

FORUM ON THE FUTURE OF GENDER EQUALITY IN THE EUROPEAN UNION

REPORT

European Commission
DG Justice and Consumers, Unit D.2 (Gender Equality)
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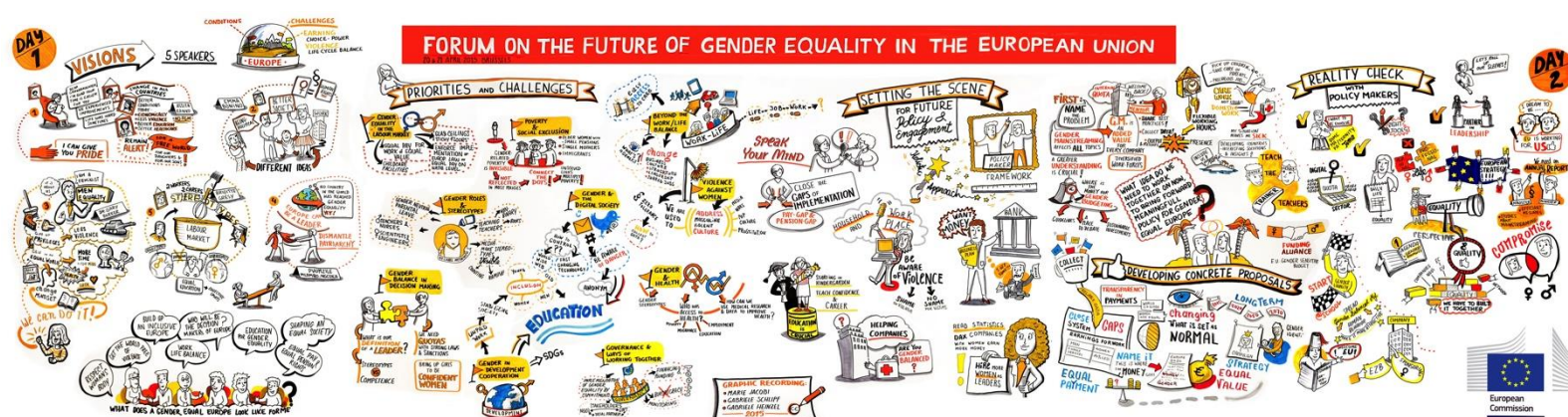


TABLE OF CONTENT

EXECUTIVE SUMMARY	3
1. BACKGROUND	6
2. OFFICIAL OPENING	6
3. VISIONS FOR A GENDER EQUAL EUROPEAN UNION	8
3.1 INSPIRATION FROM SELECTED SPEAKERS	8
3.1.1 ASSITA KANKO	8
3.1.2 EMMA BONINO	8
3.1.3 DR GARY BARKER	9
3.1.4 PHUMZILE MLAMBO-NGCUKA	9
3.1.5 BRIGITTE GRÉSY	10
3.2 VISION ELEMENTS IDENTIFIED BY THE PARTICIPANTS	10
4. PRIORITIES FOR A GENDER EQUAL EUROPEAN UNION	13
4.1 GENDER EQUALITY IN THE LABOUR MARKET	15
4.2 POVERTY AND SOCIAL EXCLUSION	19
4.3 BEYOND THE WORK/LIFE BALANCE	22
4.4 VIOLENCE AGAINST WOMEN (VAW)	25
4.5 GENDER ROLES AND STEREOTYPES	28
4.6 GENDER AND THE DIGITAL SOCIETY	32
4.7 GENDER BALANCE IN DECISION MAKING	36
4.8 GENDER IN DEVELOPMENT COOPERATION	39
4.9 GENDER AND HEALTH	42
4.10 GOVERNANCE AND WAYS OF WORKING TOGETHER	45
5. DEVELOPING CONCRETE PROPOSALS FOR POLICY	49
6. REALITY CHECK WITH POLICY MAKERS	54
7. STEPS FORWARD	57
ANNEX I – DETAILED CONTRIBUTIONS TO THE VISIONS DEVELOPMENT	58
ANNEX II – DETAILED OUTCOMES OF DISCUSSION ISLANDS	64

EXECUTIVE SUMMARY

As part of a broader stakeholder consultation process around the equality of women and men, the European Commission organised the **Forum on the Future of Gender Equality in the European Union**. The Forum was held on 20 and 21 April 2015 in Brussels. A total of 308 participants attended the Forum, representing national governments, EU Institutions, International Organisations, social partners, civil society organisations, businesses and academia. The Forum was professionally moderated by Jacki Davis and Geoff Meade and was designed to allow for maximum participant engagement, providing ample space for discussions and networking.

OFFICIAL OPENING

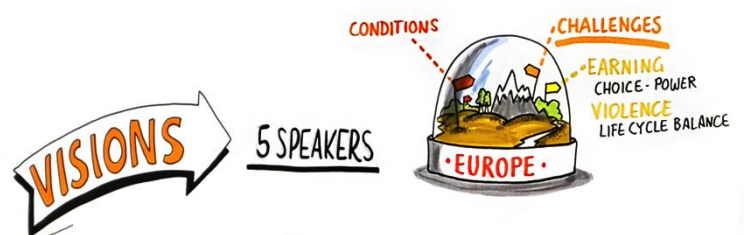
Věra Jourová, Commissioner for Justice, Consumers and Gender Equality, officially opened the Forum and welcomed all participants. In her speech, Commissioner Jourová highlighted the good position of women in Europe, while at the same addressing the inequalities that still persist including unequal pay and unequal share of household tasks. She stressed her main areas of focus with regard to gender equality: equal economic independence, gender balance in decision-making, a better work-life-balance for men and women, and eliminating violence against women.

Commissioner Jourová encouraged all participants to have constructive discussions, propose concrete ideas and bring forward possible policy solutions.

VISIONS FOR A GENDER EQUAL EUROPEAN UNION

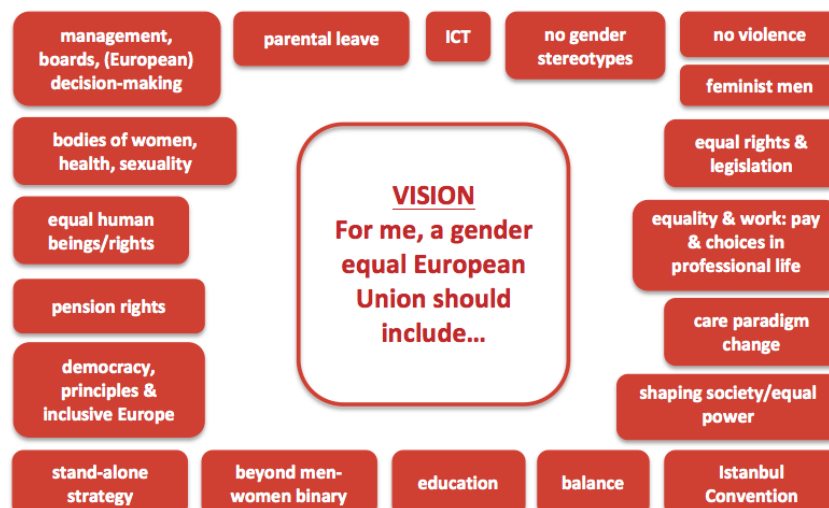
To kick-start a fruitful discussion on visions for a gender equal European Union, five speakers from diverse perspectives were invited to share their thoughts on the topic.

Assita Kanko, **Emma Bonino** (via video message), **Dr Gary Barker**, **Phumzile Mlambo-Ngcuka** (via video message) and **Brigitte Grésy** inspired the participants by sharing experiences from their personal and professional life and how that reflects on what a gender equal European Union would look like in the future.



Following the stimulating presentations participants were encouraged to think about “What does a gender equal European Union look like for me?” Reuniting all individual ideas, the following main clusters emerged:

Giovanna Martelli, Gender Equality Adviser to the Prime Minister of Italy, closed the session by



highlighting the need of cooperation to reach a joined vision for a gender equal Europe. In her view, economic and social empowerment of women will make them less vulnerable and will therefore reduce gender violence. In that respect the economic crisis in Europe poses specific challenges that can only be overcome by close cooperation between European Institutions and other actors.

PRIORITIES FOR A GENDER EQUAL EUROPEAN UNION

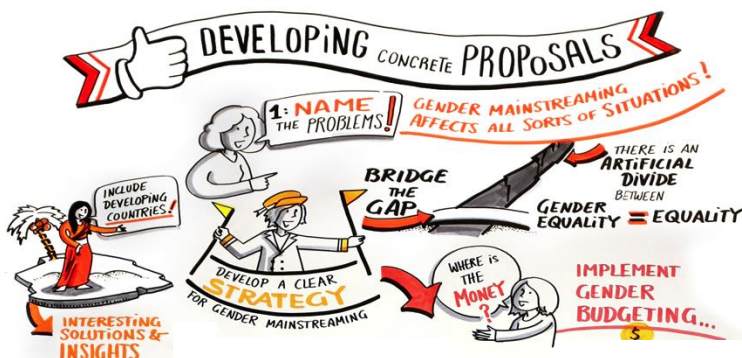
Taking into account the identified elements of a common vision, participants could join two out of ten different workshops covering various topic areas:

- Gender equality in the labour market
- Poverty and social exclusion
- Beyond the work/life balance
- Violence against women
- Gender roles and stereotypes
- Gender and the digital society
- Gender balance in decision-making
- Gender in development cooperation
- Gender and health
- Governance and ways of working together

Two experts on the topic hosted each of the workshops and participants enthusiastically dived into developing three or four main issues that need to be addressed to achieve a gender equal European Union in the particular topic.

DEVELOPING CONCRETE PROPOSALS FOR POLICY

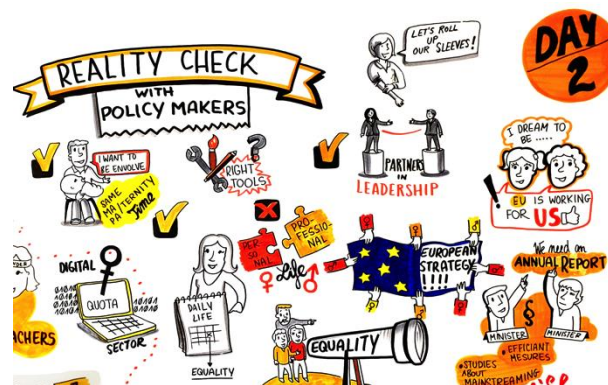
Whereas the first day of the Forum was dedicated to the identification of issues and priorities, the second day focused on the measures that need to be taken to address these priorities. Being encouraged to bring forward their own ideas, participants identified **35 topics** for policy intervention on which they wanted to elaborate in smaller groups. Throughout two sessions, participants joined as many discussion islands as they wanted, bringing in their own ideas and gaining insight from other participants. The topics of discussion varied from EU funding for gender equality to entrepreneurship to stereotypes to gender mainstreaming, and in many of the discussion islands the elements of the vision and the priorities developed during the first day of the Forum came back. Each discussion island was hosted by one of the participants, who were also asked to steer the discussion towards developing three concrete proposals for policy/action. Following the group discussion the hosts were asked to provide feedback to the plenary.



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REALITY CHECK WITH POLICY MAKERS

After two days of discussing ideas for policy priorities, five policy makers Member States of the European Union, as well as a Member of the European Parliament, ran the ideas developed by participants through a political reality check. All six policy makers agreed that the priorities and policy proposals identified represent major challenges that need to be addressed in order to reach a gender equal Europe. Specifically, they highlighted the following topics: equal pay, gendered violence, inequality in the labour market, caretaking, decision-making power for women (including in democratic representations) and work-life balance.



When inquired about the role of the EU in tackling those topics, the policy makers stressed the fact that the EU should set a positive example and include gender equality in all policy areas, set a framework, determine concrete targets, and establish an effective monitoring system. Identifying their number one priority to realise the vision of a gender equal European Union, the six policy makers stated:

- “My priority would be a specific strategy for the equality between men and women and from there we can link all the other priorities we have“, **Iratxe García Pérez**, Member of the European Parliament, Chair of the Committee for Women’s Rights and Gender Equality.
- “For me it would be one strong stand-alone strategy with clear targets to be discussed in the EPSCO Council, the Ministry of Finance and at the European Council level“, **Pernilla Baralt**, State Secretary, Ministry of Health Social Affairs, Sweden.
- “Equality between men and women should remain identified and subsumed in a specific strategy with clear objectives and the necessary financing“, **Pascale Boistard**, Secretary of State for Women’s Rights, France.
- “Additionally to having a specific strategy, I propose a European Congress of Women“, **Prof. Małgorzata Fuszara**, Secretary of State, Government Plenipotentiary for Equal Treatment, Poland.
- “The EU needs a clear gender strategy with clear objective and a clear action plan that is promoted by each member state and involving NGOs“, **Elke Ferner**, Parliamentary State Secretary to the Federal Minister for Family Affairs, Senior Citizens, Women and Youth, Germany.
- “Taking for granted that we will have a strategy, in choosing one of my four priorities, I choose violence against women“, **Teresa Morais**, Secretary State of Parliamentary Affairs and Equality, Portugal.

