union of the Industrial Federations of the EEC countries - UNICE), founded in 1958; and, 3) following a cooperation agreement signed in 1998, the European Association of Craft Small and Medium-Sized Enterprises (JEAPME), which participates in the social dialogue as a member of the BUSINESSEUROPE delegation.

⁷² http://ec.europa.eu/employment_social/social_dialogue/index_en.htm#s5

⁷³ http://ec.europa.eu/employment_social/social_dialogue/bipartite_en.htm

⁷⁴ http://ec.europa.eu/employment_social/social_dialogue/tripartite_en.htm

- Are there legally binding decision making processes similar to the EU Social Partners Framework agreements (e.g. as the Parental Leave Directive)?
Apart from the Parental Leave Directive (96/34/EC⁷⁵), dialogue between Social Partners and European Institutions has resulted in a number of other agreements now part of the European legislation, namely, the Part-time Work Directive (97/81/EC⁷⁶) and the Fix-term contracts Directive (1999/70/EC⁷⁷).
In addition, Social Partners have also concluded voluntary agreements on Tele-work (2002)⁷⁸, work-related stress (2004)⁷⁹, and on harassment and violence at work (2007)⁸⁰.
- Would the political system be possible to describe as corporatist or neocorporatist where hierarchically ordered trade unions and/or employer and/or other civil society organisations are institutionally incorporated in policy making?
Yes. The installed Social Dialogue opened the door to a European corporatism tendency. Several types of organisations take part in the European policy making process. However, the asymmetrical power distribution between capital and labour and the current European economic trend have been mainly focused on financial markets' interests rather than social policy⁸¹.
- What was/is the gender composition in the decision making process of social partners' framework agreements (if there are any such agreements)?
There is no information available on the gender composition of social partners' in the framework agreements. However, we can highlight the data of female and male participation in the highest decision-making body of the different social partners' organisations involved in the achievement of the three Directives mentioned above⁸²:
 - ETUC: there are 61 women (25%) integrated in the organisation and 185 men (75%);
 - CEEP: there are 5 women (10%) and 46 men (90%)
 - Business Europe: counts on 4 women (10%) and 35 men (90%).

Thus, women have 16% of the seats in the social partners' highest decision-making bodies and only 8% of the heads are female⁸³. We can conclude that women are underrepresented in the social partners' decision-making bodies.

5.3 In which policy environment (Directorate General) is a decision on the issue made (for each area: General gender equality policies, Non-employment, Intimate citizenship, Gender based violence)?

At the EU level, the majority of the decisions on these issues are taken in the DG Employment Social Affairs and Equal Opportunities. No concrete Unit is in charge of legislating upon one specific issue but all of them are addressed by the Gender Equality Units (G1 and G2)⁸⁴.

⁷⁵ http://eur-lex.europa.eu/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=31996L0034&model=guichett

⁷⁶ http://eur-lex.europa.eu/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=31997L0081&model=guichett

⁷⁷ http://eur-lex.europa.eu/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=31999L0070&model=guichett

⁷⁸ <http://www.etuc.org/a/579>

⁷⁹ <http://www.etuc.org/a/529>

⁸⁰ <http://www.etuc.org/a/3574>

⁸¹ http://www.cevipof.msh-paris.fr/rencontres/jours/200509-ante/palier/clegg/YR_papers/Moellmann2.pdf

⁸² http://ec.europa.eu/employment_social/women_men_stats/out/measure_out435_en.htm

⁸³ "Social Partners and the Representation of Women: European Perspectives in the Light of Global Challenges", Blas López, María Esther.

However, we notice the following issue division among the different Units: the “Equality between women and men” and the “Equality, Action Against Discrimination” Units for issues of General Gender Equality Policies and Non-employment; the “Action Against discrimination, Civil Society” Unit for issues of Intimate Citizenship mainly and also Non-employment; the “Social Protection Unit” for issues of Non-employment. In addition, the Gender Mainstreaming⁸⁵ strategy, integrated in the EU Commission’s Gender Equality Unit, also deals with topics related to general equality policies, non-employment, intimate citizenship and gender-based violence.

In spite of this, questions of gender-based violence, specifically those related to sexual trafficking, are integrated in the DG Freedom, security and Justice.

5.4 Political cleavages

Not apply for the EU case.

5.5. International obligations and links.

Not apply for the EU case.

6. Political Representation

6.1 The development of women’s political representation, including:

Date of female suffrage⁸⁶

Note any caveats, e.g. age, property qualification, ethnicity, and when removed.

Date of male suffrage

Not apply for the EU case.

Use of quotas⁸⁷

- When introduced?
- What form e.g. party, electoral, constitutional?

There are no quotas for Parliament at the EU level. The introduction of quotas falls under the scope of national legislations where quotas may be voluntarily adopted by political parties or applied through legislation. However, there are EU soft law measures such as the 2000/407/EC Commission Decision of 19 June 2000 relating to gender balance within the committees and expert groups established by it (that establishes a 40% of women in Commission committees and expert groups) or the 96/694/EC Council Recommendation of 2 December 1996 on the balanced participation of women and men in the decision-making process.

Moreover, the European Union, following the fundamental right of gender equality and aiming to achieve the EU objectives of growth, employment and social cohesion, contributes to the promotion of equal participation of women and men in decision-making, particularly because women are still under-represented in all spheres of power in most Member States and also in the EU Institutions. In this sense, the report on “Women and men in decision-making 2007, Analysis of the situation and trends”⁸⁸ aims to raise awareness on the situation.

⁸⁴ http://ec.europa.eu/employment_social/gender_equality/index_en.html

⁸⁵ http://ec.europa.eu/employment_social/gender_equality/gender_mainstreaming/general_overview_en.html

⁸⁶ See Inter-Parliamentary union (IPU) website: <http://www.ipu.org/wmn-e/world.htm>

⁸⁷ See IDEA: <http://www.idea.int/gender/index.cfm>

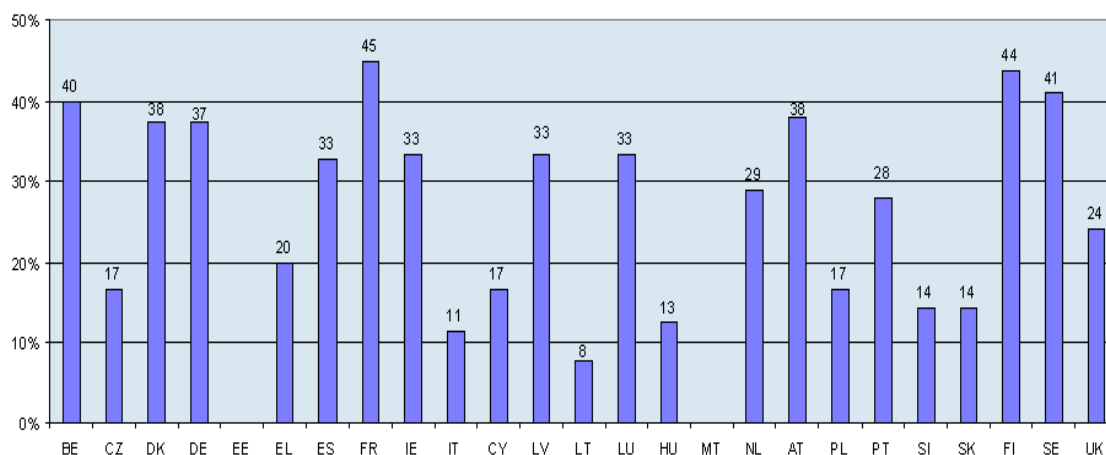
⁸⁸ http://ec.europa.eu/employment_social/publications/2008/ke8108186_en.pdf

What is the numerical representation of women in the European Parliament? (over QUING period)

The European Parliament is the only European institution elected by direct universal suffrage every five years. In the 2004 elections (EU-25), 224 out of 732 MEPs were women⁸⁹ (30.6%). Following data from the EWL, the break down of women MEPs by political group was (5 December 2006 (EU-25))⁹⁰:

Groups	Seats	In % of seats	Women	Women (%)
European people's party (PPE)	264	37,1	61	26,7
Party of the European Socialists (PSE)	201	28,9	83	37,6
European Liberal Democrat and Reform party (ELDR)	90	8,3	35	32,7
Group of the Greens/ European Free Alliance (V / ALE)	42	7,3	20	43,5
Confederal Group of the European United Left / Nordic Green Left (GUE/NGL)	41	6,7	12	35,7
Union for a Europe of Nations (UEN)	34	3,4	4	19,0
ID	28	3,8	3	10,7
NI	32	2,2	6	28,6
Total	732	100	224	30,6%

The situation of women members of the European Parliament in %, corresponding to the breakdown by member states at 01/05/2004:⁹¹



⁸⁹ After the EU enlargement in 2007 the number of MEPs became 785.

⁹⁰ http://www.womenlobby.org/SiteResources/data/MediaArchive/policies/Women%20in%20decision%20making/Statistics%20women%20in%20EP%20Dec%202006_EN.pdf

⁹¹ <http://www.europarl.europa.eu/elections2004/ep-election/sites/en/yourparliament/outgoingparl/women/index.html>

Women Members of the EP, break down by political group and member state, on 05/05/2004.⁹²

	EPP-ED	PES	ELDR	EUL/NGL	GREENS/EFA	UEN	EDD	NA	TOTAL
BE	2	3	2	0	3	0	0	0	10
CZ	2	0	1	1	0	0	0	0	4
DK	0	1	3	1	0	0	1	0	6
DE	16	14	0	4	3	0	0	0	37
EE	0	0	0	0	0	0	0	0	0
EL	2	3	0	0	0	0	0	0	5
ES	9	11	0	1	0	0	0	0	21
FR	11	10	0	7	5	2	2	2	39
IE	3	0	0	0	2	0	0	0	5
IT	1	3	1	1	0	3	0	1	10
CY	0	0	0	1	0	0	0	0	1
LV	3	0	0	0	0	0	0	0	3
LT	0	1	0	0	0	0	0	0	1
LU	1	0	1	0	0	0	0	0	2
HU	0	3	0	0	0	0	0	0	3
MT	0	0	0	0	0	0	0	0	0
NL	2	3	3	0	1	0	0	0	9
AT	3	3	0	0	1	0	0	1	8
PL	0	8	0	0	0	0	0	1	9
PT	3	3	0	1	0	0	0	0	7
SI	0	0	1	0	0	0	0	0	1
SK	1	1	0	0	0	0	0	0	2
FI	3	2	1	0	1	0	0	0	7
SE	2	3	2	1	1	0	0	0	9
UK	3	10	5	0	3	0	0	0	21
TOTAL	67	82	20	18	20	5	3	5	220

After the EU enlargement in 2007, and following data from the European Commission, DG EMPL, database on women and men in decision-making⁹³, the current data on Women and Men in the European Parliament are the following:

Members					
European Parliament	President	Women (N)	Men (N)	Women (%)	Men (%)
	M	246	539	31	69

⁹² <http://www.europarl.europa.eu/elections2004/ep-election/sites/en/yourparliament/outgoingparl/women/women.html>

⁹³ http://ec.europa.eu/employment_social/women_men_stats/out/measures_out413_en.htm

In the 1999 EP elections (held across the EU-15) the European Parliament was composed by 626 members. Out of this total, 169 MEPs were women, 27% of the total membership. In this EP Fourth Term (1999-2004) the female representation ranged from 50% for Finland to 14% for Italy⁹⁴. In the different Committees of the European Parliament, during the parliamentary term 1999-2004, women were represented as follows⁹⁵:

Committee	Chairwoman	Members	Women	Women %
Committee on Women's Rights and Equal Opportunities	Yes	38	34	89,5
Committee on the Environment, Public Health and Consumer Policy	Yes	59	32	54,2
Committee on Culture, Youth, Education, Media and Sport	No	35	15	42,9
Committee on Employment and Social Affairs	No	54	21	38,9
Committee on Petitions	No	30	9	30,0
Committee on Industry, External Trade, Research and Energy	No	60	18	30,0
Committee on Legal Affairs and the Internal Market	Yes	35	10	28,6
Committee on Citizens' Freedoms and Rights, Justice and Home Affairs	No	43	12	27,9
Committee on Economic and Monetary Affairs	Yes	45	12	26,7
Committee on Development and Cooperation	No	35	9	25,7
Committee on Fisheries	No	20	5	25,0
Committee on Budgets	No	45	11	24,4
Committee on Budgetary Control	No	21	5	23,8
Committee on Agriculture and Rural Development	No	38	9	23,7
Committee on Constitutional Affairs	No	30	7	23,3
Committee on Regional Policy, Transport and Tourism	No	59	11	18,6
Committee on Foreign Affairs, Human Rights, Common Security and Defence Policy	No	65	11	16,9
Total		712	231	32,4

The Parliament elected in 1994 (EU-12) had the following proportion of women MEPs: just over a quarter of the total (25.57%), or 145 out of 567. After the January 1995 enlargement (Austria, Finland and Sweden), the number of women MEPs rose in both absolute and percentage terms, to 167 (out of 616) and 26.6%⁹⁶.