STEPS FORWARD

Salla Saastamoinen, Director of the Directorate for Equality in DG Justice and Consumers, expressed her gratitude towards the participants, who developed an enormous amount of ideas and proposals. The Director explained that the outcomes of the Forum will be complemented by other forms of consultation. The European Network of Experts on Gender Equality (ENEGE) has produced **report on the visions on the future of gender equality**, and public opinion on gender equality has been surveyed via the Eurobarometer. The Advisory Committee on Gender Equality has equally been consulted and provided their opinion on the vision for a gender equal European Union. The European Commission has issued its 2014 annual report on progress towards equality between women and men. Also, the European Network of Legal Experts in the Field of Gender Equality has produced a report on gender equality law in 33 European countries. All of these documents can be found on the European Commission [website](#).

In addition, the consultation process with European institutions started with a Ministerial Round Table in the High-Level Conference on Gender Equality in Rome under the Italian Presidency and the Council agreeing on conclusions taking stock of the development in the last years and giving some ideas for the future. The European Parliament has an own-initiative procedure going on to issue a report, with MEP Maria Noichl as rapporteur, on the work that has been done so far and on its expectations on the gender equality policy.

Based on the achievements so far, the Commission launched at the Forum a **public consultation**, which can be found [online](#). The Director invited all participants to distribute the link and to take part in the public consultation until July 2015. The challenge will be to find those priorities that tackle the most important gender equality problems and that are politically feasible in 28 Member States, the European Parliament and the Council. The contributions by participants in this Forum are an integral part of the consultation process, and they will be elaborated in this report to give a detailed account on the discussion and outcomes produced.

1. Background

As part of a broader stakeholder consultation process around the equality of women and men, the European Commission organised the **Forum on the Future of Gender Equality in the European Union**. The Forum was held on 20 and 21 April 2015 in Brussels. A total of 308 participants attended the Forum, representing national governments, EU Institutions, International Organisations, social partners, civil society organisations, businesses and academia. The Forum was professionally moderated by Jacki Davis and Geoff Meade and was designed to allow for maximum participant engagement, providing ample space for discussions and networking.

2. Official Opening

Věra Jourová, Commissioner for Justice, Consumers and Gender Equality, officially opened the Forum and welcomed all participants. In her speech she informed the participants about the Commissioner's ideas on future priorities in gender equality policy and encouraged them to come up with tangible, concrete proposals for the Commission to work on post-2015. She also announced the launch of a wider public consultation on the future priorities of gender equality policy (further detailed in section 7).

"I am very happy to welcome you to the Forum on the future of gender equality in the European Union. I want to send out a special welcome to viewers online, and I hope you will contribute to the discussions via Twitter.

I am proud to say Europe is a good address for women: more women than ever are getting an education and more women than ever are participating in the labour market. European women today are represented and active in all spheres of life. But still today, inequalities persist. At the current rate it will take decades to achieve genuine gender equality: 70 years to achieve equal pay in the EU, 40 years to arrive at an equal sharing of household tasks between women and men...!

I am committed to progress and to tackle the remaining gender gaps and "unfinished business". The Commission's future policy, the chosen priorities and the actions we put forward will be instrumental in this respect. I currently see four main areas.

First, I am persuaded that ensuring equal economic independence of women and men remains crucial. Our policy in this field need to address the existing gender gaps in pay, participation and pensions, as well as the high numbers of women living in poverty and social exclusion.

The second area I think we should focus is around choice. We need effective instruments to challenge the underrepresentation of women in positions of power, be it in companies, the economy or in politics. We need to break the class ceiling and set good examples for girls to go into technical areas. I aim to progress on the pending legislative file - the proposal to have more women on the boards of listed companies. The Commission proposed modern and flexible rules setting a target of a 40% presence of the under-represented sex by 2020. The approach is merit based putting the focus on a fair and transparent selection process, which will bring about change.

Third, I believe we need a new approach on how best to tackle the work-life balance in the whole life cycle of women and men, I want them to be able to fully participate at the labour market while not to Give up on their family life. I am persuaded that neither men nor women should have to choose
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between their babies and their bosses. I stated my determination to facilitate progress on the maternity leave proposal which has been pending since 2008 and where the European Parliament has recently shown flexibility. As said in the European Commission Work Programme 2015, if we do not see progress within six months, we will withdraw the proposal and consider a new approach on work-life balance.

Fourth, we need to address the serious issue of violence against women. One in three women in the EU will experience violence; we should not ignore this and we have to find policy responses that bring about a real improvement for the lives of women and girls in Europe. I am resolved to accelerate that process. Elimination of the gender-based violence is one of the priorities to be tackled during my mandate.

I want to listen to you and hear your thoughts and ideas. I want to know what you encounter, in your Member State, in your company and in your community. This event is designed just for that. There will be no panels, no presentations, and no statements. Instead, you will engage in two days of discussions, brainstorming and debates. You have been invited to this Forum because of your expertise, and throughout the Forum you are expected to engage with your peers from all over Europe.

After these two days, I hope you give me and my people a clear orientation of what you expect the European Commission to focus on in gender equality during my mandate. I hope to find out what you see as priorities, and which specific actions you think would be essential in the coming years. I encourage you, however, to be focused on those areas where the EU can make a difference.

If we want to achieve gender equality in the EU, the Commission's work alone will not suffice: we all have a role to play. I look forward to getting your clear and well-thought input on how we can work together. How we can improve European gender equality governance to be more effective and to accelerate progress.

Right after this Forum I will launch a public consultation that will give everyone in Europe the chance to share their opinions.

The success of this Forum depends highly on your willingness to engage, and to get specific. So again, let me encourage you to speak your mind, provide constructive contributions to all sessions, and don't be afraid to propose ideas, and bring forward possible policy solutions.

I am looking forward to hearing your recommendations and ideas and I wish you all a very interesting Forum on the future of gender equality!

Věra Jourová, Commissioner for Justice, Consumers and Gender Equality, speech available [here](#)

3. VISIONS FOR A GENDER EQUAL EUROPEAN UNION

3.1 Inspiration from selected speakers

To kick-start a fruitful discussion on potential visions for a gender equal European Union, five speakers from diverse perspectives were invited to share their thoughts on the topic.

3.1.1 Assita Kanko

Financial expert, Board Member of the Belgian Development Agency and elected local politician

Assita Kanko shared her dream of how the world would look like in 2054 by writing a fictional letter to her daughter. Different to 2015 where the majority of women had no choice and were considered second class, in 2054 women share chores with their husbands, female foetuses are no longer aborted for being female, women are not regarded as wombs with legs anymore and female genital mutilation is no longer practiced. In her dream, women do no longer struggle for balance between children and work, as society does not expect children, and women are no longer asked about their family planning during a job interview. In 2054, women take 50% of the positions in the government and men are aware that the feminists' struggle ensures that they don't end up in the situation that women were confronted with in the past. Freedom of women also means freedom of men, sharing responsibilities as well as pleasures and being free of sexism. Assita asked the audience if they really want to wake up from that dream or whether they should not rather work together for our daughters and sons to have this future.



3.1.2 Emma Bonino

Former Minister for International Trade and European Affairs, Italy and former member of the European Commission

In her video message, Emma Bonino encouraged to think about a better society as a whole, where all beings are treated equally, because differences don't mean inferiority. We should not shy away from the fact that women are different, have different ideas, ambitions and visions, and can disagree with each other. What links all women is a common threat: women are kept out of power and women have to renounce their careers to be mothers. One should not cancel the complexities and difference, but should use them to discuss the future and care for women in other parts of the world to address issues such as female genital mutilation and gender-based violence. Emma's claim is that women should not pretend to be better, but reassert the fact that women's rights are human rights and not accept that just because one is female, one should not be treated equally.



3.1.3 Dr Gary Barker

Founder and International Director of Promundo, co-chair and co-founder of MenEngage, co-founder of MenCare

Gary Barker spoke about the importance of the commitment of men to achieve a gender equal world. He stressed that getting men talking about gender equality is no easy conversation. Most men look at gender as being about women and other men who might be causing harm. They ask themselves what they can gain. In his presentation Gary highlighted three areas in which it is possible to show that equality can benefit men:

1. Men in care giving: men do not seem to have realised that they need to share domestic work, paternity leave, etc. more equally. Gary urged the audience to challenge the cultural norms. It is not just an issue of passing the laws but the important thing is the implementation. Statistics show that men doing caregiving are healthier, happier at work, more productive, have fewer mental health problems, and women in heterosexual households are happier with their male partners (also sexually).
2. Violence: talking about violence, people tend to focus on other parts of the work, but the statistics in Europe are similar. Especially, men witnessing violence growing up are likely to go on using it, therefore primary prevention must be more stressed and the cycles of violence need to be broken at younger ages. We need to reach out to engage men talking to other men, do community work and pass on to boys and girls how to treat each other with more respect. This should be built into school systems and teachers need to be trained.
3. Men's health: statistics show that men are affected by certain forms of diseases more often compared to women. Furthermore, their life expectancy is lower due to biological and social factors. Alcohol is one of the key drivers of men's death, and depression is more common among men than among women. Gary asked the audience what it takes for men to see that they need to seek help about health issues and how do those relate to women's health?



3.1.4 Phumzile Mlambo-Ngcuka

Executive Director of UN Women, Under-Secretary-General of the United Nations

In her video message, Phumzile Mlambo-Ngcuka, stressed that the leadership of EU is vital for Europe and the world. In this respect some progress has been made but it is insufficient, slow and uneven. So far no country in the world has reached gender equality.

The EU should take advantage of its leadership role, and it can lead by engendering EU budgets, which can impact other countries as well. Furthermore Ms Mlambo-Ngcuka emphasised that universal sustainable development goals need to be negotiated to ensure that gender equality perspectives are met, gender equality should become an indicator for EU membership, patriarchies need to be dismantled and the "he for she campaign" needs to be strengthened. Together we can build a more gender equal society in Europe and all over the world.



3.1.5 Brigitte Grésy

Secretary General of the Superior Council for professional equality between women and men in France, Member of the French High Council for equality between women and men

Brigitte Grésy focused her speech on the topic of work-life balance. Men and women need to look after children together, because it is important to be a parent and not only see the working life. For men being able to look after the children, guidelines need to change, i.e. men need to get the time to spend with their newborn. Working conditions and time organization need to change taking into account new values, making it a right to take care of children and grandchildren. Brigitte Grésy highlighted that stereotypes, often taken for granted and causing binary perceptions, are almost always in the disadvantage of women. Education can help creating equal opportunities for boys and girls and a European Program would be essential to realize that competences have no gender and no differences should exist between young women and men. Brigitte Grésy concluded her presentation by further underlining the importance of institutional means such as directives and quotas, to be applied in all political areas, facilitated by a strong autonomous strategy. The ideal should be to have married couples that both earn money and take care of the household and children.



3.2 Vision elements identified by the participants

Following the stimulating presentations participants were encouraged to think about “What does a gender equal European Union look like for me?” Reuniting all individual ideas, the following main clusters emerged:

Each cluster contained many individual contributions detailed in Annex I.



Giovanna Martelli, Gender Equality Adviser to the Prime Minister of Italy, closed the session on a vision for a gender equal European Union by highlighting the need for cooperation to reach a joined vision. In her view, economic and social empowerment of women will make them less vulnerable and will therefore reduce gender violence. In that respect the economic crisis in Europe poses specific challenges that can only be overcome by close cooperation between European Institutions and other actors.

“Dear Colleagues,
Ladies and Gentlemen,

First of all I would like to thank Dr Věra Jourová, the European Union Commissioner for Justice, Consumers and Gender Equality, and the entire European Commission for this invitation and for organising such an important event, which offers us the extraordinary opportunity to ponder and debate on the future of policies for the promotion of gender equality in an undoubtedly crucial moment for the socio-economic welfare of all EU citizens. This is also important in view of the elaboration of the new European Commission Strategy for Equality between Women and Men.

The recent economic crisis that affected Europe has shed even more light on how the various welfare systems are struggling to re-design themselves reflecting the new social securities they need to offer. Italy, more than others countries, appears to be in a difficult position, due to its economic stagnation and the characteristics of its own welfare model, which makes it particularly inadequate to answer the new social needs.

Moreover, the current stagnation has affected, even worsened, the already distorted aspects of the Italian social model, based on family welfare. Italian families, characterised by a trend of high personal saving, had to make up for the shortcomings of the public investment. The same has happened for all aspects concerning family care. Women had to make up for the cuts to welfare services, bearing even more of the weight of household work, ending up being marginalised or excluded from the job market, in order to meet and reconcile their needs. This has particularly affected those women already penalized by a less specialized professional profile.

This situation has furthermore heavily affected the declining birth rate. It is a vicious circle we need to escape, and not only for reasons of “social justice”. Beside a structural reform of the welfare system, the model of supplied social protections and the creation of new strategies to support and incentivize programs for employment, one of the possible answers to the crisis is the re-launching of employment for women.

It is worth remembering that, according to studies at European and international level, the access of women to the job market produces economic advantages essentially in two ways: the reduction of the risk of poverty and the so-called “vulnerability” of people, not only thanks to the higher income, but also thanks to the acquisition of higher security, strongly linked to the job market (more knowledge, social relations, dynamism). Secondly, more women in the job market have a stimulating effect on the job market in general, especially due to the fact that dual income families consume more services (childcare and elderly care, household related services and so on).

The process of re-thinking the welfare state is an example of how women could be part of the solution, and as a matter of fact a decisive part of a new vision for economic and market growth, seeing gender equality as a driving force, not a cost.

We also need to grow female occupation in strategic sectors, such as research and innovation, moving past occupational segregation, which has always characterized the European job market. The priority must be the removal of all sorts of disparity or discrimination in work places and businesses communities.

Indeed, the underuse of human capital is the major barrier to the intelligent, sustainable and inclusive development of economy and society, foreseen by the Europe 2020 strategy.

From this point of view, a very good signal can be found in Italy: in 2011 compulsory quotas have been introduced for all boards of directors of companies listed at the stock exchange, and in 2013 this was expanded to companies belonging to the public administration.

A lot of work still remains to be done, not only to make the job market more inclusive and favourable to women's work, but also to transform collective mentality. In society and public communication gender stereotypes that affect our contemporary society still persist.

We need to start a cultural revolution, before starting an economic one. We need to think of a new welfare model, an "active" and enabling welfare, able to break the old patterns only focused on "assistance". The way forward is to work towards a de-familization of care services and "de-feminisation" of work leaves, for example as specified in the articles on conciliation in the recent Legislative Decree on Labour proposed by the Italian Government.

The possibility of using a negotiated arrangement with companies according to territorial agreements, in respect to the needs linked to flexibility, work organization (smart working, working hours-database (*Banca delle Ore*), job-sharing, flexible working schedule) and conciliation, should include a "concerted strategic action" shared with the regional level. They in turn will subscribe agreements and find the appropriate modalities of the eventual co-financing of the initiative, aiming at building a locally negotiated network, focused on different actors, such as public agencies and companies.

We need to put the people back at the centre of economic and employment strategies. This is today's challenge. While facing the urgent necessity to contain public expenditures, protecting society from the new and bigger risks which derive from an aging population, the raise of healthcare expenditures, and the greater mobility and flexibility of the job market, we have the possibility to take a new virtuous path: the one of the investment in human capital.

I strongly believe that the socio-economic empowerment of women contributes to reducing their vulnerability in respect to all kinds of gender related violence. Therefore, it is essential to switch from a paradigm centred on weakness, which sees female victims of violence uniquely as weak subjects to protect, to one centred on the concept of equality and parity. The objective is the removal of all juridical and cultural impediments that prevent women from fully enjoying their rights, as indeed provided for in the Istanbul Convention. We must reaffirm that it is "binding" for all those countries that ratified it, amongst others Italy.

Thank you."

*Giovanna Martelli, Gender Equality Adviser to the Prime Minister of Italy
Speech originally held in Italian*

4. PRIORITIES FOR A GENDER EQUAL EUROPEAN UNION

After identifying important elements for visions for a gender equal European Union during the first half of the first day of the Forum, the afternoon was dedicated to working on priorities and challenges to actually reach a gender equal European Union. In order to facilitate this process, participants were asked to join a workshop of their choice. The workshops were organised in 2 rounds and covered 10 different topics:

- Gender equality in the labour market
- Poverty and social exclusion
- Beyond the work/life balance
- Violence against women
- Gender roles and stereotypes
- Gender and the digital society
- Gender balance in decision-making
- Gender in development cooperation
- Gender and health
- Governance and ways of working together

Discussions in each of the workshops were very lively and participants developed many different ideas during the brainstorming session of each workshop. After sharing the ideas with the whole group, participants got to vote on which of the ideas were to be prioritised. This process was repeated in the second round with other interested participants. Before giving a detailed account on the outcomes of each workshop, the following figure shows an overview of the main priorities:



In the following sections each workshop will be introduced separately following the same structure:

- Introducing the hosts that facilitated the workshop;
- Background information provided to the participants (this information was available beforehand and still be found on the website of the [Forum](#));
- The key priorities identified by the participants, which are the result of the voting exercise in each of the two rounds. The hosts of the workshop were asked to present the top three priorities to the plenary. In some workshops more than three key priorities were identified ;
- The detailed output of the workshop, presenting the literal transcription of all individual contributions by participants as well as the votes that each contribution received in each round.

4.1 GENDER EQUALITY IN THE LABOUR MARKET

Hosts: Prof. Angela Kolb (Minister of Justice and Equality of Saxony-Anhalt, Germany)
Prof. Jacqueline O'Reilly (Director of the Centre for Research on Management and Employment at Brighton Business School)



Background information provided to participants:

The key employment goal of Europe 2020 envisages that **75% of women and men of ages 20 to 64 would be in employment by 2020**. It is widely acknowledged that this target can only be met if efforts are made to increase women's participation in the labour market across the EU. It is essential that women are encouraged to remain attached to the labor force given the **significant potential** in terms of employment, economic growth and social inclusion. Women's economic engagement is central to their personal **financial independence** and protection from the risk of poverty, in particular for ensuring an adequate old-age pension.

Nearly **60% of EU university graduates are women**. Over the past decade, more women have become involved in full-time and, particularly, in part-time work. However, the **percentage of women in employment in 2014** (63.5 %) is still **11.5 percentage points below the rate for men** and below the Europe 2020 target (both 75 %). Employed women are also four times more likely to be working **part-time** than employed men. Women with children are much more likely to work part-time than men with children: over five times more likely for people with one child and seven times more likely when they have two children. At the same time, **more families depend on women's work** — a majority of women with children (61%) are also breadwinners or co-breadwinners.

The Commission in its first **Annual Growth Survey** highlighted that **tax benefit systems, flexible working arrangements** and **childcare facilities** should be geared to facilitating participation in the workplace and in the pursuit of the EU 2020 employment rate target. Although Member States have taken some action to reduce gender gaps, further progress is needed as pointed out by the 2015 Joint Employment Report. Access to affordable and quality childcare services and out-of school care, flexible working arrangements, adequate leave policies and supportive long-term care services continue to play a crucial role in sustaining female employment and helping men and women to reconcile work and family life.

Young men rarely pursue studies in health and welfare (they represent a little over 20% of the total workforce in the health, education and welfare sectors), while women make up only 33% of scientists and engineers across the EU. **Women and men work in different occupations and sectors**, which can impede them to realise their full potential and lead to suboptimal matching of skills and jobs. Women tend to work in less valued jobs and sectors. This is one of the causes of the **gender pay gap**, with women in the EU earning on average 16% less than men for each hour worked.

In its **Strategy for equality between women and men 2010-2015**, the Commission commits to actions promoting equal economic independence. The Commission promotes gender equality in the implementation of the **Europe 2020 strategy**. It addresses country-specific recommendations on the employment of women to half of the Member States. The Commission also reports on the EU countries' performance with regard to **childcare facilities**. The Commission's 2013 Social Investment Package calls on Member States to remove obstacles to women's labour market participation, in particular through affordable quality early childhood education and care services, access to long-term care services, and ensuring that 'work pays' for dual-earner households.

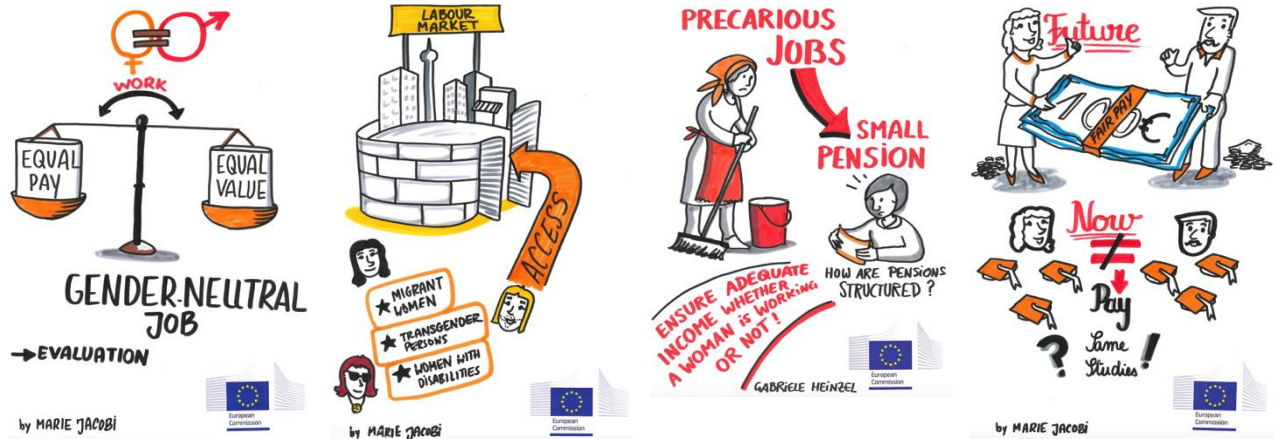
The Commission provides **funding** for projects and initiatives supporting female employment through the European Structural and Investment Funds. The **European Social Fund (ESF)** and European Regional Development Fund (ERDF) provide substantial funding to create more places in childcare facilities and to help reconcile work and family life for example providing support to persons returned to work after a break related to childbirth and/or raising children. The ESIF also support female entrepreneurship.

The EU promotes **work-life balance** and adequate leave through legislation, adopting in recent years the Parental Leave Directive which gives all working parents the right to at least four months' leave after the birth or adoption of a child (previously they could take up to three months). As at least one of the months cannot be transferred to the other parent, fathers have an incentive to take the leave themselves (otherwise that month will be lost).