⁹⁴ <http://www.parliament.uk/commons/lib/research/rp99/rp99-057.pdf>

⁹⁵ European Database – Women in Decision Making http://www.db-decision.de/english/eu/EP-Com_E.htm

⁹⁶ <http://www.europarl.europa.eu/election/history/en/ahxx01en.htm>

In conclusion, the percentage of women in the European Parliament on three key dates over the QUING period is the following⁹⁷:

EU Parliament	1994	1999	2004
	President 0	President Nicole Fontaine	President 0
	26.8% (1994-1998)	31.0 % (1999-2001)	30.0 (2006)

Was the increase in women's representation a gradual increase since suffrage, or were there any key turning points? E.g. quotas, 1989.

Other important developments.

Since 1995, with the input given by the UN Beijing Conference, there was an increase of female representation in the EU Parliament. However we should remember that Member States are still the main actors in promoting and increasing the women's presence in the EU Parliament. The 1995 enlargement, with the introduction of the Nordic countries (Finland and Sweden) was a turning point as the number of women Members rose in both absolute and percentage terms.

Important developments:

- 1995, Fourth World Conference on Women, Beijing, China. Beijing Platform for Action adopted by 189 states, identifying twelve priority areas for action⁹⁸ and amongst we can highlight for the topic the one called "Women in Power and Decision Making".

- 1996, Council Recommendation 96/694/EC on the balanced participation of women and men in the decision-making process⁹⁹. Member States are aimed to introduce legislative, regulatory and incentive measures to tackle the underrepresentation of women in decision-making. Member States are also recommended to encourage the national social partners to promote balance participation of women and men in their activities.

- 1997, Amsterdam Treaty recognises equality between women and men as a fundamental principle and one of the objectives and tasks of the Community (Article 2); it provides that the mission of the Community includes the mainstreaming of equality between women and men in all its activities (Article 3.2); and empowers the Community to take appropriate action to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation (Article 13).

- 1999, Council of the European Union reviews the follow-up to Beijing, undertaken annually by the EU Presidency, and adopts a set of nine indicators for monitoring the situation of women in power and decision-making¹⁰⁰.

- 2000/407/EC: Commission Decision of 19 June 2000 relating to gender balance within the committees and expert groups established by the Commission (that establishes a 40% of women in Commission committees and expert groups).

⁹⁷ Sources: http://ec.europa.eu/employment_social/women_men_stats/index_en.htm

⁹⁸ Women and Poverty; Education and Training of Women; Women and Health; Violence against Women; Women and Armed Conflict; Women and the Economy; Women in Power and Decision Making; Institutional Mechanisms for the Advancement of Women; Human Rights of Women; Women and the Media; Women and Environment; The Girl Child.

⁹⁹ http://eur-lex.europa.eu/smartapi/cgi/sga_doc?smartapi!celexapi!prod!CELEXnumdoc&lg=EN&numdoc=31996H0694&mod_el=guichett

¹⁰⁰ Review of the implementation by the Member States and the European Institutions of the Beijing Platform for Action, Council of the European Union, 11829/1/99, November 1999.

- 2000, European Commission report on the implementation of the 1996 recommendation (96/694) concludes that despite an overall positive outcome of policies applied since 1996, the level of Improvement did not match expectations and that further action is required. The report also comments on the lack of comparable data¹⁰¹.

- 2004, European Commission launches its database of comparable data on women and men in decision-making¹⁰².

- 2006, European Commission's Roadmap for Equality Between Women and Men (2006-2010) Includes the promotion of equal representation of women and men in decision-making as one of six priority areas for action¹⁰³.

6.2 Political representation for intersecting inequalities:

Class (e.g. was male suffrage granted in stages with property qualifications; representation in parliament)

The EP is organised around ideological groups rather than national ones. In this sense, the representation of "class" takes place through the parties constituting the Parliament¹⁰⁴.

- ethnicity/religion (what exclusions and when; numerical representation in parliament)
Data on ethnicity/religion not found.
- Other important intersecting inequalities, any quotas?
No.

6.3 Political parties and gender

Does women's political representation vary by Party; if so, do these Parties tend to represent different class, ethnic, religious or other interests?

Yes, the number of women's MEPs is higher in left parties. From 1994 the representation of women in the EP has considerably increased in almost all the parties, thus the proportion of women MEPs seats has become numerically higher since the first elections in 1979.

To permit a comparison with the current EP and the two previous European Parliamentary Terms in the QUING period (1994 and 1999), data on women's political representation by political group have been gathered.

1999-2004¹⁰⁵

Total seats	Women	Women in %
785	220	27,92

¹⁰¹ European Commission, COM (2000)120 final - <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2000:0120:FIN:EN:PDF>

¹⁰² http://ec.europa.eu/employment_social/women_men_stats/index_en.htm

¹⁰³ http://ec.europa.eu/employment_social/news/2006/mar/com06092_roadmap_en.pdf

¹⁰⁴ <http://www.europarl.europa.eu/members/expert.do?language=EN>

¹⁰⁵ http://www.europarl.europa.eu/elections2004/ep-election/sites/en/yourparliament/outgoingparl/women/women_percent.html

1994-1999¹⁰⁶

Groups	Seats	in %	Women	Women in %
PES	213	34,0	67	31,5
EPP	180	28,8	40	22,2
UFE	56	8,9	12	21,4
ELDR	41	6,5	13	31,7
CEUL	34	5,4	10	29,4
GG	28	4,5	14	50,0
REA	20	3,2	5	25,0
EN	18	2,9	3	16,7
NI	36	5,8	4	11,1
Total	626	100	168	26,8

1999-2004¹⁰⁷

Groups	Seats	in %	Women	Women in %
EPP	232	37,1	62	26,7
PES	181	28,9	68	37,6
ELDR	52	8,3	17	32,7
V / ALE	46	7,3	20	43,5
GUE/NGL	42	6,7	15	35,7
UEN	21	3,4	4	19,0
TDI	19	3,0	1	5,3
EDD	19	3,0	3	15,8
NI	14	2,2	4	28,6
Total	626	100	194	31,0

Regarding the representation of class, ethnic, religious or other inequalities or interest and looking at political groups' websites and programmes, it is not easy to distinguish which particular interests European political groups concretely represents. Politically correct terminology blurs the specific aims of each group and a non-very-concrete language tends to confuse the researcher. However, besides the typical interests defended by the left and right parties (employees' interest by left parties, ecological values by the greens, Christian values by the PPE-DE group, etc) we would like to highlight a couple of additional points:

- The PES, formally trying to represent employees' interests, develops its strategy through the concept of "decent work" as a general objective to achieve.
- The ALDE Group is currently immersed in a campaign directed to improve LGBT rights and aims to fight against homophobia and discrimination based on sex.

¹⁰⁶ <http://www.db-decision.de/english/eu/EPalt.htm>

¹⁰⁷ <http://www.db-decision.de/english/eu/default.htm>

What are the Parties in the European Parliament?

- **European People's Party (Christian Democrats)- European Democrats**¹⁰⁸ (EPP-ED Group): 288 members (37%). Since the 1999 elections it has been the largest political group in the EP. The Group unites Christian Democrats, Conservatives and other mainstream centre and centre-right political forces from across the 27-members of European Union.

- **Party of European Socialist**¹⁰⁹ (PES): 213 members. This is the second largest political force in the EP. The group comprises thirty-three socialist, social democratic and labour parties of all the 27 Member States. ECOSY is the Youth organisation of the PES and the PES Women is the women's organisation of the PES.

- **Alliance of Liberals and Democrats for Europe**¹¹⁰ (ALDE): Alliance between two European political parties: The European Liberal Democrat and Reform Party and the European Democratic Party. The ALDE group currently comprises 99 Members of the European Parliament (MEPs) from 22 countries of the Union.

- **Union for Europe of the Nations**¹¹¹ (UEN): National-conservative political group composed by 9 different parties across six Member States. Its representation in the EP is upon 42 members.

- **European Green – European Free Alliance**¹¹²: 42 members. This group consists of two distinct European political parties, the European Green Party and the European Free Alliance (EFA), which is composed by representatives of stateless nations ("regionalists").

- **Confederal Group of the European United Left – Nordic Green Left**¹¹³ (GUE/NGL): 41 members. This group is made of MEPs from seventeen political parties drawn in thirteen European countries. The Group has 4 Associate Member Parties, three of whom are not, at present, represented in the EP.

- **Independence/Democracy Group**¹¹⁴ (I/D): 23 members. It incorporates EU-critics, euro-sceptics and euro-realists. The main goals of the Group are to reject the Treaty establishing a constitution for Europe and to oppose all forms of centralisation. The group comprises of 23 Members coming from 9 different countries.

- **Non Inscrits** (NI): To form a political group in the European Parliament there needs to be 20 MEPs from six different states. Composed by 31 MEPs.

With which European Parliament political group is this Party/parties affiliated?¹¹⁵

What political party/parties have held office during 1995-2007?

Not apply for the EU case.

¹⁰⁸ <http://epp-ed.eu/home/en/default.asp>

¹⁰⁹ <http://www.pes.org/>

¹¹⁰ <http://www.alde.eu/>

¹¹¹ <http://www.uengroup.org/home.html>

¹¹² <http://www.greens-efa.org/index.htm>

¹¹³ <http://www.quengl.eu/showPage.jsp>

¹¹⁴ <http://indemgroup.org/>

¹¹⁵ See list Of EP political groups: http://www.europarl.europa.eu/groups/default_en.htm

6.4 Representation in European Commission

- What percentage of members is female?¹¹⁶
Under the Barroso Commission (2004-2009) 9 out of the 27 commissioners are women (33.3% of women and 67% of men), including the Vice President of the Institution¹¹⁷.
- To which units do female commissioners belong?
Female Commissioners belong to the following policy areas:
 - Institutional Relations and Communication Strategy;
 - Information Society and media;
 - Regional Policy
 - Financial Programming and Budget;
 - Competition;
 - Agriculture and Rural Development;
 - External Relations and European Neighbourhood Policy
 - Consumer Protection;
 - Health.