Key priorities identified by the participants:

- Gender neutral job evaluation leading to equal pay for work of equal value (with the help of collective bargaining/bargain unions & pay claims in individual cases on company level)
- “Glass ceilings – sticky floors”
- Enforce implementation of European laws on equal pay on national level
- Childcare facilities
- Lack of information awareness and education on gender equality
- Awareness raising for gender equality in society and business (certain branches)
- Gender roles and stereotypes



Detailed output of the workshop:

<i>Priorities identified by small groups of participants that depending on the prioritisation given to them have been marked as “key priorities” (see above).</i>	Priorities	
	First round	Second round
Gender neutral job evaluation leading to equal pay for work of equal value (with the help of collective bargaining/bargain unions & pay claims in individual cases on company level)	3	7
“Glass ceilings-Sticky floors”	2	6
Enforce implementation of European laws on equal pay on national level	4	5
Childcare facilities	2	8
Lack of information awareness and education on gender inequality	-	2,5
Awareness raising for gender equality in society and business (certain branches)	3	5,5
Gender roles and stereotypes	1	7
Segregation of education and labour market	-	-
Segregation of education and employment	1	-
Policies of arrangement of the care (work)	-	-

Share paid and unpaid work	2	-
Under-representation of women in science, technology, engineering and maths sectors	1	-
Paid parental leave equally shared between the mother and father	5	-
Shared parental leave compulsory	-	3
Individualised and generous parental systems	-	2
Increased salaries in CARING jobs	-	1
No pregnancy and maternity discrimination	-	5
Measures to keep women in employment (services/leaves) and not drop out to care for family members	2	-
Invest in youth/children policies → need to invest in <u>affordable and accessible childcare services</u> (pre-condition): a key issue for e.g. in the labour market.	3	-
⇒ Equal chances at the work place after parental leave.	1	-
⇒ Work life balance!		
⇒ Shared care and household responsibilities (non-transferable parental leave)	2	-
⇒ Affordable care services		
Child caring gender roles parental leave	3	-
Education to foster “cultural change”	-	5
The need to invest in AFFORDABLE care services and incentives for men to share household responsibilities	2	-
Men need to take greater responsibility for unpaid care work	4	-
Role- confirming upbringing	-	-
⇒ Social and cultural problem → education needed very early) (Gender stereotypes influence later position if women in the labour market) (Women work is undervalued)	1	-
Companies’ engagement to reach gender equality → Recognize the problem and take action	-	4
Minimum wage is a living wage	1	-
Need to invest in young women on the labour market because they are the future of our society and they are discriminated twice by age and by gender	-	-
Decent labour market - equal pay - equal access - equal opportunities	1	-
<u>Access to the labour market</u> (especially for groups facing multiple discrimination e.g. migrant women, transgender persons, women with disabilities etc.)	-	3
1. <u>Have a job</u> (unemployment bigger problem in many EU countries) 2. Have working conditions giving equal women and men opportunities (from children to elderly people care, flexible working time, dual careers parental leaves) 3. Be aware of public/private sectors differences including parents	-	2
⇒ Tax and wage systems that don’t encourage precarious low paid job	-	3
⇒ Minimum wage at a decent level		
More/mandatory gender plans for management levels and board representation	-	1
Gender pay, gap & pensions	3	4
Gender pension gap as the result of cumulated disadvantages and inequalities on the labour market	3	1
The <u>gender pay gap</u> due to: - Devaluation of women’s work - Child ‘penalty’ → unequal parenting	-	5

- The gender segregated labour markets		
Funding for special labour market projects for long-term unemployed disadvantaged groups of women (single mothers, migrants, women with disabilities etc.)	1	-
Economic independence of women	2	-
More attention and respect to women's work and value in society	-	-
Reinforced EU sanctions against national government and bodies if not implementing the equal pay legislation	-	3
Equal pay for equal or similar work	-	-
More <u>transparency and accountability</u> from companies related to <u>pay gap</u> and career development and how they address it.	2	-
Transparency of wage systems	3	-
Evaluation/transparency of work concerning pay equality	-	-
<u>New aspect</u>	1	1
Corporate social responsibility reporting by companies on pay gap		
To change the culture of 24/7 availability	-	3
Include self-employed women and female entrepreneurs not just employees in consideration of issue-issues of lower pay, conditions of employment also apply.	-	2
⇒ Support to collective bargaining to address gender pay gap and not individualisation of wage ⇒ Improve quality of women's work ⇒ EU should link EU2020 and gender equality issues <u>closely</u> .	4	2
High level of qualitative and high paid employment of women	1	-
Equality of salaries from different spheres - segregation	-	3
Comparing jobs' value and pay at detailed level	-	-
Jobs in the human and the social sector must be better paid!	-	1

Additional observations:

The presentation by Jacqueline was excellent and the part on litigation (with the example of the city of Birmingham having been complacent about equal pay legislation and now facing very significant economic costs) was really interesting and new.

It was great to have Angela Kolb. She brought a very interesting perspective on Germany (and how the East and West differ, but that unfortunately there is "convergence" of lower GPG in the East towards the higher GPG in the West). It is useful to remind ourselves that behind the average GPG there are many different realities, for example across regions. I really liked her practical approach (50 concrete measures to reduce gender pay gap, etc.), which was based on evidence and her very clear point that we know what we have to do.

The further development of the European framework is needed, e.g. definition of equal pay according to the CJEU case law as well as comparability of work. The available EU framework has to be developed as indicated. Then the point is to enforce the implementation of European laws on national level.

4.2 POVERTY AND SOCIAL EXCLUSION

Hosts: Heather Roy (President of the Social Platform
Prof. Platon Tinios (Assistant Professor at the University of
Pireaus)

Background information provided to participants:

In June 2010, the EU committed itself, as part of the Europe 2020 Strategy, to the ambitious target of bringing 20 million people out of poverty and social exclusion by 2020. However, instead of progress towards the target, we are witnessing a rise in poverty affecting both women and men: 65 million women and 57.6 million men were at risk of poverty and social exclusion in 2013 (as compared with 62.5 and 55 million, respectively, in 2010). This represents a **quarter of the EU population**.

Older women, single mothers, migrant women and Roma women are in particular at high risk of poverty:

- The **gender pension gap** for the over 65 population reached 39% and, as the baby boom ages, poses new and probably increasing challenges to women's economic independence.
- About 50 % of **single parents**, mainly mothers, were at risk of poverty or social exclusion in 2013, i.e. double the risk for the population as a whole.
- 36 % of **foreign-born women** in the EU (versus 16% of native women) and 33 % of foreign-born men were at risk of poverty or social exclusion in 2013. Furthermore, a growing proportion of asylum seekers in the EU are women (34 % in 2013, as compared with 28 % in 2008).
- On average, 21 % of **Roma women** are in paid work (as compared with 35 % of Roma men) and many face a high risk of poverty, which is also linked to the fact that they are victims of discrimination and face difficulties in access to education.

Furthermore, one of the impacts of the crisis has been an increase in the number of people working poor, especially young women and men and women on temporary contracts. The number of people experiencing the material deprivation also increased by 6 million and more among women than men.

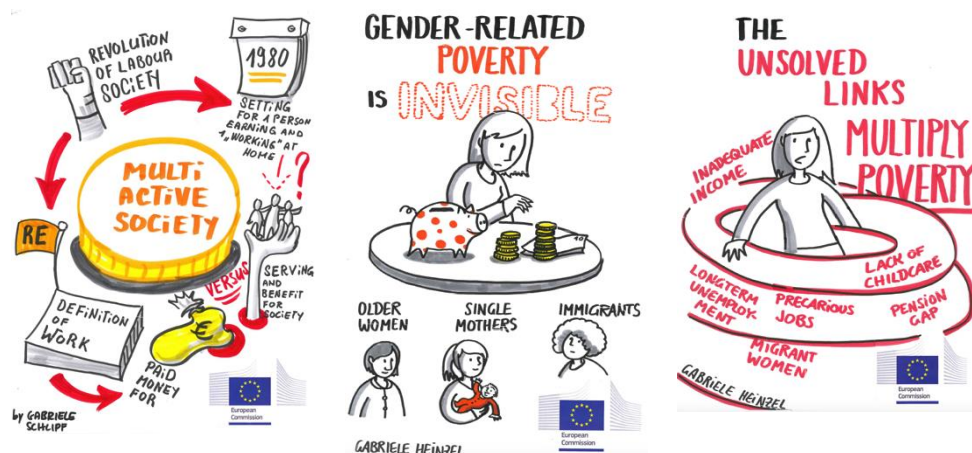
In its **Strategy for equality between women and men for the period 2010-2015**, the Commission commits to actions promoting equal economic independence, which should counteract the poverty of women. Furthermore, the Commission's 2012 **White Paper on Pensions** highlights women's lower pension entitlements and higher risk of poverty in older age and the 2013 Pensions report describes in detail the issue across the Member States. The Commission's 2013 **Social Investment Package** calls on Member States to improve 'work-life balance' and remove obstacles to women's labour market participation, through affordable quality early childhood education and care services, access to long-term care services, removing tax-benefit disincentives and ensuring that 'work pays' for dual-earner households, and allowing for flexible working arrangements. It also issues the recommendation on "Investing in children: breaking the cycle of disadvantage", inviting Member States to support parents' access to the labour market and make sure that work pays for them as early intervention and preventative measures. These policy priorities are reflected in the Country-Specific Recommendations issued annually to Member States. Finally, the Commission provides funding to support anti-poverty measures, for example through the European Social Fund (ESF).

The current economic situation poses a major challenge to policy makers trying to fight poverty and social exclusion. The emphasis needs to shift from short-term measures to structural reforms in order to spur economic growth, raise employment and tackle poverty.



Key priorities identified by the participants:

1. Multiple Discrimination (migrant women in particular)
2. Austerity leading to cuts in public services and job and social protection/pension
 - ⇒ Multiple impacts
3. Visibility of gender dimension in EU policy
 - ⇒ Mainstreaming
 - ⇒ Pension gap of next generation



Detailed output of the workshop:

<i>Priorities identified by small groups of participants that depending on the prioritisation given to them have been marked as “key priorities” (see above).</i>	Priorities	
	First round	Second round
Multiple discrimination	4	4
See common patterns in multiple discrimination, gender, etc.	2	2
Paradigm shift in valuing the work (care work) to lessen pay gap (include unpaid women’s work in BDP!)	-	4
The next strategy should eliminate “precarious employment” & set targets for member states & monitor implementation closely. As these particularly discriminate against “disabled” people, women and older women.	-	-
Being women, poor, non-white/heterosexual	-	1
The issue of discrimination on multiple ground, and in particular the situation of migrant women (women of migrant origin)	5	3
Social exclusion of migrant women due to restrictive immigration policies → barriers to accessing services!	-	2
Good quality jobs for migrant workers to end labour market exploitation & social dumping!	-	2
Supply of care work to look after needy family members. Importance of in-migration for that.	1	-
Poverty of the working people and the care profession	3	1
Individualisation of rights (taxation, benefits, etc.)	1	1
Unemployment, especially long-term unemployment, made visible (with e.g. statistics), analysed and turned into policies and concrete actions covering various vulnerable groups	2	-
Gender pension gap/in – work poverty & decent job	3	2
Key issues to be addressed: long-term unemployment of women:	3	-
- difficulties older women encounter in their job-seeking efforts		

- difficulties of immigrant women to find relevant work - lack of retraining women for needs of job market		
Women have the most precarious jobs in the labour market (→ that leads to lack of security, lack of economic independence, lack of career development, etc.)	2	2
How to ensure adequate (individual, personal) income for women whether working or not	6	-
Single mothers' poverty	-	1
High and still growing poverty of single mothers	3	3
Decent self-sustaining economic opportunities	2	1
Precarious work, deregulated labour market, in-work poverty: impact on women especially lone parents (majority women)	6	1
Asylum policies for integrating migrant women	2	1
Reconciliation of work and family life	2	1
Quantify the problem – <u>measurement of poverty</u> in different groups. It's crucial to have correct, adequate and precise measurement to make the problem visible to policy makers so that policies can be designed to tackle the problem	3	2
Understanding/explaining/recognising why/how women are poorer than men	3	-
More investment in jobs that will employ women (Juncker plan) & more investment in care services that support women economic independence	-	3
The <u>investment model</u> in the EU can sustain, if not, increase inequalities and increase poverty of women: more chances for young women should be created to get access to jobs in the investment sector		
Cumulative disadvantage + measurement of gender aspects of poverty	-	1

Additional observations:

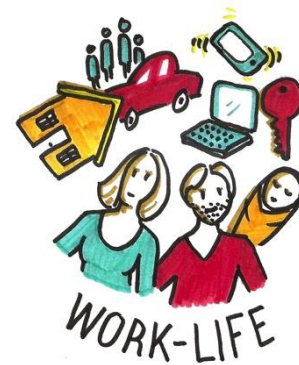
Thank you for setting the focus on the poverty of women both in macro and individual perspective. This made the workshop very interesting and inspired active participation of all colleagues. The presentation by experts gave the participants a very good overview of challenges we face in Europe and helped draw conclusions on areas which we need to think over to ensure that poverty is adequately measured and does not escape the attention of policy-makers, that policies call for actions counteracting multiple discrimination and respond to multiple impacts on women of the austerity measures.

There was a strong sense in the first workshop about the need to address the unequal allocation and holding of economic power in our societies.

4.3 BEYOND THE WORK/LIFE BALANCE

Hosts: Anna Coote (Head of Social Policy at the New Economic Foundation)

Prof. Bernhard Fusulier (Professor of Sociology at the Catholic University of Louvain)



Background information provided to participants:

All in the labour market face the challenge of reconciling work with their private life. This challenge has an EU-wide impact on equality in society, on demographics and on the economy. Improving work-life balance is a key factor to encourage **women's economic independence** and progress towards the **employment target of 75%** by 2020.