The percentage of women in the European Commission in three key dates over the QUING period:¹¹⁸

	1994	1999	2004
EU Commission	President 0	President 0	President 0
	25.0% (1995-1998)	25.0 % (1999-2001)	33.3 (2006)

7.1 Gender

Is there one (or more than one) European organisation that coordinates feminist and women's organisations? If so,

Yes, the European Women's Lobby¹¹⁹, a Brussels-based organisation supported by European Commission funds, that works (as stated in the EWL web) 'to achieve equality between women and men, to promote women's rights in all spheres of public and private life, to work towards economic and social justice for all women in their diversity, and to eliminate all forms of male violence against women.' It answers two main needs (see EWL web): 'To lobby at European level and to provide information to decision-makers to ensure that women's rights and needs as well as a gender perspective, are taken into account in the preparation of policies and legislation.' and 'Promote their participation of women's organisations at EU level and provide them with the information they need to do so.'

Is this the same as the body which is affiliated to the European Women's Lobby?

Not apply for the EU case.

When was it established?

As largest alliance of women's non-governmental organisation in the European Union, the EWL was founded in 1990.

¹¹⁶ See IPU: <http://www.ipu.org/wmn-e/world.htm>

¹¹⁷ See http://ec.europa.eu/employment_social/women_men_stats/out/measures_out412_en.htm
http://ec.europa.eu/commission_barroso/index_en.htm

¹¹⁸ Sources: http://ec.europa.eu/employment_social/women_men_stats/index_en.htm

¹¹⁹ <http://www.womenlobby.org/site/hp.asp?langue=EN>

How many organisations are affiliated within the European Women's Lobby?

The EWL includes 19 European-wide organisations¹²⁰, 35 national member coordinators in the EU Member States and candidate countries and more than 4000 member organisations. It has also 49 associate member organisations¹²¹, which have no voting rights, but are committed to the purpose and aims of the Lobby.

How many women are so coordinated?

The EWL brings together a wide number of women organised throughout the European Union. The exact number of women coordinated by the Lobby is difficult to assess since the association is composed by a broad range of women's NGOs (more than 4000 across the EU).

How many staff work for the organisation (how many paid, how many unpaid)?

Within the EWL there are 10 persons working, all of them paid. 8 persons are permanent staff of the Lobby and the other 2 are young interns (one of which is paid by the Lobby and the other one by the European Commission Leonardo Programme).

What is its budget?

For the fiscal year of 2007, the EWL core budget was 945,050 EUR. EWL receives 80% of this amount as a grant from the European Commission under the PROGRESS programme. The remaining 20% is made up of membership fees and other independent sources of funding.

What is its range of activities (are these in an annual report)?

EWL's work follows the European political agenda and specific topics which concerns women's issues. The guiding principle of mainstreaming is the one behind the EWL's work. The EWL writes position papers, policy documents agreed by the members, and other kinds of contributions and statements in order to affect policy and legislation in and beyond the EU.

Following the information provided on its website, the Lobby is "also active on questions which have not traditionally been considered 'women's issues' and attempts to exert pressure in regards to all texts and programmes with an influence on women's lives"¹²². The main areas in which the EWL is focused are the following: European Union Gender equality policies and legislation, Women in decision-making, Revision of European treaties / Convention on the future of Europe, Economic and social justice for women, Women's diversity, Women and the enlargement of the EU, Violence against women, International action for women's rights / Beijing follow up and Immigration and asylum.

Does the European Women's Lobby engage with all or only some of our 4 issues?

The EWL's work covers all of the 4 issues of the QUING project. Greater attention is focused on general gender equality policies at the EU level than on the other issues.

Are there European coordinating organisations for feminist/women's activities in: employment/non-employment; gender based violence; and intimate citizenship (if so name them)?

Yes, there are some European wide organisations across the three areas, namely:

¹²⁰

http://www.womenlobby.org/site/1Template1.asp?DocID=415&v1ID=&RevID=&namePage=&pageParent=&DocID_sousmenu=

¹²¹

http://www.womenlobby.org/site/1Template1.asp?DocID=416&v1ID=&RevID=&namePage=&pageParent=&DocID_sousmenu=

¹²²

http://www.womenlobby.org/site/1abstract.asp?DocID=8&v1ID=&RevID=&namePage=&pageParent=&DocID_sousmenu=

General:

European Women's Lobby (EWL)
European Women's Lawyers Association (EWLA)
Women Citizens of Europe Network

Non employment:

European Women's Lobby (EWL)
European Federation of unpaid parents and carers at home (FEFAF)
WIDE- Network Women in Development Europe
International Committee on the Right of Sex Workers in Europe
The European Feminist Forum (EFF)

GBV:

Women Against Violence Europe! (WAVE network)
European Women's Lobby – Policy Action Centre on Violence against women¹²³
Rape Crisis Network Europe (rcne)
The European Feminist Forum (EFF)

Intimate Citizenship:

International Lesbian and Gay Association (ILGA-Europe)
European Women's Lawyers Association (EWLA)
European Network Against Racism (ENAR)
European Women's Lobby (EWL)
European Institute of Women's Health
The European Feminist Forum (EFF)

List the key women's / feminist civil society organisations and their main methods / activities in the EU**European Women's Lobby (EWL)**¹²⁴

Building autonomous institutions: Not completely, in the current fiscal year EWL has received 80% of its budget as a grant from the European Commission under the PROGRESS programme. Remaining 20% is made up of membership fees and other independent sources of funding.

Public protest e.g. demonstrations: Not available

Campaigning: Yes

Lobbying EU: Yes

Service provision: Yes, providing necessary information to the members organisations on aspects related to the main activities performed by the lobby

Research: Yes

Network Women in Development Europe (WIDE)¹²⁵

Building autonomous institutions: No, the organisation was supported (2006) by several European organisations and institutions

Public protest e.g. demonstrations: Yes

Campaigning: Yes

Lobbying EU: Yes

Service provision: Yes, providing information to articulate alternatives to the negative impacts of globalisation and making feminist alternatives visible

Research: Yes

¹²³

http://www.womenlobby.org/site/module_cate.asp?DocID=3&v1ID=&RevID=&namePage=&pageParent=&DocID_sousmenu=

¹²⁴ <http://www.womenlobby.org/site/hp.asp?langue=EN>

¹²⁵ <http://www.wide-network.org/>

European Federation of unpaid parents and careers at home (FEFAF)¹²⁶

Building autonomous institutions: Yes, resources come from the membership fees and from its Member Associations, voluntary helpers and donations

Public protest e.g. demonstrations: No

Campaigning: Yes

Lobbying EU: Yes

Service provision: Yes, providing information on economic, social, juridical and political rights of at-home parents and carers

Research: Yes

Women Against Violence Europe! (WAVE)¹²⁷

Building autonomous institutions: No, as a non-profit initiative the WAVE network is mainly funded by international and national public authorities as well as private donators

Public protest e.g. demonstrations: Yes

Campaigning: Yes

Lobbying EU: Yes

Service provision: Yes, providing support and information on data on organisations working in the field of violence against women and children, legal provisions, prevention programmes, campaigns and international activities in the area

Research: Yes

Rape Crisis Network Europe (RCNE)¹²⁸

Building autonomous institutions: No, it is supported by the European Commission Daphne Programme

Public protest e.g. demonstrations: Not available

Campaigning: Yes

Lobbying EU: Yes

Service provision: Yes, providing education services, training, information

Research: Yes

European Network Against Racism (ENAR)¹²⁹

Building autonomous institutions: Not completely, its activities are funded through a combination of public and private sources including the European Commission, members and foundations

Public protest e.g. demonstrations: Not available

Campaigning: Yes

Lobbying EU: Yes

Service provision: Yes, providing information on discrimination topics and training seminars

Research: Yes

International Lesbian and Gay Association (ILGA-Europe)¹³⁰

Building autonomous institutions: ILGA receives financial support from the European Community

Public protest e.g. demonstrations: Yes

Campaigning: Yes

Lobbying EU: Yes

Service provision: Yes, providing information on LGTB discrimination

Research: Yes

European Women's Lawyers Association (EWLA)¹³¹

Building autonomous institutions: Not completely, apart from the annual membership fees, the resources of EWLA also consist in public subsidies, grants, donations and other sources

Public protest e.g. demonstrations: Not available

Campaigning: Yes

¹²⁶ <http://users.myonline.be/~tdn47971/fefaf/new/>

¹²⁷ <http://www.wave-network.org/start.asp?ID=22650>

¹²⁸ <http://www.rcne.com/>

¹²⁹ This is not properly a feminist/women's organisation but they address women's migrant issues

<http://www.enar-eu.org/>

¹³⁰ <http://www.ilga-europe.org/>

¹³¹ <http://www.ewla.org/>

Lobbying EU: Yes
Service provision: Yes, providing information on various topics related to women's rights and legal issues concerning women
Research: Yes

Women Citizens of Europe Network¹³²

Building autonomous institutions: Not available
Public protest e.g. demonstrations: Not available
Campaigning: Yes
Lobbying EU: Yes
Service provision: Yes, providing information on equal opportunities and European citizens rights
Research: Yes

The European Feminist Forum (EFF)¹³³

Building autonomous institutions: it works through donations by Cordaid, Global Fund for Women, Open Society Institute, Oxfam Novib, Mama Cash, Hivos, Unifem, ICCO.
Public protest e.g. demonstrations: Yes
Campaigning: Yes
Lobbying EU: Yes
Service provision: No
Research: Yes

Women's Association of Southern Europe (AFEM)¹³⁴

Building autonomous institutions: No
Public protest e.g. demonstrations: No available
Campaigning: Yes
Lobbying EU: Yes
Service provision: Yes, providing information on European integration and equal opportunities
Research: Yes

European Institute of Women's Health¹³⁵

Building autonomous institutions: No
Public protest e.g. demonstrations: No available
Campaigning: Yes
Lobbying EU: Yes
Service provision: Yes, providing information on women's health issues
Research: Yes

International Committee on the Right of Sex Workers in Europe¹³⁶

Building autonomous institutions: Yes, membership fees and private donations support the organisation. However the 2005 European Conference on Sex Work, Human Rights, Labour and Migration was possible because of the support made by several international and European institutions
Public protest e.g. demonstrations: Yes
Campaigning: Yes
Lobbying EU: Yes
Service provision: Yes, providing information on sex work,
Research: Yes

- Are they important or marginal to EU politics?
- Are they centralised or dispersed?

In general terms, European Women's Organisations are important to EU politics since they contribute to frame and EU gender policies mainly through the civil society's consultations

¹³² <http://www.redciudadanas.org/rceingles/rce.html>

¹³³ <http://europeanfeministforum.org/>

¹³⁴ <http://www.afem-europa.org/index-fr.html>

¹³⁵ <http://www.eurohealth.ie/>

¹³⁶ <http://www.sexworkeurope.org/site/>

opened by the Commission. However, the real impact of these organisations is difficult to assess. It is also important to highlight that not all the organisations have the same impact or possibility to influence EU politics: it is the biggest European-level and mainly Brussels-based civil society organisations, such as EWL, ENAR or ILGA which are favoured in their lobbying by their location, competence, and resources¹³⁷.

List the key anti-feminist organisations and what are their main methods/ activities?

Are they important or marginal to European politics?

Are they centralised or dispersed?

Anti-feminist organisations are not easy to found at the EU level. However, we can distinguish one wide organisation called New Women for Europe¹³⁸ which comprises several women's organisations across certain member states¹³⁹. This is a not openly religious organisation campaigning, amongst other things, against the free choice in sexual and reproductive rights, concretely against abortion. In this sense, we have considered this organisation as "anti-feminist".

Are there any men's groups / organisations that are supportive of women's / feminist organisations?

Yes, there are some men's organisations at the EU level supporting feminist goals.

The European Men Pro-Feminist Network¹⁴⁰ aims to deconstruct the male gender in order to build a new society where gender is not a discriminating factor between individuals.

The Fostering Caring Masculinities (FOCUS)¹⁴¹, although it is not a European wide organisation but only includes five European partners (Germany, Iceland, Norway, Slovenia, Spain), aims to examine and improve men's opportunities for balancing work and private/family life in order to encourage men to take over caring tasks.