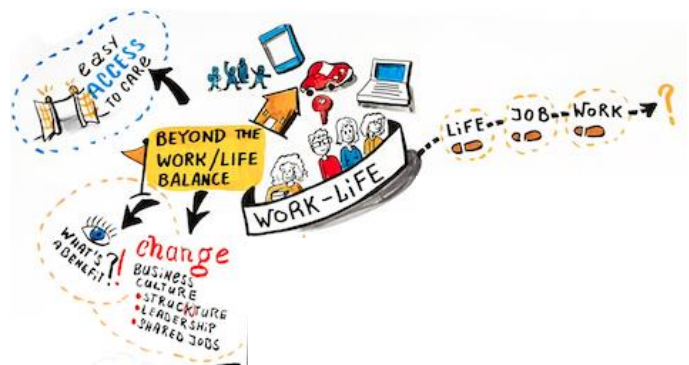
Beyond its impact on jobs and growth, a more favourable work-life balance would encourage **fathers' participation in childcare**, as well as contribute to the **well-being of children** –mainly by lowering the risk of poverty if both parents are employed. Furthermore, improving work-life balance would mitigate the (partial) withdrawal from the labour market for persons caring for others and could also have positive effects on birth rates. The ageing population and looming labour shortages are two of Europe's greatest future challenges, which will be reinforced if people feel that there are obstacles to choosing a life with children.

The current regulatory framework tends to encourage women to take family-related leave rather than men. Childcare costs and time constraints may make part-time work an attractive option to reconcile work with family commitments. However, part-time work is rarely a temporary situation: many women with children work part-time on a long-term basis, with adverse consequences on their economic independence. A "motherhood penalty" is one of the causes of persistent gender gaps in pay and pensions.

Throughout the years, the EU has developed a global approach promoting a "reconciliation policy mix" to ease the constraints faced by parents. This comprises **affordable and quality care services** and **infrastructure for children** and for other dependents; arrangements for **adequate family-related leave**; **flexible work arrangements** for both women and men and **neutral tax and benefits systems** which make (full-time) work pay for both parents, while encouraging sharing of unpaid care work.

The Commission supports the development of reconciliation policies in several ways, according to its competences and using all **instruments** at its disposal:

- **EU legislation** provides individual rights and supports women's participation in the labour market and work-(family) life-balance for women and men;
- **Country Specific Recommendations** are made in the framework of the Europe 2020 Strategy to Member States lagging behind;
- **Funding**, in particular the **Structural Funds**, and the **Rights, Equality and Citizenship Programme**, to support childcare infrastructure and projects;
- Monitoring of Member States' performances in the field of childcare facilities towards the **Barcelona targets**;
- Building of knowledge on reconciliation issues, through the improvement of data collection and **specific studies**, and;
- The organisations of **awareness raising** events and **exchanges of good practices** between Member States on reconciliation policies.



Key priorities identified by the participants:

- Change in business culture
- Easy access to care* (Children; Dependent)
- Equal share of work and care*
 - ⇒ Collective Responsibility
- Work Life Balance: A common between men and women

BUT

*Work Life Balance is not just about care



Detailed output of the workshop:

<i>Priorities identified by small groups of participants that depending on the prioritisation given to them have been marked as "key priorities" (see above).</i>	Priorities	
	First round	Second round
Easy access to care	7	3
Family working time = "new" full-time for women and men	-	5
Pay more attention to <u>single parents</u>	-	1
⇒ Family working time → child & elder ⇒ Cannot ignore cost € to individuals/employers/state Work means lifetime of 'jobs'	-	-
DICRIMINATION (of pregnant women, men & women taking up statutory leave or aiming at flexible working arrangements)		3
Paid: time credits, care credits (! impact on pension social security rights)	-	1
We need strong (incl. legal) measures to tackle new rise of precarious work + zero hours which undermine care and social engagement and create vulnerability	1	1
Work/life balance is a society issue not a women issue more clear with diversification of family models (4)	2	2
⇒ Lack of information on the conciliation measures Allow the dialogue between employers & employees -> use of conciliation measures!	-	-
We need to change the way of thinking and work to give opportunity/choice to each person to have flexibility to take care of children and/or parent and to have life after work	2	-
⇒ Generalisation of job sharing ⇒ Change the way to do leadership ⇒ Leave the parents free to choose if they want or not take care of their children	2	-

⇒ More role model Change the way to work and attitudes		
Train managers to understand gender equality and to provide it to their staff (change stereotypes (3))	3	-
Change in business culture	8	2
⇒ Top managers should give the example ⇒ Labour market is changing so we'll not work the same way tomorrow ⇒ Employers have a responsibility Also a men issue	1	-
Culture shift- Rights based recognition of skills acquired outside labour-market legislation		
Do away with the culture of 24/7 availability	-	3
WLB =/= benefit for working mothers/parents = a way of structuring business = for all workers, regardless of company size/sector	3	-
Break the vicious circle (pay, pension, parental leave)	3	-
Other dependents not only children	2	1
Role models for men as caregivers	2	2
Flexible childcare	-	-
Break resistance against men's participation in family/care obligations	-	-
<u>Target men</u> for balance, think and investigate their "costs", their discrimination, their incentives	-	3
Not an <u>individual</u> responsibility to secure WLB → it is in the common interest	-	6
Structural solutions: childcare facilities, legislation – entitlement to leaves, etc. and on company level – working arrangements	-	3
Men and Women: equal earners, equal careers, collective responsibility	-	8

4.4 VIOLENCE AGAINST WOMEN (VAW)

Hosts: **Virginija Langbakk** (Director of the European Institute for Gender Equality)
Dr Miguel Lorente Acosta (Professor of Legal Medicine at the University of Granada, Member of the UN Secretary General's Network of Men Leaders)
Marja Ruotanen (Director of Human Dignity and Equality at the Council of Europe)



Background information provided to participants:

Violence against women is a brutal manifestation of gender inequality and a violation of human rights. It includes violence in close relationships, rape, sexual assault and harassment, trafficking, forced marriages, female genital mutilation and so-called 'honour' crimes. **One in three women in the EU has suffered physical and/or sexual violence.**

The European Commission has introduced **legal measures** in the fields of criminal and civil law to protect and support victims. This includes rules establishing minimum rights for all victims, including women victims of gender-based violence. Women who have suffered domestic violence are protected from the perpetrators if they travel or move anywhere in the EU, thanks to rules ensuring that restraining and protection orders can be recognised EU-wide. The rules on trafficking in human beings and against sexual abuse and exploitation of children provide effective measures for prevention, support, victim protection, and punishing of perpetrators.

With the Communication on eliminating **female genital mutilation**, the European Commission committed to: developing a better understanding of the practice; prevention and victim support; supporting effective prosecution by Member States; protecting women at risk living in the EU; and addressing the problem through its external policies.

The **Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention)**, the first instrument in Europe to set legally binding standards to prevent violence against women and domestic violence, protect its victims and punish perpetrators, is open for signature and accession by the EU. The European Commission has been carrying out an evaluation of the legal, policy and practical implications of a possible EU accession.

Violence is still regrettably **under-reported**: only about a third of women who are abused by their partners contact the authorities. In addition, complaints are not systematically recorded, and the collection of administrative data is not comparable between EU countries. The Commission is collaborating with partners to improve knowledge including **the collection of comparable data across the EU**. The **Fundamental Rights Agency** released the results of the **first-ever EU-wide survey** on women's experiences of violence in March 2014, showing that violence happens everywhere, in every EU country. **Eurostat** is working with the United Nations Office on Drugs and Crime on a joint data collection, including details of the victim's sex and relationship to the perpetrator for intentional homicide. The **European Institute for Gender Equality** has produced research, for example the report Female genital mutilation in the European Union and Croatia. In cooperation with Eurostat, EIGE will also contribute to the future collection of data on violence.

The European Commission also funds **awareness-raising campaigns** in EU countries and NGOs and networks working to prevent violence against women and support its victims. In addition, the European Commission organises regular **exchanges of best practices**, for example on awareness-raising campaigns, using new technologies to better support and protect victims, and on programmes for male perpetrators. EU countries can thus learn from each other about successful policies, find ways to overcome common obstacles and improve their approaches.



Key priorities identified by the participants:

1. Address the violence/masculinity/rape culture which normalises violence through: media, pop culture, pornography, prostitution, wars, video games, cartoons
2. Gender equality education from kindergarten to university
3. Need evidence-data
4. Institutionalised full scale prevention programmes; the responsibility of men for men's violence against women



Detailed output of the workshop:

<i>Priorities identified by small groups of participants that depending on the prioritisation given to them have been marked as "key priorities" (see above).</i>	Priorities	
	First round	Second round
Address the <u>violence/masculinity/rape culture</u> which normalises violence through: media, pop culture, pornography, prostitution, wars, video games, cartoons	9	5
Gender-based violence is not on <u>political agenda</u>	-	-
Need action → place on political agenda	-	-
Lack of political will to tackle the problem	-	1
Varying definitions of what constitutes violence	-	2
The definition of gender-based violence is too narrow: need to broaden it and include intersectionality approach	-	-
Lack of <u>political will</u>	-	5
Sexual exploitation and violence of and against women, and specifically most vulnerable women and the absence of a unified definition of this exploitation and absence of unified approach to this problem at the EU level.	-	-
⇒ Need for <u>common and shared definition</u> among Member States on sexual violence (i.e. rape, femicide, etc.) in order to be able to collect and compared data <u>at EU level</u> . Need to start, focus and empower - free <u>gender bias education</u> and <u>equality culture</u> involving children : violence is also a question of culture	3	1
To develop policies against sexism and consider chauvinist expressions about VAW as a promotion of "Hate Crime"	-	-
⇒ Mainstreaming the prevention of VAW into gender equality policy	4	-
⇒ Address victim blaming in institutional practice and the politic discourse	-	-
The key to fight VAW is making sure women and men are equal partners, have the same rights and responsibilities, the same opportunities	1	-
Economic issues. Give economic opportunities to women, to be independent from their husbands, partners and to report violence when it occurs	3	-
⇒ Zero tolerance VAW	8	4
⇒ Public matters, everyone's responsibility Need evidence-data	-	-
Generate <u>data/evidence</u> on attitudes related to VAW in order to deepen <u>primary prevention</u> programs/policies	5	1
Targets for EU monitoring of programs	-	3
Don't forget "gender equality", anti-violence work	2	-

How to ensure that zero tolerance is the starting point of all measures that are developed	1	-
Collection of hard evidence- research and data on violence against women and on attitudes and stereotypes	2	1
I'd like to see a genuine public debate on gender-based violence where accurate, updated data nurture it, awareness campaigns feed it, and appropriate measures are taken to tackle it.	1	-
Need data and dissemination on the drivers of men's use violence	-	1
Problematize the relations between violence and men/masculinities (both as victims and perpetrators)	-	-
No Shelters for female victims; support services on NGO shoulders	1	-
Promote education gender and GBV sensitive for young boys and girls and also for children that is education to equality	4	-
Gender education <ul style="list-style-type: none"> - for society, in general - for men, in particular 	-	2
Prevention of violence (proper training, stereotypes addressed)	-	-
Prevention of gender-based violence: work <ul style="list-style-type: none"> - with young people - with perpetrators - with the whole society 	1	1
Holistic approach to <u>prevention</u> without <u>education</u> for schools, health professionals, judiciary, police, and NGOs, nothing will change	-	-
⇒ Institutionalised full-scale prevention programmes. The responsibility of men for men's violence against women	-	8
Gender equality education from kindergarten to university	8	-
<u>Education</u> about gender from the youngest ages	-	-
Education to gender equality and against violence legitimacy	-	-

Additional observations:

People welcomed the presence of men in the discussion, and the focus on prevention of gender-based violence and public education on gender roles.

Participants called upon the EU and the individual states to ratify and implement the Council of Europe Convention on preventing and combating violence against women and domestic violence ("the Istanbul Convention"), the most far-reaching international treaty to tackle this serious violation of human rights. The Convention provides a very comprehensive blueprint for an all-encompassing national response to violence against women and domestic violence.

It was emphasised that the health sector has a relevant role to detect and approach VAW from a health perspective, e.g. women recovering from violence (individual perspective) and from the social perspective to prevent VAW.

We need to be alert about the resistances and reactions against equality policies and initiatives developed from chauvinism positions, especially about the new concept that was mentioned during the meeting: Post-chauvinism. This concept tries to confuse society talking in the name of the "real equality" using arguments like these two ones:

- a) "Violence is violence" and it is not necessary to develop measures only for VAW,
- b) Most of VAW cases are "false complaints".

4.5 GENDER ROLES AND STEREOTYPES

Hosts: **Brigitte Grésy** (Secretary General of the Superior Council for Professional Equality between Women and Men)
Dr Maria Neophytou (Executive Director of the GREAT Initiative)
Cecilie Nørgaard (Educational and Gender Sociologist, Consultant and Writer)



Background information provided to participants:

Gender stereotypes are pervasive in all aspects of life, from education to work, from sport to art, from family to political life. They **influence**

behaviours at work and in social life; they are the root causes of **inequalities in the labour market** and in other spheres. The media and the advertising industry tend to magnify stereotypes, conveying unrealistic, rigid and often degrading images of men and women's body and behaviours. Stereotypes can have negative consequences in terms of **well-being** and **self-confidence**. The current younger generation is also much more exposed to sexualised images of girls (in advertisement, computer games, movies, magazines, fashion, on mobile phones) and thus worries to a greater extent about physical appearance; young women consequently develop eating disorders and other mental illnesses, such as depression and anxiety. Moreover, stereotypes and sexism pave the way to certain forms of oppression, such as sexual **harassment** and **gender-based violence**. Therefore, questioning and eliminating gender stereotypes could increase the health and well-being levels of boys, girls, men and women, and their labour market outcomes. It could promote gender equality along with other measures.

The current Commission's Strategy for equality between women and men 2010-2015 intended to promote non-discriminatory gender roles in all areas of life is necessary. The European Parliament also highlighted the importance of eliminating gender stereotypes in an own-initiative report asking the Commission, Member States, civil society, education and training professionals and advertising self-regulatory bodies to combat discriminatory messages and to challenge stereotypes.

During the period 2010-2015, the Commission has promoted good practices on gender roles in the labour market and in education:

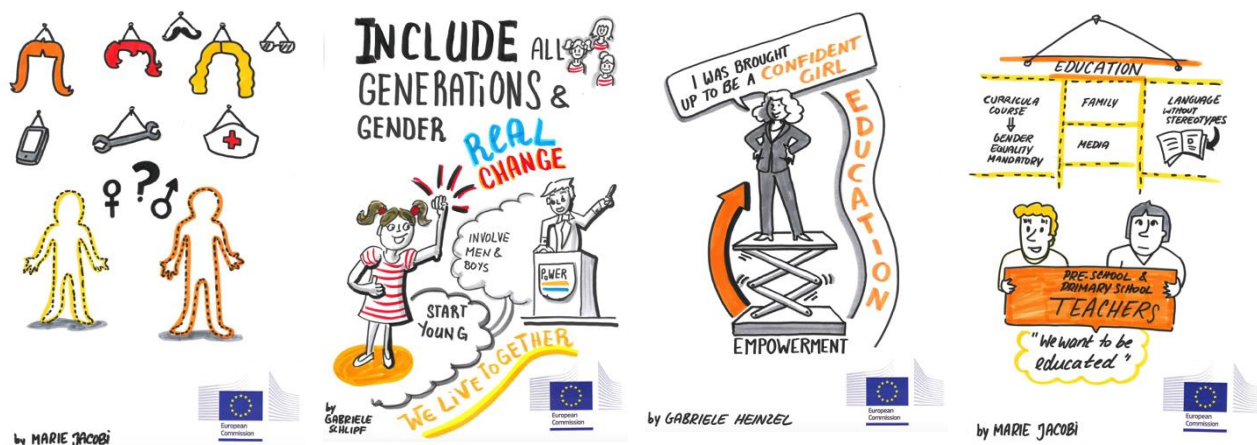
- National **awareness-raising activities** challenging stereotypes on the labour market and trying to overcome occupational segregation were supported through the European Social Fund and European campaigns were launched on some specific issues, such as the participation of women in the digital economy.
- The **Erasmus+** Programme and its predecessor, the 2007-13 **Lifelong Learning Programme**, have supported a number of projects aiming at revealing and overcoming stereotypes in education and training, as well as in sport.
- Mutual learning seminars on **gender equality in education** were organised.
- The **European social partners** – ETUC, BUSINESSEUROPE, UEAPME and CEEP – collected **good practices** for gender equality, including on gender roles, in a **toolkit**.

In the second half of 2015, the Commission will launch a call for proposals to support transnational projects to promote good practices on gender roles and to overcome gender stereotypes in education, training and in the workplace.



Key priorities identified by the participants:

1. Education: curriculum, gender neutral pedagogy, teaching, legal framework, parent skills training, career advice, subject choices, books non-binary, non-heteronormative
2. Media – make stereotypes visible, counting and naming; promoting positive role models
3. Diverse role models: e.g. male teachers and teachers and female scientists and engineers
4. Gender neutral parental leave



Detailed output of the workshop:

Priorities identified by small groups of participants that depending on the prioritisation given to them have been marked as "key priorities" (see above).	Priorities	
	First round	Second round
PARENTING/RECONCILIATION AGENDA		
Obligatory/incentives for paternity leave (parental leave for fathers)	-	6
Paid parental leave for men & women (policy which affords different rights to women & men reinforces the stereotype of woman as mother & man as breadwinner)	-	-
POLICY MAKERS/POLICIES		
Leadership of policy makers on making clear how gender equality can benefit to the whole society & commitment to tackle gender stereotypes	1	-
Policy measures	-	-
– Recognize stereotypes	-	1
– Working against stereotypes from the education of children		
– Social measures to eradicate stereotypes		
MIGRANT WOMEN		
Ending racialization and sexualisation of migrant women	6	-
Stereotypes & discrimination against migrant women		
Promote positive images on ethnic and migrant women		
Stereotypes and discrimination of MIGRANT WOMEN		
NON-BINARY		
Gender spectrum: Better understanding of & tolerance for non-binary view of gender among general public. Leading to lack of reliance on characteristics of man or woman	10	8
LGBT inclusion		
EDUCATION		
Educational material/language without stereotypes	1	1
Educating pre-school/primary school teachers on gender issues	1	-

Gender as intersectional issue in ALL subjects → out in school curricula	1	-
Education for gender equality (and citizenship) at all levels (producing guides) is a main area to combat gender stereotypes, since earlier ages (and before one is formed)	5	4
Education: curricula/courses on gender equality mandatory	-	2
Education: family, media, on-line, expectations	-	-
Education is key: need to address segregation in order to achieve balance on LM	-	-
Schools free from stereotypes	2	-
The influence of stereotypes on <u>career choices</u> of boys and girls	2	-
Stereotypes (traditions, culture, history): needs for education → access in all fields of work	1	-
Educational system (primary education)	1	-
Deconstruct the gender roles & stereotypes: Kids: Go for gender neutral education Adults: Identify & deconstruct the existing biases & stereotypes (raise awareness & trainings) We are all full of stereotypes!	3	-
<u>Teach</u> & motivate <u>teachers</u> to tackle <u>stereotypes</u> in schools.	2	2
Legislation is not enough. We need to <u>educate</u> the parents and the teachers because gender stereotyping is affecting our children from the day they are born and while they grew up.	-	-
Educating children as well as parents about stereotypes.	1	-
To start addressing roles and stereotypes from an <u>early education</u> (gender equality in the educational system).	-	-
Pink was the colour of the prince → boys in former times (stereotypes are changeable)	-	-
Proper media literacy for children (at school)	-	1
Education → focus on children	-	1
Operationalise & implement gender research into educational sector → secure professional gender practice, counteracting stereotypes based on knowledge (and not myths) on gender	2	-
We need: 1) Teacher education about and for gender equality 2) Improved school curricula Education is fundamental for gender equality. We need to teach about gender equality & for gender equality (capacity building)	-	1
Educate teachers and children Educate parents through the school system – help them in raising stereotype-free children	-	1
EU making legal framework to ensure research-based knowledge and action in education	-	2
Elaborate a list of skills that <u>boys & girls</u> have to learn, without stereotypes	-	-
Indicators for gender stereotypes	-	2
Education and gender stereotypes (I think it's important to promote gender equality beginning from school programs).	-	-
Education + investment with young people on gender stereotypes & equality for ALL	2	2
ROLE MODELS	10	4
More involvement of men in the discussion of gender studies, inviting men to engage for the rights of women, but also to point out their views, concerns and opinions of the topic.	5	2

Distribute role models through different media awareness raising	-	-
Quota for men in childcare & primary education Debunk biological essentialism Extended fatherhood leave Acknowledge & celebrate difference among men & women Allow & celebrate “femininity” in men Go beyond the gender binary Abolish patriarchy, revalue “femininity”	4	-
Giving young people (especially girls) the <u>empowerment</u> to be what they want to be, not to be categorised too early.	2	-
More positive <u>role models!</u>	-	1
Promote strong <u>role models</u> or champions to combat gender stereotypes (e.g. a male politician good example in caring).	-	-
Tell the stereo-non-typical story that is often not told and/or neglected through role models: male nurse, successful transgender women, female engineer, etc.	-	-
CONSUMER POWER		
Use purchasing power to resist goods/services <u>marketed</u> at boys/girls which create & reproduce gender stereotypes. Put pressure on <u>retailers & producers</u> to promote diversity in clothing/toys/household items/sportswear, etc. Advertising & marketing/retail/procurement	3	1
Education through EU Advertising: A hard-hitting series of powerful advertising campaign to promote boys & girls in non-gender non-traditional roles (girls-scientists, girls-politicians, boys-carers, boys-child-minders)	2	1
RESEARCH		
Research to quantify stereotypes	-	-
RELIGION		
Stereotypes on religiously prioritising people	1	-
MEDIAS		
Make stereotypes visible in medias in <u>counting</u> (number of experts for example) and <u>naming</u> the problems	1	-
Media (traditional and social media)	2	1
Regulate medias at EU level	-	1
Action in media: in counting and naming what are stereotypes. In parallel do the same with education /school books.	-	-
Analyse portrayal of men & women in videogames and gaming industry in general	-	2
Presence of women & stereotypes in media (especially publicity)	-	3
Lifelong consciousness of stereotypes (starting at school, developed within family, discussion with parents, relayed by the media)	-	1

Additional observations:

'Education' was the main topic of the workshop and important aspects in this regard are teacher training and the organisation of the work. One major discussion point was about who has the responsibility for what. Additionally the topic of sexism at the workplace came up a lot of times, especially in relation to stereotypes such as that women are not available, not mobile, not flexible, etc.

4.6 GENDER AND THE DIGITAL SOCIETY

Hosts: Cheryl D. Miller (Founder and Executive Director of the Digital Leadership Institute)
Jenny Rönngren (Managing Editor of the Feminist Weekly Feministiskt Perspektiv)

Background information provided to participants:

Enabling women to enter ICT jobs will provide a boost to the EU economy. **Less than 30%** of the around 7 million people working in the information and communication (ICT) sector are women. They are **under-represented at all levels**, especially in decision-making positions. The digital economy is rapidly growing. Due to differences in demands and skills – and despite soaring unemployment – there **may be a lack of 900,000 skilled ICT workers** in 2020.

In October 2013 the Commission published a study on "Women active in the information and communication (ICT) sector".

The study suggests four priority areas where action should be taken:

- Building a **renewed image** of digital jobs among women and society, with actions such as disseminating the most appealing digital topics for young women;
- **Empowering women** in digital jobs, e.g. promoting, together with industry, harmonised European educational curricula to foster clear and straightforward ICT careers paths;
- **Increasing the number of women entrepreneurs** in ICTs, e.g. improving access to seed and venture capital programmes for women entrepreneurs;
- **Improving working conditions for women in digital jobs**, e.g. by highlighting the improved performance of businesses employing women.

With the campaign "Women in the ICT sector", which was carried out in 2014, the Commission celebrated digital role models who could encourage young women and girls to study and pursue careers in IT. The Commission invited women and men to create a video and share their own digital success story to inspire girls and women to think about tech.¹

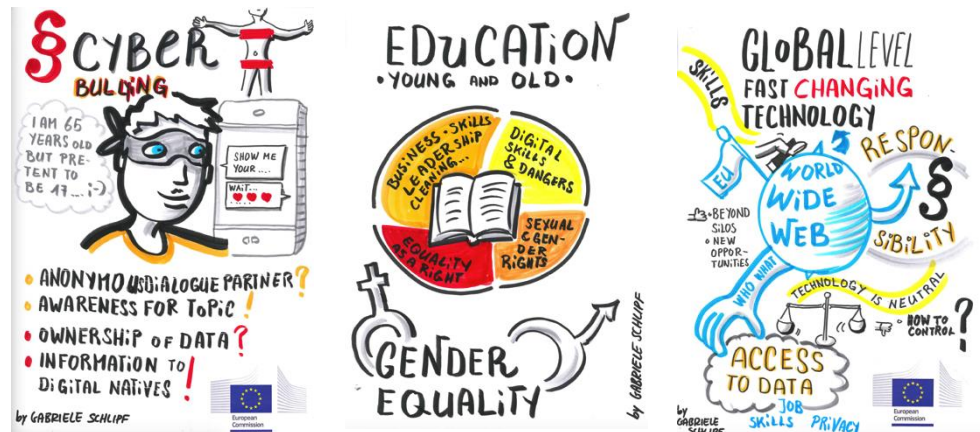
The challenge that women are still under-represented in the ICT sector requires a policy change, first of all, because of an alarming **drop in ICT female graduates in recent years**: today only 29 out of every 1000 female graduates have a computing or related degree, and **only 4 go on to work in ICT-related activities**. An additional challenge is that women **leave the sector mid-career** (leaky pipeline) to a greater extent than men: 20% of women aged 30 years with ICT-related bachelor degrees work in the sector, whilst only 9% of women above 45 years old with these degrees do so.