Another European men's project supporting feminist goals is called ALL TOGETHER. This project, running across Spain, Denmark, Lithuania and France was promoted by the Conference of Peripheral Maritime Regions of Europe (CRPM), as part of the V Community Action Programme for equality of opportunities (2001-2005). Its general aim is to promote greater participation of men and fathers in familial and domestic responsibilities through the identification, collection and dissemination of best practice and through the development of awareness raising strategy in order that as an indirect effect, women gain greater access to professional, social or political empowerment.

At the EU level we can also distinguish several projects not properly organised by men's organisations but by other institutions which aims are to promote changes in classical gender distribution of works and roles in order to promote a gender equal society. Some of these projects are: Modern Men in Enlarged Europe II: Family-Friendly Policies¹⁴², Co-responsibility: Local policies to promote the role of men and fathers in the reconciliation of work and private life¹⁴³, Work Changes Gender¹⁴⁴ and CROME EU Network¹⁴⁵.

¹³⁷ Lombardo, Emanuela (2007) 'The participation of civil society', in Castiglione, Dario, Schonlau, Justus, Longman, Chris, Lombardo, Emanuela, Perez, Nieves, and Aziz, Miriam. 2007. *Constitutional Politics in the European Union. The Convention moment and its aftermath*. Houndmills: Palgrave MacMillan, pp 137-152.

¹³⁸ <http://www.newwomenforeurope.org>

¹³⁹ NWFE Member States: http://www.newwomenforeurope.org/v_eng/members_eu.html

¹⁴⁰ <http://www.europrofem.org/>

¹⁴¹ <http://www.caringmasculinities.org/>

¹⁴² <http://www.dadcomehome.org/en/static.php?strid=5233&>

¹⁴³ <http://www.coresponsibility.org/index.php?id=3>

¹⁴⁴ <http://www.work-changes-gender.org/>

¹⁴⁵ <http://www.cromenet.org/>

Women's / feminist organisations in civil society

- What are the major distinctions between different types of organisations/projects e.g. feminist, pro-family, etc.?
The main distinguishing characteristics of organisations and projects seem to be centred on the following issues:
 - Whether autonomous or not
 - Whether linked to professional activities or not¹⁴⁶
 - Whether focussed on general women's issues or specific
 - Whether representing minoritised women's groups or not

- Do women's organisations actively engage with other intersecting inequalities (in each area?)
Yes, European women's organisations are increasingly dealing with intersecting inequalities in all of the issues of the QUING project. The EWL, for instance, refers to multiple discrimination, and has worked on issues of gender in relation to disability, ethnicity, sexual orientation, age, and religion (see newsletters and positions papers). Gender-based violence issues are mainly addressed taking into consideration the intersections of gender and migrant/citizenship status, also age. Women's organisations dealt with non-employment issues from the perspective of age and class, mainly, but also migrant status and ethnic origin as well as family status. With regard to intimate citizenship issues, European women's organisations mainly consider the intersection of sexual orientation and marital status.

- Do they have good alliances with those representing other inequalities or not? (in each area)
Data on alliances is not easily available at the EU level. However, the EU anti-discrimination approach has triggered some controversies on the relation of gender with other inequality strands, and some defensive attitudes particularly on the part of gender organisations such as the EWL. In a number of EWL position papers (2004, 2007) there is an underlying tone that 'gender comes first', which shows the NGO's uneasiness with how the current EU trend toward other inequalities is affecting the visibility of gender equality issues. This defensive attitude does not favour the creation of alliances with groups dealing with race, sexual orientation, and other inequalities that intersect with gender¹⁴⁷. However, the EWL seems to have good relations with other civil organisations supporting other equalities. ENAR, ILGA, AGE, WIDE, the Antipoverty Network and the Disability Forum are usual organisations with which the EWL maintain joint strategies.

Moreover, civil society alliances' work is not exclusively focused on one particular area. The key alliances are as follows: gender and ethnicity (applicable in the three areas) gender and age (mainly in Non-employment and GBV), gender and disability (in Non-employment issues), gender and sexual orientation (in Intimate Citizenship issues).

- Are there alliances between women's / feminist organisations and men's groups?
There is at this point one meaningful aspect to consider when addressing the relation between pro-feminist men's groups and women's feminist organisation at the EU level. On the one hand, policy methods and manners seem to be a point of discussion between pro-feminist men's groups and women's groups; on the other hand, both kinds of groups concur to the same EU funding programmes and thus financial competition between them tries to generate more conflicts than alliances between them.

¹⁴⁶ Apart of the examples given in the previous point (EWLA, Committee of Sex Workers), there are more European Women's Organizations specifically focused on professional issues, some other examples are: the European Federation of Black Women Business Owners <http://www.efbwbo.net/Default.aspx?pg=Home> ; the European Network of Police Women <http://www.enp.nl/> ; the European Platform of Women Scientists <http://www.epws.org/> ; and the European Professional Women's Network <http://www.europeanpwn.net/>

¹⁴⁷ See Emanuela Lombardo and Mieke Verloo (forthcoming) "Gender' and 'Equality' in the European Union: institutional developments and contestations, *International Feminist Journal of Politics*.

- Are there many organisations of minoritised women? (in each area)

Yes, some examples of minoritised women organised at the EU level are:

- **Black European Women's Network (BEWNET)**¹⁴⁸ (General)
- **Black Women in Europe Network**¹⁴⁹ (General)
- **European Forum of Muslim Women**¹⁵⁰ (General and Intimate Citizenship)
- **Philippine Women's Network in Europe (BABAYLAN)**¹⁵¹ (General, GBV)
- **International Committee on the Right of Sex Workers in Europe**¹⁵² (Non-employment)
- **International Roma Women's Network**¹⁵³ (Intimate Citizenship)
- **The European Forum of Left Feminists (ELF)**¹⁵⁴ (Intimate citizenship)

- What links are between international and European level bodies? (in each area)

European organisations frequently work at an international level as a part of a broader organisation or in relation to international bodies, such as the UN. For instance, ILGA-Europe (Intimate Citizenship) is linked to the International Lesbian and Gay Association and since 2006 has a consultative status at the UN¹⁵⁵; the EWL (general and Intimate Citizenship) works within the United Nations System in order to promote women's rights beyond the European borders; the WIDE Network (Non-employment) lobbies both the World Trade Organisation and the United Nations; WAVE tries to influence both European and International policies on violence and has relations with the EU institutions and the Council of Europe; the European Federation of unpaid parents and carers at home (FEFAP) is networking with North and South American and African NGOs as well as representing European at-home parents and carers at the UN; the Philippine Women's Network in Europe (BABAYLAN) promotes links of cooperation between the European and the Philippine levels; the European Forum for Muslim Women aims to adopt Muslim women's issues in both the European and International arenas; the International Committee on the Right of Sex Workers in Europe is also linked with other sex workers' movements across the world.

- Is organised feminism engaged with the European Parliament / Commission, or does it follow an autonomous or separatist agenda building its own institutions? For example, is it invited to report to consultations; does it take money from the Institutions; is it commissioned by the European Institutions to undertake specific tasks?

Does this vary between issue areas? Not very much

Has this changed over time? No

When engaging with the EP/Commission is a coalition form of organising common or not? Yes
European organised feminism is absolutely engaged with European Policy Institutions. The form of collaboration is mainly articulated by open consultations and experts meetings, ways in

¹⁴⁸ <http://www.bewnet.eu/>

¹⁴⁹ <http://blackwomenineurope.blogspot.com/>

¹⁵⁰ <http://www.islam-online.it/forum/introduction.htm>

¹⁵¹ <http://www.babaylan-europe.org/>

¹⁵² <http://www.sexworkeurope.org/site/>

¹⁵³

<http://www.romnews.com/community/modules.php?op=modload&name=News&file=article&sid=1042&mode=thread&order=0>

¹⁵⁴ The European Forum of Left Feminists (ELF) is a network of individual women studies academics and grassroots feminists from most countries of Europe loosely linked through a mailing list and an occasional newsletter. Through this network the yearly conference on Migrant Women and Europe was organised in Amsterdam. EFLF is committed to the involvement of black, ethnic minority and migrant women in Europe and seeks to build on links with women in other parts of the world. Some women of minority ethnic groups have been involved from the start and efforts are continually made to reach others and to recognise the specific needs and concerns of Black and Migrant Women. In association with ELF authors Helma Lutz, Ann Phoenix and Nira Yuval-Davis published *Crossfires: Gender, Nationalism and Racism in Europe* in 1995. Address: Jane Pillinger (co-ordinator), Northern College, Wentworth Castle, Stainborough Barnsley, S75 3ET, UK.

¹⁵⁵ http://www.ilga-europe.org/europe/issues/international/Ilga_europe_gets_consultative_status_with_united_nations

which the EP and the Commission are in communication with civil society women's groups. The most significant European wide organisations (namely, EWL; WAVE, ILGA; ENAR) receive European funding in addition to other types of auto-financing such as membership fees and private donations. The European Union does not commission these organisations to undertake concrete tasks; instead the organisations develop their own projects, have their own agendas, and take their own responsibilities in achieving their goals. However their projects could be implemented under specific European programmes (The Daphne Programme, Roadmap for Equality, European Year of Equal Opportunities for All, etc) and their agenda must necessarily include issues that are on the EU institutional agenda, particularly when the European Commission consults civil society about some particular issue.

- Does it make sense to talk of a 'women's movement' or not? Briefly explain your answer.
At the EU level it is more difficult to talk of a women's movement (a term which applies more to the national level) and it would be better to talk of a women's organised civil society. There are at the EU level European organisations that promote women's rights and engage with the EU institutions and with feminist organisations at the national level. The women's movement is articulated mainly in one wide European-level umbrella organisation, the EWL, but there are other European women's organisations also exist, such as WAVE, EWLA, Women Citizens of Europe. This organised movement is politically active and tries to influence the EU agenda and to affect gender policies implemented by the European Commission.

- Is there a tendency towards one of the three major visions of gender equality (sameness, equal valuation of difference, transformation)?
General: Prominence of sameness vision and equal opportunities strategies, but also some difference and transformation (e.g. reinforced gender equality machinery is demanded; gender mainstreaming; extension of EU gender policy to areas other than the labour market).
Non-employment: while a sameness vision and an equal treatment strategy prevail, transformation is present in the need to change gender roles in care work.
Intimate citizenship: Policies developed in this issue show a greater tendency towards a transformation vision, however sameness is also distinguished.
GBV: difference and transformation are more present.

- Is there a preferred model of care work: support for a domestic regime or support for a public (state or market provision) regime?
European women's NGOs prefer the provision of public and affordable care services. The EU does not specify whether the care work model should be public, private or mixed. These competences fall under national competences and thus the EU has very little to do than setting targets to achieve. So far there is no specific political compromise at the EU level to ensure a public care regime throughout the Union. Moreover, the use of the "services of general economic interest" concept instead of the "public services" in the Treaty of Lisbon, is understood by critical European social movements as a way to open doors to economic cutbacks.

- How closely aligned is feminism with social democracy?
It partially is aligned with social democracy, because it calls for more EU intervention in areas that are traditionally competence of the national welfare state. However, precisely for the lack of EU remit in welfare areas, the issues for which the movement mobilises are also distant from social democracy.
An example of European feminist mobilisation to promote women's rights within EU democratic institutions and to promote a more social Europe were demonstrations and lobbying at the time of the Amsterdam Treaty, to integrate a gender dimension in the Treaty.