Key priorities identified by the participants:

1. Women and girls as curators and builders of Internet: not passive users
Digital skills for girls and women (20 votes)
2. Fund and Promote Female Tech Start-ups (11 votes) final vote
3. Legislation against cyber violence (19 votes)
 - ⇒ Bullying
 - ⇒ Hate speech
 - ⇒ Sexualisation



4. Ensuring that throughout the whole educational system topics of gender equality and digital society use of ICT is addressed. Addressing stereotypes (12 votes)
- ⇒ Teacher training
 - ⇒ Use of role models
 - ⇒ Education authorities
 - ⇒ Universities
 - ⇒ School community, students need to learn about opportunities (**BUT NO TRACTION**)



Detailed output of the workshop:

<i>Priorities identified by small groups of participants that depending on the prioritisation given to them have been marked as “key priorities” (see above).</i>	Priorities	
	First round	Second round
LEGISLATION & POLICIES		
Legislation and self-governing code of ethics regarding use and abuse of internet/digital media/advertising – both national and common for all of the EU	4	-
Laws and legislation on/against <u>cyber bullying</u> against women from men	4	-
SKILLS & EDUCATION		
Change “gender equality” to other wording	2	-
Skills (angle: informal education)	-	-
Information in schools on “dangers” of the internet	-	-
Role of education & training include the topics of gender equality and the digital society use of ICT in education at all levels: teacher training, education authorities, universities, school community	5	-
Digital skills for girls and women, gender in media (needs a home!!!)	1	-
Digital skills	-	-
Digital skills & services for women and girls	-	3
Addressing stereotypes & ensuring that throughout <u>whole</u> educational systems there are role models and students learn about their opportunities	-	7
EMPLOYMENT AND WORK-LIFE BALANCE		
Technology has created more opportunities for flexible working but for whose benefit really?	2	-
New mind setting for both girls and boys while choosing a job in digital sector	3	-
Increase number of women in all aspects of the digital society (ICT jobs but not only)	3	-

The impact of digitalisation on <u>female dominated</u> public sector workforce	1	-
Distance working in media and ICT world	1	-
Women as curators & builders of the internet –not passive users – to have a say in its content [It is the only area in the EU – ICT – in which the enrolment of women is decreasing]	-	8
Girls as makers, curators & builders against online violence	-	-
Women digital workshop as new Tupperware meetings	-	2
MEDIA & STEREOTYPES		
Measureable goals and indicators on combating gender stereotyping	5	-
Change gender-specific stereotypes about tech	1	-
Portraying in media	4	-
Internet service providers accept role as media & work to same rules as traditional media	-	-
To ensure safe spaces for expressing feminist ideas and preventing cyber violence against women	-	5
How do we <u>harness</u> the awesome power to <u>unite & empower</u> whilst not being silenced by hate speech & cyber bullying?	-	3
Reinforced stereotypes, hate speech, bullying and violent behaviour in social media	-	7
#freedom from #fear	-	-
Reinforcement of stereotypes, sexualisation and hate speech	-	-
Preventing hate speech on the internet	-	-
DIGITAL DEMOCRACY & PARTICIPATION		
Make sure digital society is not only seen as a danger but also as a gateway for opportunities to achieve gender equality	-	1
Digital Europe is an opportunity to democratise knowledge, activism & government. Women need to claim this space & take power to ensure that the internet fulfils its potential to positively transform society & culture	-	3.5
Use internet to mobilise & inform gender issues (harassment, projects (positive & negative))	-	6.5
Lack of women in digital media (with active role) –only/mainly men’s perspectives are available	-	1
To reinforce the presence of women in medias and digital society	-	2
FUND & PROMOTE FEMALE TECH START UPS		
Lack of funding and investment on women’s start-ups and in general on raising interest of women on ICT issues	-	5
Financing women start-ups with equal or more funds to break male dominance	-	6

Additional observations:

There was genuine interest by the majority of participants demonstrated during both rounds. A few participants were positively surprised by the energy both Jenny Rönngren and Cheryl Miller put on sharing their knowledge in this area. Both of them are extremely aware of the power digital society has to truly impact in the daily life of the whole society.

A strong vector that needs to be closely looked at is online media/advertising: in this respect, Jenny brought about a significant input as a journalist. The way things are portrayed in online media (from sport to crime, videogames to cosmetics, etc.) have a huge impact on people's perceptions of different societal subjects.

Cheryl complemented this by informing about her experience on promoting female model roles in ICT area as a way to fight against persisting gender stereotypes (sometimes greatly amplified by digital

means). Magnitude of things is way too often exponentially multiplied online, for the best and for the worst.

Cheryl brought up the fact that media influences and can accelerate or hinder change regarding every topic of gender equality that is on the EU agenda. Moreover, the digital society already serves as an amplifier for those who work for change but also those who uphold the current and unequal structures of power or even use new media to produce hatred, sexual harassment and threats against women and girls. Several of the participants in the workshops were reluctant to talk about the role of traditional media in this context. Nevertheless, old media, old stereotyping, discrimination and objectification are already present in the digital society. New tools do not mean new behaviours. So if the EU cannot regulate media, and is reluctant to introducing measurable goals and indicators for addressing stereotyping in any media, how will the EU be able to influence the perceptions of what is possible for women and girls to achieve when the forces (often commercial and patriarchal) perpetuating the negatives have much more access to funding and use the internet to amplify also their voice?

Jenny brought up the fact that we measure what we treasure and that the lack of statistics, disaggregated by sex, comparable and accessible, is a signal there still is a great deal of reevaluation needed to be done to move forward. All effective methods to change do rely on the possibility to analyze and follow up on goals.

4.7 GENDER BALANCE IN DECISION MAKING

Hosts: **Roberta Metsola** (Member of the European Parliament)
Mirella Visser (Managing Director of the Centre for Inclusive Leadership)



Background information provided to participants:

Despite significant progress across the EU in recent decades, men still largely outnumber women in decision-making positions, particularly at the highest levels.

The proportion of women in national governments across the EU (senior ministers) has risen by 7 percentage points (pp) over the past decade, from 21% (end 2004) to 28% in February 2015. The average rate of change over the period is just 0.7 pp/year and if progress continues at this pace it will take until 2033 to achieve at least 40% of each gender in national governments and until 2047 to achieve parity (50%).

The proportion of women in the **single/lower houses of national parliaments** across the EU has risen from around 22% in 2004 to 28% in early 2015, an increase of just less than 6 pp or an average of 0.6 pp/year. However, the pace of change varies between Member States, meaning it would take until 2036 to reach the 40% threshold and until 2054 to reach parity. On average across the EU women tend to be better represented in **regional level assemblies (32%)** and in **regional executives (35%)**.

In October 2014, on average, only **20.2%** of **board members of the largest publicly listed companies** registered in the EU were women. From 2003 to 2010 the share of women on boards rose from 8.5% to 11.9%, an increase of 3.4 pp or an average of 0.5 pp/year. Since October 2010, the share has risen 8.3 pp in four years, an average of 2.1 pp/year, four times the previous rate of change. Noting the slow rate of change, the European Commission decided to put forward the **proposal for a Directive that aims to accelerate progress to improve gender balance on corporate boards**.

The Commission proposal sets a quantitative objective of a 40% presence of the under-represented sex among non-executive directors of companies listed on stock exchanges by 2020. Companies with a lower share will be required to make appointments on the basis of a comparative analysis of the qualification of candidates by applying clear, gender-neutral and unambiguous criteria, to guarantee that qualification and merit remain the key criteria for a job on a board. Only where two candidates are equally qualified, priority shall be given to the candidate of the underrepresented sex. The Directive is supported by the European Parliament and a majority of Member States and currently being discussed by the Council of the EU.

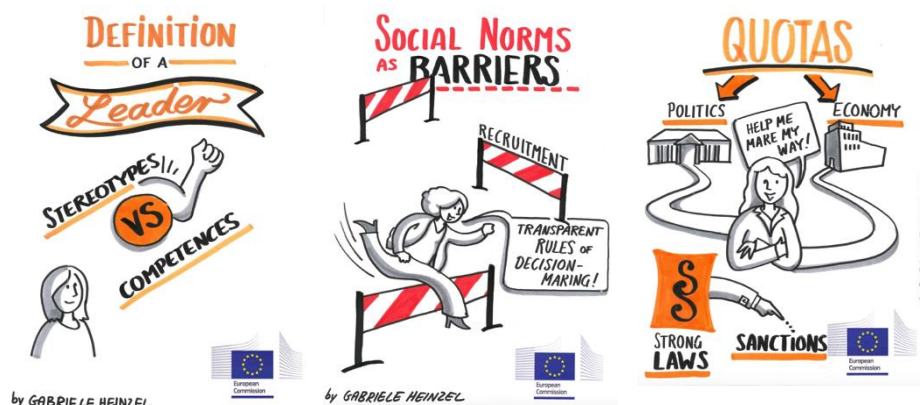
Examples (non-exhaustive list) of actions initiated by the European Commission:

- A legislative initiative on improving gender balance among non-executive directors of companies listed on stock exchanges (see above).
- Cooperating with and supporting all stakeholders in designing and implementing actions to achieve gender balance in leadership positions through the co-financing of, inter alia, national and transnational projects to promote gender balance in decision-making.
- Increasing awareness and promoting networking and the exchange of good practices among all stakeholders on gender equality in decision-making.
- Collecting data, analysing trends and disseminating information through the Commission's database on women and men in decision-making and regular reporting.



Key priorities identified by the participants:

1. Quotas (18)
2. Social Norms (12)
3. Pipeline (10)
4. More transparency (8)



Detailed output of the workshop:

<i>Priorities identified by small groups of participants that depending on the prioritisation given to them have been marked as "key priorities" (see above).</i>	Priorities	
	First round	Second round
Quotas should be enforced, both in public and private sector, in order women get to decision-making positions	-	-
Quotas in all political and economic level (companies and SMEs boards) through strong laws with sanctions and incentives	7	1
European law on women on boards with clear control and sanctions	-	2
Adequate and affordable childcare	-	1
Implementing quota's, having it accepted	1	-
Social norms as barriers and organisational culture of companies	10	2
How to introduce more transparent rules in organisations and decision-making.	4	4
Making women accept that quotas is not under grading them	1	-
Quotas to enable women to be in decision-making. Changes to be made visible (continuous measurement of number of men and women in decision-making)	-	2
Structural barriers social	5	-
Informal networks		
Structural barriers (to women's recruitment and advancement) rather than "women's choices"	2	-
Obstacles (men's clubs no social)	-	-
How to have more women on the election board list	-	-
Quotas in law with sanctions	1	-
Quota: public ≠ private sanctions are key	-	-
50% quotas in all private and public bodies	-	1
Combat stereotypes quotas	4	-
Quotas	1	2
Building/strengthening 'G' case; alliance building women and men; incentivising for change	-	3
Education (to change stereotypes)	-	-
Change/make the institutions women/family friendly (rather than making women fit the institutions)	-	7
Business case not buying	-	1
Transparent recruitment/nomination procedures	-	4
It's about power! (Quota) regulations or incentives are not enough to face	-	-

resistances!		
Focus not only on executive level but in middle management → build and manage the pipeline	-	10
Promote the women participation in associations through education programs about decision-making processes	-	1
Confidence/contribution - Women need to engage Chairs need to draw them out	-	1
Educate women to be confident in their competences and skills	-	1
Promote inclusive leadership	-	2
Solidarity between women	-	1
Women promote women!	-	2
Stronger female network building	-	5
Women images in media	-	3
Lack of comfort/openness of the 'old boys network' to make room for women at the top	3	-
Removal of men responsibility and high expectations in women in high positions	2	-
Understand how it is possible to make synergies between the 'two worlds' (how can men and women work/complement each other	4	-
Stereotypes and defining competences (and roles) of leaders	6	1
How to introduce normality regarding gender equity in decision-making?	-	-
Challenging gender stereotypes on women's leadership ability	3	-
Fighting against stereotypes	-	-
Helping men (society) believe gender-balance is best for minimizing risk and making better decision	4	-
Training men to share responsibilities (and power)	-	6
Government introduce "employment schemes" which make it seem like unemployment is decreasing. There work in favour of business owners, can exploit and are very stereotypical gendered career roles – don't address bigger picture	-	-
Adequate valuation of labour	-	-
Positive action to help disabled people and migrant women to enter the working life		
Value amongst others social/care/maintenance work & create real jobs for people (all groups "outside" society) to create inclusiveness & fight poverty	-	1

4.8 GENDER IN DEVELOPMENT COOPERATION

Hosts: Prof. Naila Kabeer (Professor of Gender and Development at the London School of Economics)
Dr Nazma Kabir (Director of Programmes at Plan UK)



Background information provided to participants:

One of the priorities in the EU Strategy on equality between women and men (2010-2015) foresees the promotion of gender equality in external actions. In order to achieve this goal, DG Justice actively cooperates with Directorate General Development and Cooperation (DEVCO), Humanitarian Aid and Civil Protection (ECHO), and the European External Action Service (EEAS).