- Notes on the history of the development of gendered or feminist civil society organisations:
 - Is there a history of divisions as to where on a continuum between autonomous or close to European Institutions is most appropriate? Does this vary by 4 areas (general, employment, intimate citizenship, and gender based violence)?
It is both close and separate. The EWL (working on 4 issues, but especially in general and employment) has been closer to the EU institutions because it is funded by them, so it could be criticised for its lack of autonomy. However, at the same time the EWL is critical of the EU institutions and has pushed for more transformative EU policies in the area of gender equality. NGOs working on GBV and IC are less close to the EU institutions (or have developed a closer relationship more recently) than EWL, so they could be seen as more autonomous.
 - Is there a history of divisions as to: socialist, radical, and liberal? Does this vary by 4 areas?
It is not so easy to establish a clear-cut divide between socialist, radical, liberal tendencies in the different women's groups, as these elements can be present all at once within one group.
However, European feminist organised civil society (e.g. EWL, EWLA, REC, etc) has usually been more liberal. Some scholars question the extent to which European civil society groups represent 'grassroots' women and women's organisations in Europe', in spite of the fact that the European level NGOs maintain relationships with national groups (Williams 2003: 125)¹⁵⁶. Williams criticised the development of a bureaucratic and elitist approach to political representation on the part of EU institutions, which reinforced a unitary approach to women's interests (mainly as represented by the EWL position) and constrains the possibilities for acknowledging differences between women (for instance as regards intersections of gender and class/ethnicity).
More radical elements could be noticed in more recently created groups such as the European Feminist Forum.
Socialist elements are more difficult to find at EU level, though there was an experience of European feminist cooperation in the European Forum of Left Feminists (ELF). This is a network of feminist academics and grassroots feminists from most countries of Europe loosely linked through a mailing list and an occasional newsletter. EFLF is committed to the involvement of black, ethnic minority and migrant women in Europe and seeks to build on links with women in other parts of the world. Some women of minority ethnic groups have been involved from the start and efforts are continually made to reach others and to recognise the specific needs and concerns of Black and Migrant Women. Also the experience of the European Social Forum saw the articulation of different European feminist positions from the left-wing political spectrum.
 - Is there a history of changing engagement with class, ethnic and religious forces? Does this vary by 4 areas?
European Forum of Left Feminists (ELF) was an experience of engagement with class and ethnicity. Another experience of European women's engagement with race was the Black Women's Project within the EWL (see Williams 2003). The 1990s campaign of Black and migrant women within the European Women's Lobby advocated for the inclusion of Black and migrant women's experience of sexism and racism in the EU politics and in the EWL mobilisation strategies. The campaign challenged the position of the EWL by activating an internal discussion that moved the NGO to a greater recognition of different women's experiences (Williams 2003; Hoskyns 1996). But it also contributed to the emergence of a discourse on race equality in the EU political arena that led to the development of an EU anti-discrimination policy starting from Article 13

¹⁵⁶ Williams, Fiona (2003) 'Contesting 'race' and gender in the European Union: a multilayered recognition struggle for voice and visibility', in Barbara Hobson (ed.) *Recognition Struggles and Social Movements. Contested identities, Agency and Power*, Cambridge: Cambridge University Press.

Treaty of Amsterdam in 1997. WAVE has developed its work in relation to gender and ethnicity.

- Is feminist research organised in Universities and research institutes? Are there named centres? If yes, are they important? If not, is important feminist research primarily dispersed or mainstreamed?

Not apply for the EU case.

Are there specific positions, funds or journals within the country (or region e.g. Nordic)?

For example the European Journal of Women's Studies

Is there a European association for women's studies/gender studies?

For example the organisation University Women of Europe, which is a 'network of university women associations and federations from 22 countries working in partnership with the Council of Europe and the European Women's Lobby to address issues impacting the lives of women throughout the European community.'¹⁵⁷

- Are there feminist lawyers' organisations? Yes, The European Women's Lawyer Association¹⁵⁸. EWLA work is focused in the defence of women's rights and equal opportunities in Europe.

Are there radical lawyers' organisations that support justice claims for one or more of the inequalities?

There are not too many European lawyers' organisations focused on supporting specific justice claims regarding the inequalities addressed by QUING, instead the majority of the European wide lawyers organisations aims to unite specific law's fields and adopt common approaches amongst national procedures. However, we can highlight the work done by a couple of lawyer's association in the defence of human rights issues¹⁵⁹ at the EU level and the protection of asylum seekers and refugees¹⁶⁰.

7.2 Class

- A short history of the development of organisations representing class interests. From the beginning, the transnational project of European integration was mainly focused on an economic basis. After the Second World War, in the context of the European economic reconstruction, the national industrial federations from the six member states of the European Coal & Steel Community, founded the so-called Conseil des Fédérations Industrielles d'Europe (CIFE, 1949) which almost 10 years later become the Union des Industries de la Communauté européenne (UNICE, 1958). Since then, and more concretely since the Treaty of Rome was signed (1957), the main motivation of this very first confederation of European industries, was to unite the central industrial federations to foster work between them in order to encourage a Europe-wide competitive industrial policy and lobby European Institutions. It was just before its 50th birthday when UNICE changed its name to Business Europe, the Confederation of European Business (2007), name that express more clearly what it does and where it does it. The other main European organisation representing class interest is ETUC, the European Trade Union Confederation. This organisation was founded in 1973 with the specific aim of represent the common interests of workers and operating at cross-border level with the institutions of the expanding European Union. At the same time that Business Europe aims, amongst other trends, to promote European growth and reform European social systems in order to respond global challenges, ETUC aims to promote the European Social Model meanwhile working for the development of "a

¹⁵⁷ <http://www.ifuw.org/uwe/>

¹⁵⁸ <http://www.ewla.org/>

¹⁵⁹ **The Council of Bars and Law Societies of Europe (CCBE)** <http://www.ccbe.org/index.php?id=2&L=0> ,

¹⁶⁰ European Legal Network on asylum (ELENA) <http://www.ecre.org/about/elena.shtml>

united Europe of peace and stability where working people and their families can enjoy full human and civil rights and high living standards”¹⁶¹.

Thus, in the current context of a global economy, the prominence of these two main class European organisations has manifested the key role that management and labour play not only at the national level but also at the EU level in order to achieve the demands of both workers and enterprises.

- How strong are trade unions? Use the following four measures of trade union strength (Data: European Industrial Relations Observatory Online, European sources)
 - density (proportion of workers that are organised),
The ETUC represents 60 million trade unionists belonging to 82 member national confederations from a total of 36 countries across Europe¹⁶².
 - coverage (what proportion of workers are covered by collective bargaining agreements),
Throughout the EU, differences in the proportion of employees covered by collective bargaining vary significantly. Depending on the country, percentages differ from over 90% (Austria, Belgium, Slovenia, Portugal, France) to 10% (Lithuania).
 - centralisation of collective bargaining,
 - is there a European body of trade unions;
Yes, the European Trade Union Confederation (ETUC)
 - What proportion of TU members and unions are affiliated?
The ETUC comprises 82 national confederations in Europe.
 - Coordination of collective bargaining.
 - Does the European body of trade unions negotiate on behalf of trade unions?
Yes, the ETUC, in representation of its members’ national confederations, works with all the EU institutions in developing employment, social and macroeconomic policy. Thus, its point of view can be incorporated in European Commission proposals. Moreover, the ETUC also takes part in negotiations with employers at EU level to reach agreements on topics affecting European workers (teleworking 2002, work-related stress 2004 and harassment and violence at work 2007).
 - Can it coerce or discipline member unions to enforce agreement?
Since the ETUC is a “bottom-up” organisation, they are delegates from affiliated trade unions who decide ETUC policies and agreements. In this sense, the ETUC does not have a mandate to impose any line on national members.
 - Women and trade unions:
 - What percentage of *total* trade union membership (i.e. including unions not affiliated with European body and those that are affiliated) is female?
In 2002, the ETUC carried out a study on women in trade unions¹⁶³ taking into consideration data provided by the National Trade Unions Confederations of each member states constituting the ETUC. In spite of the fact that not all the Confederations were able to provide details of the proportion of women members, the percentage of women members that it is known in the majority of the Confederations is around the 40%.

¹⁶¹ See ETUC’s mission at web <http://www.etuc.org/r/2>

¹⁶² It is worth noting that the ETUC is not only restricted to EU member States. As it is stated in its website “Long before EU enlargement took place in May 2004, the ETUC had already recruited trade unions organizations from many of the central and eastern European countries. It has affiliates or observers in the EU candidate countries (Turkey, Croatia and Macedonia) as well as other countries currently outside the EU”, <http://www.etuc.org/a/108>

¹⁶³ http://www.etuc.org/IMG/pdf/genre_an_080403.pdf

However, the ETUC emphasises that statistics are still needed on the labour categories of women members (part-time or fixed contracts, etc.)

- How are women organised in trade unions and the central trade union body (e.g. caucuses, separate branches, fully integrated)?
Almost all the ETUC affiliated organisations have a Women's Committee or a Women's Department or even an Equal Opportunities Department or Committee. With regard to the internal ETUC structure, there is a Women's Committee, established in 1975. It comprises gender equality experts from the national affiliated confederations. Its main goal is to provide expertise on gender issues and ensure that women's interests are integrated into all ETUC policies and activities¹⁶⁴
 - What proportion of women are in the executive of (major) trade unions?
Within the European Trade Union Confederation (ETUC) there are 61 women (25%) integrated in the highest decision making bodies of the organisation besides 185 men (75%)¹⁶⁵.
 - Is gender equality high or low on the bargaining agenda?
Gender equality is part of the ETUC agenda. Within the trade union movement, the Confederation works to secure equal role for women. Currently, the ETUC is immersed in an Equality Plan agreed in 2003, which is systematically evaluated and has three main objectives: the elimination of the female representation gap in decision-making bodies, the extension of gender mainstreaming and the strength of the role of bodies responsible for gender equality policy.
 - Is it seen as an issue for women, or for all trade unionists?
Gender equality is formally seen as an issue of all trade unionists. However, the history of intersections of class and gender shows that it has always been difficult to integrate a gender perspective into trade unions, and the EU case is no exception.
- How well organised are employers?
 - Do they have a single (or more) European organisation?
European employers are well organised at the EU level. We can distinguish three main organisations:
 - **BusinessEurope**¹⁶⁶: the former European association of European industries (UNICE, 1958) changed its name in 2007 to BusinessEurope in order to represent private employers at the EU level;
 - **The European Centre of Enterprises with Public Participation and of Enterprises of General Economic Interest**¹⁶⁷ (CEEP), constituted in 1961 with the aim of represent enterprises and employers' organisations with public participation as well as Enterprises carrying out activities of general economic interest, whatever their legal ownership or status;
 - **European Association of Craft Small and Medium size Enterprises**¹⁶⁸ (UEAPME), representing employers' interests of European crafts, trades and SMEs.
 - Are they powerful or not? E.g. can it control its members?
European employers' associations are powerful at the EU level. They are in permanent communication with the EU institutions and, as European Social Partners, have influence on European legislation. However they do not control its members in

¹⁶⁴ <http://www.etuc.org/r/480>

¹⁶⁵ http://ec.europa.eu/employment_social/women_men_stats/out/measure_out435_en.htm

¹⁶⁶ <http://www.businesseurope.eu/Content/Default.asp>

¹⁶⁷ <http://www.ceep.eu/>

¹⁶⁸ <http://www.ueapme.com/EN/index.shtml>

the sense of discipline or coercion in enforcing agreements. They are confederations gathering many member states' enterprises throughout the Union, thus their decisions are taken amongst its members and not decided in unilateral way.

- Are they indifferent or hostile to gender equality in the workplace?
This question cannot be easily answered. On the one hand, they could seem hostile to gender equality issues: they do not make many references to gender equality, equal opportunities nor gender gaps in their internal website documents. On the other hand, they have signed European public documents addressing its key role in achieving gender equality in the workplace. For instance, the European employers' organisations, together with the ETUC, (all the EU social partners) signed a 5 year Framework of Actions on Gender Equality committing them to enhance gender equality in the labour market and in the workplace¹⁶⁹.
- Do they oppose the development of gender machinery, gender equality policies and gender equality laws?
No, they seem to be in favour of its development.
- Do they support 'diversity management'?
In the above mentioned Framework of Actions on Gender Equality they mention the aim to embed gender equality initiatives in broader diversity management policies, and thus respond to the increasingly diverse needs of individuals and at the same time ensure that production requirements of the employer are also satisfied.
- Did they lobby for a merged rather than separate equalities bodies?
We have no information on whether EU employers organisations lobbied for merged bodies or not. We have some information on their opinions about the creation of a specific European Institute for Gender Equality. Several years ago, the consultancy company PLS RAMBOLL Management investigated, on the initiative of the European Commission's DG Employment and Social Affairs, the possibility to set up a European Gender Institute¹⁷⁰. Amongst other stakeholders, European employers' associations were part of the informants. As the study concluded, all of the informants suggested that the European Gender Institute should be established.
This way, a separate European body would be created to protect and promote gender equalities following specific strategies apart of those directed to promote other social equalities.
With regard to the European Centre of Enterprises with Public Participation and of Enterprises of General Economic Interest (CEEP), an opinion on the EU Roadmap for Equality between women and men¹⁷¹ was published in September 2006; here the CEEP presented its aim to fully participate in the European Gender Institute, which could be understand as a way to support the existence of separate equality bodies.
The other two main European employers' organisations, BusinessEurope and UEAPME, have not published any kind of position paper or opinion on this issue.
- Are there tri-partite or corporatist bodies including employers, trade unions and government that make important European decisions?
Yes, European Social Partners (including management and labour organisations), under the Social Protocol Procedure, have played a key role in developing important European decisions. Amongst them, we can distinguish the following directives: 1) Council Directive 96/34/EC on the framework agreement on parental leave; 2) Council Directive 97/81/EC on part-time work; and 3) Council Directive 1999/70/EC on the framework agreement on fixed-term work.

¹⁶⁹ http://ec.europa.eu/employment_social/news/2005/mar/gender_equality_en.pdf

¹⁷⁰ http://www.nikk.uio.no/publikasjoner/andre/artiklar_utlatanden/eqinews_e.html

¹⁷¹ www.ceep.eu/content/download/864/5330/version/1/file/06avis24EN-RoadMapGenderEquality.pdf

Furthermore, the social partners have also signed, in collaboration with EU institutions, certain frameworks agreements such as the Framework Agreement on harassment and violence at work¹⁷² of 26 April 2007, the Framework Agreement on work-related stress¹⁷³ of 8 October 2004, and the Framework Agreement on telework¹⁷⁴ of 16 July 2002.

- Are women represented in such bodies?
Yes, women are represented in employers organisations, trade unions and European governmental bodies although the concrete female proportion in the procedures is not available.
 - Are there EU, bilateral or other international level links for either trade union or employer organisations?
 - Are these links important (e.g. in lobbying government at European level)?
 - Are these links important (e.g. in lobbying government at European level)
- Not apply for the EU case.**

7.3 Other intersecting social inequalities

7.3.1 Ethnicised / racialised groupings

- What is the composition of the European population by ethnicity?
At the EU level there is a general absence of data on European population by ethnicity. We could not find any kind of aggregated data for all the EU members. However, we can highlight the main ethnic composition within the European Union, namely, Caucasians (Latin, Germanic, Celtic, Slavic, Greek, etc.); Arabs, Turks and Black Africans¹⁷⁵.
In addition, the European Commission Communication on the Third Annual report on Migration and Integration¹⁷⁶, although not addressing ethnic origin but national origins, states that in January 2006 “the third-country nationals residing in the EU were about 18.5 million, i.e. 3.8% of the total population of almost 493 million” (pp. 3). Following this report, and despite that the typology of entry widely differs among Member States, “the most numerous groups of third nationals at the EU level come from Turkey (2.3 million), Morocco (1.7 million), Albania (0.8 million) and Algeria (0.6 million)”.
- What are considered to be the most important ethnicised, racialised, linguistic and religious divisions politically (e.g. Islamic/non-Islamic, Roma/non-Roma, Black/White, citizen/migrant, language communities)?
At the EU level it is difficult to say. We would consider that citizen/migrant status, strongly linked to the regular/irregular migrant status, are the main political divisions generally speaking, since this is a common and broad division throughout all the country members. Taking into consideration information provided in the “Migrants, Minorities and Employment 2003”¹⁷⁷ of the former European Monitoring Centre on racism and Xenophobia (EUMC), now the FRA, the foreign/immigrant population in the EU-15 total population was, by country, as follows:

¹⁷² http://ec.europa.eu/employment_social/news/2007/apr/harassment_violence_at_work_en.pdf

¹⁷³ http://ec.europa.eu/employment_social/news/2004/oct/stress_agreement_en.pdf

¹⁷⁴ http://ec.europa.eu/employment_social/news/2002/oct/teleworking_agreement_en.pdf

¹⁷⁵ http://www.eupedia.com/fact_sheet_europe.shtml

¹⁷⁶ Communication from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the regions, COM (2007) 512 final,

http://ec.europa.eu/justice_home/fsj/immigration/docs/com_2007_512_en.pdf

¹⁷⁷ <http://fra.europa.eu/fra/material/pub/comparativestudy/CS-Employment-en.pdf>

Country	A	B	D	SF	F	G	GR	IRL	I	LX	NL	P	E	S	UK
Foreign Origin %					2.2						8.5				3.0
(Naturalized) Immigrants %			2.2		1.8						4.9			6.2	
Foreigners %	8.9	8.7	4.9	1.8	5.6	8.9	7.3	3.0	2.5	37.3	4.1	2.1	2.6	5.3	4.1

- Is ethnicity considered to be intersected by religion (e.g. Islamic/non-Islamic)?
It seems like Arab people are always considered to be religious, that is, Muslims.
- Prioritise the ones that have been the most important in the development of gender+ equality policies.
It was in the 90s when black, minority ethnic and migrant women started to push the EU level for greater voice and visibility. Under the umbrella of the EWL, mainly composed by white, middle-class women, these groups' claims started to have an impact on European gender+ equality policies¹⁷⁸. However, following Fiona Williams' paper (see footnote 148), the extent to which black, minority ethnic and migrant women groups "are engaged with the EU and EU policy-making processes varies significantly".
- What is the citizenship status of (all or part) of each of the minoritised groups (e.g. do any groups lack the right to political participation, employment, residence, social security benefits, or visit)?
The citizenship status, the rights and duties, of minority groups residing in the EU, falls under the concrete Member State legislation, which most frequently is based on the possession of an employment contract for acceding to the citizenship status. However, under EU law, any kind of discrimination between people for reasons of race, colour, ethnic origin, language or membership of national minority is prohibited (Article 21 Charter of Fundamental Rights, 2007 revised version).
- In what way are ethnicised and racialised groups organised? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)
The European Network Against Racism (ENAR)¹⁷⁹ is the main EU-wide network working on ethnic issues, acting as a voice of the anti-racist movement in Europe. Racism, xenophobia, anti-Semitism and Islamophobia are combated by the organisation. Its main strategies are lobbying the EU institutions and campaigning, the provision of information on discrimination topics and training seminars, research and reinforce the capacity of ENAR members.
- In what way are women engaged in these organisations?
Since ENAR is committed to represent persons belonging to ethnic and religious minorities, women are engaged in this organisation as part of these minorities groups but there is no separate women's structure in through which women organise.
There are also specific minority women's organisations / networks at the EU level, such as the Black European Women's Network (BEWNET)¹⁸⁰, the European Forum of Muslim Women¹⁸¹, the International Roma Women's Network¹⁸² and the Philippine Women's Network in Europe (BABAYLAN)¹⁸³.

¹⁷⁸ Williams, Fiona, "Contesting "race" and "gender" in the European Union: a multilayered recognition struggle for voice and visibility", <http://www.sociology.su.se/cqgs/Conference/fiona2001a.pdf>

¹⁷⁹ <http://www.enar-eu.org/>

¹⁸⁰ <http://www.bewnet.eu/>

¹⁸¹ <http://www.islam-online.it/forum/introduction.htm>

¹⁸²

<http://www.romnews.com/community/modules.php?op=modload&name=News&file=article&sid=1042&mode=thead&order=0>

¹⁸³ <http://www.babaylan-europe.org/>

- Do minoritised women organise separately within or outside of such organisations? Separately, see above.
- Are there many groups organised against certain ethnic groups?
We have found information on white supremacy groups organised at the EU level, the main ones are Patriots of the White European Resistance (POWER)¹⁸⁴, organised against non-white people in Europe and The European White Knights of the Burning Cross¹⁸⁵.

7.3.2 Religion/belief/faith

- What is the composition of the European population by religion / faith?
At the EU level there is a general absence of data on religious practices. We could not find any kind of aggregated data for all the EU members. Thus, we just can highlight the major religions existing within the European Union, namely, Roman Catholicism, Protestantism, Eastern Christian Orthodoxy, Islam, Judaism and Agnosticism as well as Atheism¹⁸⁶.
- What proportion of the population are practising members of an organised religion?
Information not available.
- What are the main religious organisations? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)
One of the biggest organised religious groups at the EU level is the European Christian Political Movement (ECPM)¹⁸⁷, which comprises political parties and organisations that are active at all different political levels in Europe. Its main goal is to reflect and work on Christian-democrat politics in Europe from an explicit Christian-social view. Thus, in order to reinforce Christian politics in the EU, ECPM's main strategies are: promoting contacts among political parties endorsing the association's objects; promote and exchanging knowledge; organisation of training activities to increase the knowledge of the members and officers; lobbying the EU by promoting concrete legislation and Christian politics.

Another main religious group working at the EU level is the Conference of European Churches (CEC)¹⁸⁸, a fellowship of 126 Orthodox, Protestant, Anglican and Old Catholic Churches along with 43 associated organisations from all countries on the European continent. Amongst its main strategies we can distinguish: involving the churches in the European integration process, monitoring political institutions and organisations and maintaining regular contacts with them on behalf of CEC and its member churches. The CEC also works and researches the relations with Islam in Europe looking at attitudes and relationships between the two great religions Christianity and Islam.

There is also a wide Muslim organisation in Europe called Federation of Islamic Organisations in Europe (FIOE)¹⁸⁹. It aims to achieve the overall common goals of serving Muslims in European societies and to maintain the Muslim presence in Europe. One of its main strategy are to achieve coordination and communication amongst Islamic establishments working on the European arena in order to realise and fulfil common aims and objectives and to promote member organisations. Other aims include to activate Muslims within the framework of the European Union and lobbying the EU by representing Muslim interests.

Muslims are also organised around the Islamic forum of Europe (IFE)¹⁹⁰ which is based in London but has branches in most of the EU countries. The organisation engages in campaigns directed towards the EU institutions but is predominantly focused on national

¹⁸⁴ <http://www.14power88.com/>

¹⁸⁵ <http://www.whiteknightseuropa.de/>

¹⁸⁶ http://www.eupedia.com/fact_sheet_europe.shtml

¹⁸⁷ <http://www.ecpm.info/en/>

¹⁸⁸ <http://www.cec-kek.org/>

¹⁸⁹ <http://www.militantislammonitor.org/article/id/1261> also see

<http://islamineurope.blogspot.com/2008/03/federation-of-islamic-organisation-in.html>

¹⁹⁰ <http://www.islamicforumeurope.com/live/ife.php>

Parliaments, however it is designed to provide a space for encounter and communication between the variety of Muslim perspectives across Europe and stakeholders and policy-makers in Brussels.

- How are women represented or not within them?
Within the Ecumenical Decade of the Churches in Solidarity with Women, the Conference of European Churches established in 1992 its Women's Desk, giving women a particular prominence inside the organisation.
Within the Federation of Islamic Organisations in Europe there is also a Muslim Women Department mainly aiming to: caring for Muslim Women in Europe, facilitating the participation of Women in Islamic Work, Upholding the rights of Muslim women within the European society and Caring for children and their rights.
The Islamic Forum of Europe (IFE) includes a specific women's section within it in which the crucial role of Muslim women in promoting Islam is underlined.

- Do they oppose gender equality in general and in our three issues?
The CEC does not oppose gender equality, instead it aims to promote the equality of women in "all fields at the EU, including decision-making processes" as well as empowering women through networking, education and training.
CEC pays special attention to violence against women, both in society and in the church, and to matters of women trafficking in Europe and forced prostitution.

Gender equality does not seem to be opposed within the ECPM. They talk about "equal respect and treatment" and the "same responsibilities to one another and to the wider society".

- What is their preferred model of womanhood?
This point is not clear in the CEC's work. However, they concretely refer to the "changing identity of women as self-responsible for their lives and as professional partners in church and society".

Regarding the ECPM, this point could be answered using the organisations idea of "respect for life". Its website concretely highlights that "the right to live is the most basic of all human rights" and thus the dignity of all person, and as well of "those who are unborn" should be respected. That is to say that the female right to decide in pregnant matters is not recognised by the organisation.

The European Federation of Islamic Organisations does not provide a clear model of womanhood. However, we consider it meaningful to highlight that concerns for Muslim children and their rights are specifically addressed under its Muslim Women Department, a fact that can give us an idea of Muslim Women as mothers and carers.

- Do they support or oppose the other equalities issues?
Equality between human beings and human dignity, although they are not specified concepts, are recurrent concepts used by the religious organisations when supporting equality issues.
- Are they in alliance with any other inequalities or not?
The Conference of European Churches is engaged in activities concerning the new poverty, asylum seeking and migration. In this field, cooperation exists between the CEC and the Brussels-based Churches' Commission for Migrants in Europe (CCME)¹⁹¹. The quest for peace and the defence of human rights, in a continent which has been the source of two world wars in the 20th century, are also concerns for the CEC Church and Society work.

¹⁹¹ <http://www.ccme.be/>

Poverty and social injustice are additional concerns addressed by the European Christian Political Movement; its website states that “Social justice demands an equal regard for all. That implies a special concern for the needs of the poor, refugees, those who suffer and the powerless. It requires us to oppose exploitation and deprivation. It requires also that appropriate resources and opportunities are available”.

The Federation of Islamic Organisations in Europe concretely refuses “all forms of racial discrimination and violence”.

- Are there any groups organised against certain religious groups?
Yes, there are probably more organisations than the two below organised at the EU level against religious groups, but access to information is not easily to find. Following we have selected a couple of them:
 - The European White Knights of the Burning Cross, they are mainly organised against Muslims and Jews, and all of the “enemies of the white race and the Christian believe”;
 - Patriots of the White European Resistance (POWER), organised, amongst other issues, to fight against Jews and Islamism.

7.3.3 Sexuality

- Are there gay/lesbian/trans organisations?
Yes, at the EU level ILGA-Europe is the biggest one and works for human rights and equality for lesbian, gay, bisexual and transgender people. ILGA’s membership consists of 222 full member organisations, 156 individual and 11 associate members from across Europe. We can also highlight three more organisations focused on defending LGBT people’s rights, namely, TransGender Europe¹⁹², the European Bisexual Network (EURO BINET)¹⁹³ and EGALITE¹⁹⁴.
- What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, campaigning, lobbying state, service provision, research)?
ILGA’s main strategies are:
 - promotion of capacity building: in order to promote the creation of new groups, ILGA gathers and offer useful resources and information on what is needed;
 - lobbying EU institutions acting as a voice of those discriminated on the grounds of sexual orientation;
 - Advocacy services in the promotion of equality and freedom rights;
 - Information service on LGTB rights;
 - Promotion of networking, exchanging information and training activities to strength European human rights organisations’ capacity;
- In what way are women engaged in and represented in this organisation?
As a European wide organisation composed by many member organisations and individuals, there are no specific data on the proportion of women engaged in ILGA. However, their engagement would obviously be based on sexual orientation issues (lesbian, bisexuals, transgender). There is no separate women’s structure through which women organise. Regarding the staff working for ILGA-Europe, there are 10 members announced on its website; 7 out of them are women.

¹⁹² <http://tgeu.net/>

¹⁹³ <http://groups.yahoo.com/group/EURO-BINET/>

¹⁹⁴ This is not properly a civil society organization since it is composed by European institutions personnel working at the European Institutions level to combat any form of discrimination based on sexual orientation.
<http://www.egalite-online.eu/>

- Do they work in alliance with other inequalities or not?
ILGA's mainly work is focused in the defence of equality and freedom of LGTB people, on the fight against discrimination on the grounds of sexual orientation and gender identity or expression.
- Are there groups organised against LGBT people/organisations?
- Patriots of the White European Resistance (POWER)

7.3.4 Disability

- Are there disability organisations? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, campaigning, lobbying state, service provision, research).

Yes, the only European Platform of disabled people is the European Disability Forum (EDF), which represents the interests of 50 million disabled people in the European Union and stands for their rights.

Its principal strategies are focused on lobbying EU institutions by monitoring all EU initiatives and in proposing new legislation to advance disabled people's rights.

With regard to the European level, EDF also works in close cooperation with the European institutions thereby leading to a greater visibility for disabled people in the European initiatives and policies in the field of development and cooperation. In addition, EDF also collaborates with the International Disability and Development Consortium¹⁹⁵.

Another concrete EDF activity is centralised in the Western Balkans region, where the organisation aims to create a unified disability movement and thus promoting the building of autonomous institutions in those countries.

- In what way are women engaged in and represented in these organisations?
One of the EDF goals is to mainstream disability in gender equality policies and at the same time mainstream gender equality in disability policies. In order to make this happen, EDF is a member of the EWL and one of the members of the EDF women's committee is also a member of the EWL Board.
The women's committee of EDF is supporting EDF structures to ensure the gender perspective in all its policy work. Nevertheless, although this work has had some very positive outcomes, women are still underrepresented in EDF structures.

7.3.5 Age

- Are there organisations of / for older people? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, campaigning, lobbying state, service provision, research).

Yes, we can mainly distinguish two: The European Older People's Platform (AGE)¹⁹⁶ and the European Federation of Older Persons (EURAG)¹⁹⁷, both within the European Social Platform.

EURAG was founded in 1962 and amongst its main goals we highlight the prevention of any kind of discrimination on grounds of age, the maintenance of an independent life and the aim of improving older people's situation and integration in society. Its main strategies are:

- Organisation of international congresses to promote the exchange of experience and to strengthen the role and the possibilities of older people in Europe;
- Working groups and committees on topical issues;

¹⁹⁵ <http://www.iddc.org.uk/>

¹⁹⁶ <http://www.age-platform.org/EN/>

¹⁹⁷ <http://www.eurag-europe.org/>

- Lobbying the European (European Parliament, the European Commission, the Council of Europe) and international (United Nations Organisation, World Health Organisation and the International Labour Organisation) Institutions on topical issues and launching proposals and motions; and
- Provision of services such as Information, advice and support in cases of age discrimination

AGE, set up in January 2001, aims to voice and promote the interests of older people in the European Union and to raise awareness of the issues that concern them most. Its main strategies are:

- monitoring EU policy development and lobbying the European institutions and relevant stakeholders to put older people's issues on the EU agenda so they can adequately reflect their interests (the policy areas in which AGE is focused include issues of anti-discrimination, employment, social protection, social inclusion, health and new technologies);
- Cooperation with the European Parliament's Intergroup on Ageing;
- Actions supporting membership development, capacity building and networking amongst older people's groups;
- Dissemination of information to members through its website and monthly magazine; and
- Promotion of training opportunities and team building activities in order to support staff development.

- o How are women engaged in and represented in these organisations?
The European Older People's Platform (AGE) mainstreams gender equality throughout all its activities and policy work. The platform also tries to ensure a gender balance in its management board. Issues of gender equality are also specifically addressed by the AGE's anti-discrimination expert group. The Platform has also recently published a publication on gender equality called "Promoting gender equality for older people in the EU"¹⁹⁸.

7.4 Hotspots and Alliances

Is there a history of controversies or 'hotspots' between certain of the intersecting inequalities, rather than others (if so, which)? For example is gender/religion or sexuality/religion or gender/Islam a regular source of controversy? Is this hostility best described as endemic or constant, or as occasional and issue based?

Sexuality/religion: occasional (in relation to Directive 78/2000, exclusion of benefits in relation to marital status, discriminating homosexual partners)

Gender/race: occasional, difficult in the 1990s to incorporate perspectives of migrant and ethnic women in EWL policies; currently some tension between EWL as concerns the better status of EU legislation protecting against race inequalities (Directive 43/2000)

Gender/religion: occasional (when issues of reproductive rights or multiculturalism are discussed at EU level)

Do some organisations representing inequalities often form alliances with each other (if so, which)? For example, feminism and trade unions, or feminism and gay/lesbian groups? Are such alliances best characterised as routine and institutionalised, or as ad hoc and issue based?

Yes, it is common at the EU level that organisations representing different inequalities work together in order to achieve common goals. This alliance is particularly significant in the EU-

¹⁹⁸ http://www.age-platform.org/EN/IMG/Gender_Equality_leaflet_EN.pdf

wide organisations such as the EWL, The Social Platform or ILGA. Thus, these alliances are mostly institutionalised.

Under the Social Platform several alliances between organisations representing different inequalities are working together. The majority of the organisations dealing with social inequalities are involved within it, for instance, the EWL (feminism), ILGA-Europe (sexual orientation) and ENAR (ethnic origin). This platform, which is the biggest one of social NGOs at the EU level, also gathers together several other organisations representing the following inequalities: age (i.e. The European Older People's Platform, Eurochild), disability (i.e. Autism Europe, European Association of Service Providers for Persons with Disabilities EASPD), European Blind Union EBU), class (i.e. European Anti Poverty Network EAPN), and ethnic origin (i.e. ENAR).

However, looking at the dynamics within the Social Platform, it seems that ILGA is more open to making alliances with other groups, and ENAR also, while the EWL is less active in promoting such alliances (see Lombardo and Verloo forthcoming).

Besides, the EWL comprises organisations defending class interests (i.e. BPW International, Business and Professional Women European Region, European Federation of Women Working in the Home FEFAF), disability issues (European Disability Forum), minority religions (International Council of Jewish Women), ethnic minorities (International Roma Women's Network). Feminism and class are also allied in the link established between the EWL and the ETUC, which is one of the several European-wide member organisations within the Lobby.

ILGA gathers both feminist and the defence of sexual orientation choice discourses.

In addition, there have been ad hoc alliances between organisations representing intersecting inequalities. For instance, in 2006 ETUC (class) explicitly condemned discrimination based on sexual orientation when far right European politicians made statements against lesbians and gay people¹⁹⁹. In addition, and based on the goal to fight against any kind of discrimination, ILGA-Europe was as well allied with disability²⁰⁰ when the European Commission adopted a Green Paper on Mental Health in 2005²⁰¹.

¹⁹⁹ <http://www.etuc.org/a/2455>

²⁰⁰ [http://www.ilga-](http://www.ilga-europe.org/europe/issues/health/written_contribution_from_ilga_europe_green_paper_improving_the_mental_health_of_the_population_towards_a_strategy_on_mental_health_for_the_european_union_com_2005_484_may_2006)

[europe.org/europe/issues/health/written_contribution_from_ilga_europe_green_paper_improving_the_mental_health_of_the_population_towards_a_strategy_on_mental_health_for_the_european_union_com_2005_484_may_2006](http://www.ilga-europe.org/europe/issues/health/written_contribution_from_ilga_europe_green_paper_improving_the_mental_health_of_the_population_towards_a_strategy_on_mental_health_for_the_european_union_com_2005_484_may_2006)

²⁰¹ http://ec.europa.eu/health/ph_determinants/life_style/mental/green_paper/consultation_en.htm

WIDER SOCIAL INSTITUTIONS

8. Wider Social Environment

The wider social environment may be important in explaining the resources, whether economic, organisational or discursive, which are available to the political groups and institutions identified above.

Population, economic development, economic inequality and state welfare²⁰²

GDP per capita PPP (Purchasing Power Parity 2007)²⁰³	EU-25 21.1579
Population size 2006 in million (2008)²⁰⁴	EU-25 491,018,677
% of workforce in agriculture²⁰⁵	EU-25 4.4%
Longevity 2005²⁰⁶	EU-25 Medium rate: 78.51 female: 81.82 male: 75.39
Gini (measure of economic inequality) 2005 (Eurostat 2007)	EU-25 31
% GDP/gov. expenditure on social expenditure 2005²⁰⁷	EU-27 27.2
% GDP/gov. expenditure on active labour market policies 2005²⁰⁸	EU-27 2.1
% GDP/government expenditure on childcare (forthcoming OECD)	Not applicable
% GDP/Government expenditure on military (World Bank 2005)	Not applicable

²⁰² When sources are not specified, data has been provided by the report *Statistics and Sources for Derivable N° 41*, QUING Lancaster Team.

²⁰³ Central Intelligence Agency, World Factbook, 2007 estimated <https://www.cia.gov/library/publications/the-world-factbook/geos/ee.html>

²⁰⁴ Central Intelligence Agency, The World Factbook, July 2008 estimated, <https://www.cia.gov/library/publications/the-world-factbook/fields/2119.html>

²⁰⁵ Central Intelligence Agency, The World Factbook, <https://www.cia.gov/library/publications/the-world-factbook/geos/ee.html>

²⁰⁶ Life expectancy estimated http://www.indexmundi.com/european_union/life_expectancy_at_birth.html

²⁰⁷ Eurostat 08/05/08: in the EU-25 the social protection expenditure ratio was 27.4% in 2005, compared with 27.3% in 2004 and 27.4% in 2003.

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=0.1136184.0_45572592&_dad=portal&_schema=PORTAL

²⁰⁸ Eurostat http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-SF-08-045/EN/KS-SF-08-045-EN.PDF

Gender Regime I

	EU-25		
	Total	Female	Male
Employment rate % (2006 Eurostat) ²⁰⁹		57.4	72.0
Unemployment rate % (2005, Eurostat) ²¹⁰	8.9	9.7	7.9
Women's share of part-time employment % (2007 Eurostat) ²¹¹		31.4	7.8
Share of women in adult labour force % (2006 Eurostat) ²¹²		44.3	55.7
Gender pay gap, unadjusted (gap= difference between average gross hourly earnings of male and female employees given as % of average gross hourly earnings of male paid employees, unadjusted form 2005 Eurostat) ²¹³	15		
School enrolment tertiary % gross (Eurostat 2003/04, First stage: A; Second Stage: B) ²¹⁴		A: 55.0	A: 45.0
		B: 46.7	B: 53.3
% lone parent families (dependent children)	Not available		
Mean age at first marriage (2003 Eurostat) ²¹⁵		27.4	29.8
Marriage rate 2003	4.82		
Divorce rate (2003, UN) ²¹⁶	2.1		
Fertility rate (2005 Eurostat) ²¹⁷	1.5		

²⁰⁹ Eurostat, *The life of women and men in Europe*, Annex table 31,

http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-80-07-135/EN/KS-80-07-135-EN.PDF

²¹⁰ Unemployment rates:

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em072

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em073

²¹¹

http://www.womenlobby.org/site/1abstract.asp?DocID=404&v1ID=&RevID=&namePage=&pageParent=&DocID_sousmenu=#Violence

²¹² Eurostat, *The life of women and men in Europe*, Annex table 32,

http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-80-07-135/EN/KS-80-07-135-EN.PDF

²¹³ Gender pay gap

http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em030

²¹⁴ Eurostat, *The life of women and men in Europe*, Annex tables 18 and 19,

http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-80-07-135/EN/KS-80-07-135-EN.PDF

²¹⁵ Eurostat, *The life of women and men in Europe*, Annex table 6

http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-80-07-135/EN/KS-80-07-135-EN.PDF

²¹⁶ Divorce rate:

<http://unstats.un.org/unsd/demographic/products/dyb/DYB2003/Table25.pdf>

²¹⁷ Eurostat, *The life of women and men in Europe*, Annex table 8,

http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-80-07-135/EN/KS-80-07-135-EN.PDF

Gender Regime II: EU institutions Women in Decision-Making positions²¹⁸

	Total	Female	Male
Women in European Parliament (seats)²¹⁹	785	246 (31%)	539
Women's share of Commissioners (2004-2009)²²⁰	27	9 (33.3%)	18
Committee of the Regions²²¹	314	51 (16%)	263 (84%)
Secretary General Committee of the Regions²²²	1		1
European Economic and Social Committee²²³	338	79 (23%)	259 (77%)
Secretary General European Economic and Social Committee²²⁴	1		1
Council of the EU, level n-1²²⁵	11	1 (9%)	10 (91%)
Council of the EU, level n-2²²⁶	40	7 (18%)	33 (82%)
European Court of Justice²²⁷	35 (President M)	6 (17%)	29 (83%)
European Court of First Instance²²⁸	27 (President M)	7 (26%)	20 (74%)
European Union Civil Service Tribunal²²⁹	7 (President M)	1 (14%)	6 (86%)
European Court of Human Rights²³⁰	45 (President M)	14 (31%)	31 (69%)
European Court of Auditors²³¹	27 (President M)	5 (19%)	22 (81%)
European Ombudsman²³²	1		1
Directorates-General and services of European Commission, level n-1²³³	77	13 (17%)	64 (83%)
Directorates-General and services of European Commission, level n-2²³⁴	264	49 (19%)	215 (81%)
Services of the European Parliament, level n-1²³⁵	10	2 (20%)	8 (80%)

²¹⁸ For data in the Agencies of the European Community (total 24) see

http://ec.europa.eu/employment_social/women_men_stats/out/measures_out424_en.htm

For data in the highest decision-making bodies of European Social Partners organizations which are consulted under Article 138 of the Treaty (total 71) see

http://ec.europa.eu/employment_social/women_men_stats/out/measures_out435_en.htm

For data in the highest decision-making bodies of the most representative European families of sectoral NGOs (total 8) see http://ec.europa.eu/employment_social/women_men_stats/out/measures_out436_en.htm

²¹⁹ http://ec.europa.eu/employment_social/women_men_stats/out/measures_out413_en.htm

²²⁰ See http://ec.europa.eu/employment_social/women_men_stats/out/measures_out412_en.htm and http://ec.europa.eu/commission_barroso/index_en.htm

²²¹ http://ec.europa.eu/employment_social/women_men_stats/out/measures_out414_en.htm

²²² http://ec.europa.eu/employment_social/women_men_stats/out/measures_out425_en.htm

²²³ http://ec.europa.eu/employment_social/women_men_stats/out/measures_out415_en.htm

²²⁴ http://ec.europa.eu/employment_social/women_men_stats/out/measures_out4218_en.htm

²²⁵ http://ec.europa.eu/employment_social/women_men_stats/out/measures_out426_en.htm

²²⁶ http://ec.europa.eu/employment_social/women_men_stats/out/measures_out426_en.htm

²²⁷ http://ec.europa.eu/employment_social/women_men_stats/out/measures_out427_en.htm

²²⁸ *Ibidem.*

²²⁹ *Ibidem.*

²³⁰ *Ibidem.*

²³¹ http://ec.europa.eu/employment_social/women_men_stats/out/measures_out429_en.htm

²³² http://ec.europa.eu/employment_social/women_men_stats/out/measures_out4210_en.htm

²³³ http://ec.europa.eu/employment_social/women_men_stats/out/measures_out422_en.htm

²³⁴ *Ibidem.*

Services of the European Parliament, level n-2²³⁶	35	13 (37%)	22 (63%)
European Central Bank²³⁷	19 (Head M)	1 (5%)	18 (95%)
European Investment Bank²³⁸	27 (Head M)	3 (11%)	24 (89%)
European Investment Fund²³⁹	7 (Head M)		7 (100%)

9. SUMMARY

9.1 'Deficiencies, deviations and inconsistencies in EU and MS's gender+ equality laws' Not applicable for the EU case.

	Fully transposed	Before/ after EU	Year	Less, equal EU, to or beyond	ECJ for CEC/Country	EU references
ISSUES						
Equal pay/equal treatment						
Sexual harassment and discrimination						
Equality bodies						
NGO/civil society dialogue						
Parental leave						
Organisation of working time						
Other?						
Gender Machinery						

9.2 Plans and programmes

European general gender equality plan (current)	Yes X			No
Reference to Lisbon targets	X			
Reference to Barcelona targets	X			
Targets and indicators	None	Weak	Moderate	Strong X

²³⁵ http://ec.europa.eu/employment_social/women_men_stats/out/measures_out423_en.htm

²³⁶ Ibidem.

²³⁷ http://ec.europa.eu/employment_social/women_men_stats/out/measures_out432_en.htm

²³⁸ Ibidem.

²³⁹ Ibidem.

European plan: Gender-based violence (current)	Yes X			No
Targets and indicators	None X	Weak	Moderate	Strong

Focus on gender	No	Yes:	Weak	Moderate	Strong
Employment plan (general assessment)		X			X
Social protection and social inclusion plan (general assessment)		X	X		
Reference to gender based violence	X				

9.3 Gender machineries

European gender machineries	Yes (specify date)		Notes
	Gender specific	General equality	
Central government gender equality body with senior minister	European Commission's Unit <i>Equality between women and men Unit (G1)</i>	- European Commission's Unit <i>Equality, actions against discrimination : legal questions (G2)</i> - European Commission's Unit <i>Integration of People with Disabilities (G3)</i> - European Commission's Unit <i>Action against Discrimination, Civil Society (G4)</i> - <i>Group of Commissioners on Fundamental Rights, Non-Discrimination and Equal Opportunities (2005)</i>	
Independent equality body (research, monitoring, and enforcement)	2006		European Institute for Gender Equality
European consultative / representative body linking EU and women's NGOs	2006		European Institute for Gender Equality
Any other body / bodies (e.g. parliamentary committees) Please name: 1. European Parliament's Committee on Women's Rights and Gender Equality			

9.4 Policy

	Not at all	Low	Moderate	High
General				
To what extent is gender mainstreamed throughout policies?			X	
Non-employment (4.1)				
Extent to which mothers can be legitimately non-employed		X		
Intimate citizenship (4.2)				
Extent to which women have access to abortion (in country of residence)				
Extent to which EU policies are highly heteronormative			X	
Gender-based violence (4.3)				
Extent to which policies on GBV go beyond domestic violence				X
Strength, resources and co-ordination of GBV policies			X	

9.5 Civil society and EU interface

	Not at all	Low	Moderate	High
Strength of European co-ordinating gender equality bodies (centralisation, co-ordination, representativeness, resources)			X	
Extent to which the women's NGOs participate in policy making			X	
Extent to which women's NGOs (EWL) are close to the EU			X	
Extent to which women's NGOs engage with intersecting inequalities			X	
Extent to which women's NGOs are state funded				X
Extent of influence of trade union body on policy making			X	
Extent of power of women within trade union body		X		