The Staff Working Document accompanying the Strategy includes a list of specific actions to be carried out by various Commission Services, including the implementation of the **EU Plan of Action on Gender Equality and Women's Empowerment in Development** (2010-2015). This Action Plan outlines the Commission's, the European External Action Service's and Member States' commitments to supporting developing countries' efforts to improve the situation of women regarding equal rights and empowerment.

The Commission, in particular DG Justice, in cooperation with the European External Action Service (EEAS), is the main authors and **coordinators of the position papers guiding the EU in negotiations in the UN Commission on the Status of Women (CSW)**. This is the key UN policy-making forum dedicated exclusively to gender equality and the empowerment of women and girls. This work can also benefit from the support of the High Level Group on gender mainstreaming. DG Justice is included in the negotiating team for the CSW sessions and provides direct expertise during the negotiations. The main focus of the CSW59 session (2015) was on the Beijing Declaration and Platform for Action (BPfA), including current challenges that affect its implementation and the achievement of gender equality and the empowerment of women. The EU regularly **monitors the gender equality commitments taken with the UN BPfA through bi-annual reports prepared by the European Institute for Gender Equality (EIGE) and Council Conclusions**.

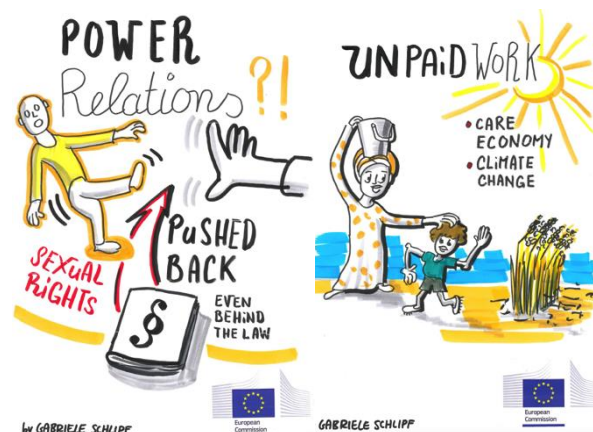
The CSW 59th and 58th sessions also addressed opportunities for achieving gender equality and the empowerment of women and girls in the UN **post-2015 agenda**, which aims to help define the next global sustainable development framework. The objective is to agree, no later than summer 2015, a new single, comprehensive and global post-2015 agenda, including **Sustainable Development Goals**, that reflect universal aspirations and cover all UN Member States (and not only developing countries) while keeping poverty eradication and sustainable development at their core. The EU strives for a gender **equality stand-alone goal in the UN post-2015 agenda**, in order to tackle the 'unfinished business' of gender equality at the global level, including violence against women. At the same time, the EU recalls that gender equality should be integrated across the post-2015 agenda.

The EU is committed to protecting women in times of **conflict and post-conflict**, and to ensuring women's full participation in conflict prevention, peace building and reconstruction processes. To this end, the EU actively implements the EU Comprehensive Approach to the **United Nations Security Council Resolutions 1325 and 1820 on Women, Peace and Security**. Finally, gender considerations are actively integrated into humanitarian aid and in the EU Strategic Framework and Action Plan on Human Rights and Democracy.



Key priorities identified by the participants:

1. Ownership/Political commitment
2. Funding gender equality work and evidence
3. Including men and boys/ challenging gender stereotypes



Detailed output of the workshop:

<i>Priorities identified by small groups of participants that depending on the prioritisation given to them have been marked as "key priorities" (see above).</i>	Priorities	
	First round	Second round
Gender Transformative policy, programs are necessary based on evidence and learning from Global South and implement in International and EU development cooperation	2	1
Funding to build and disseminate the <u>evidence base</u> of what works to <u>transform gender</u>	6	1
Societal transformation rooted in national/local context. How to establish? How to measure and transformation?	-	-
Political will and commitment -	4	-
Ownership of gender agenda (at context/institutional level) reinforces action - accountability-results	5	-
Gender budget	1	-
Evaluation of GEAPS and strategic frameworks <ul style="list-style-type: none"> - sex disaggregated data - has to be independent Indicators have to be built <u>with</u> actors and stakeholders (not against!)	3	-
<u>Entrepreneurship</u> (private sector development-self-financing for sustainable development)	3	-
Need for <u>real</u> mainstreaming of gender in development cooperation (including gender budgeting)	-	-
Policy Coherence between internal and external action, linked/matched with the SDGs	7	-
Maintaining a high level political commitment on gender equity on the international agenda (UN, etc.)	-	6
⇒ Alignment of agendas	-	3
⇒ Stronger bonds among all involved stakeholders	-	-
⇒ Egalitarian, genuine, lively global North/South dialogue	-	-
Allocate effective visible funds for research gender studies	-	4
Funding specific for gender equality work	-	9
Boys and men to be included in addressing barriers identified in social norm research	-	9
Improve synergies	-	1
Involve local governments (partnership collaborations)	-	-
Encourage governments to (better) engage with civil society organisations	3	1
Coherence between 'internal' and 'external' policy within SDG framework	-	-
Ensure gender equality in development is enshrined in Member States domestic	-	2

law and in EU legislation		
SDGs are at the moment missing a goal to eliminate violence against women	-	-
Missing target on violence against women in SDGs	-	1
Promote women's participation in civil society in 'developed' and in 'developing' countries. Developed: raising awareness on development Developing: support women's participation	-	2
Democratize institutional practice at local, national and international level.	-	3
Policy coherence between EU internal and external policy on SD, including in particular on SRHR (sexual and reproductive health and rights)	-	-
Challenge persistent gender norms	-	5
<u>Thematic issues 1</u>	2	-
-Gender stereotypes/education for both girls and boys (masculinity/femininity)		
Lack of attention to social norms in tackling gender equality	5	-
Focus on marginalised groups in developing countries	3	-
Tackling gender aspects in policies → migration and development linkages, and reproductive health	-	-
<u>Thematic issues 2</u>	1	-
-Health: reproductive health and health in general for men and women		

Additional observations:

One of the main challenges is to better tackle social norms in gender equality. Existing social norms are one of the root causes for gender inequality in many countries, yet they are not tackled. Therefore, we need to challenge persisting gender norms. Boys and men should be included in addressing barriers identified in social norm research. It is important that policy coherence between internal and external action is matched to the SDGs. We need more funding to build/disseminate the evidence base of what works to transform gender. We need political will and political commitment so that countries themselves can take ownership of the gender equality agenda. This reinforces action, accountability and results.

4.9 GENDER AND HEALTH

Hosts: Peggy Maguire (Director General of the European Institute for Women's Health)
Isabel Yordi Aguirre (Gender Adviser at the World Health Organisation Regional Office for Europe)



Background information provided to participants:

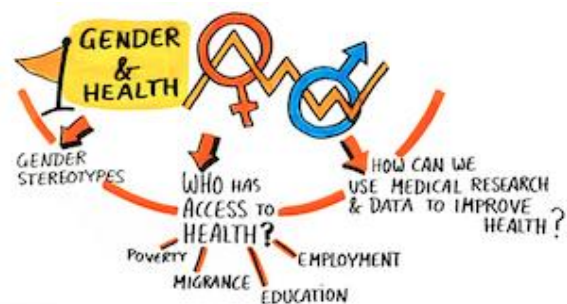
Guaranteeing access to high-quality health care is a key objective of social protection systems in EU countries. Health care systems face the challenge of ageing populations and increasing needs, which can also result from non-demographic factors, such as the emergence of new treatments. In spite of near-universal coverage of health insurance or national health systems, there are still major **health inequalities** across socio-economic groups, especially people living in areas with the overall poor access to public services, people with low education or earnings, disadvantaged ethnic minority groups, including Roma, homeless and migrants.

The EU promotes cooperation among EU countries in the area of health and long-term care through the **open method of co-ordination**, the intergovernmental method where the Member States are evaluated by one another with the Commission's role being limited to surveillance.

Furthermore, the European Commission in its **Strategy for equality between women and men** for the period 2010-2015 expressed its commitment to address **gender-based inequalities, which are present in healthcare and long-term care as well as in health outcomes**. The Strategy underlines that women and men are confronted with gender-specific health risks and diseases, which need to be adequately addressed in medical research and health services. There is a need to ensure that social and health services continue to improve their adaptation to the specific needs of women and men respectively. Following this commitment EU programmes helped to promote gender equality in a number of key areas, impacting the health and well-being of men and women alike. For example, the **EuGenMed** project will ensure that greater account is taken of gender differences in medical research and improve the treatment of major chronic diseases such as heart disease, diabetes, rheumatism, etc. Most research today focuses on men and is then extrapolated to women, without recognising that their symptoms and diagnostic or therapeutic requirements may differ.

Furthermore, in the framework of the Strategy, the Commission contributes to **gender equality in external actions**, for which health remains one of the priority areas, because progress for women and girls remains slow and uneven, in particular when it comes to maternal mortality, universal access to reproductive health, higher HIV/AIDS infection rates among women.

Finally, the Strategy provides also the response to the problem of **violence against women** where progress is also slow, while it endangers the well-being, health and, in too many cases, the life of victims. The healthcare sector has a huge potential to generate **innovations**. The EU provided funding under the PROGRESS to one of innovative projects, which will make an impact on the health of women. The project *Policies and Instruments for a Healthy and Dignified Active Ageing for Elderly Women*, implemented by the Italian Department for Equal Opportunities, aimed to design innovative policies and interventions for elderly women in the broad context of the active and healthy ageing framework. To this end, a National Working Table was set up in Italy, which drafted innovative proposals for the promotion of an active and healthy ageing of elderly women. As a follow-up of the project, a pilot implementation of the community centre for women by one of Italian municipalities has been planned.



The healthcare sector will be a **source of new jobs** in the years to come due to ageing. This is an opportunity and a challenge, because working conditions in the healthcare sector are disproportional to the important role it plays in EU economies and societies. The **workforce** of the health sector is overwhelmingly female. Women make up nearly 78% of total employment in the health and social services sector. In many Member States the difference in hourly earnings between men and women working in the health and social services sector is higher than in the whole economy despite the demanding working conditions. Creating **more secure, quality and better paid jobs** in order to fulfil the growing demand for health services driven by the demographic changes, the economic and social consequences of the crisis, growing inequalities, technological developments or changing social patterns.

Key priorities identified by the participants:

1. Promote healthy work environment/employers
2. Research, collection of data, intersectional approach
3. Access to health care, practical/by treatment
4. Address gender stereotypes on health



Detailed output of the workshop:

<i>Priorities identified by small groups of participants that depending on the prioritisation given to them have been marked as “key priorities” (see above).</i>	Priorities	
	First round	Second round
MEDICAL RESEARCH & DATA → HEALTH OUTCOMES	6	2
Invalid data collection on gender & health	-	-
Lack of sex-disaggregated data	-	1
Lack of sex-specific studies on mediation effect	-	1
Set health and medical standards not only on men, but also on women	-	-
Sex-specific impacts of medications – all stages	-	-
HEALTH TO BE INCLUDED IN GENDER EQUALITY STRATEGY		
Gender imbalance in leadership positions in health sector (and other sectors)	-	3
Attacks on women’s health: Religion/culture/commodification of health & male dominated sector	-	-
Health in all policies – EU Commission to lead	-	1
Promote a healthy (physical, psychological, mental, etc.) working environment and working places	-	7
Equal treatment & access (all women, services, abortion, contraceptive, after care)	-	6
Employers’ engagement to increase women’s health, e.g. health benefits programs for women, access to medical help	-	2
GENDER STEREOTYPES → HEALTH PROVISION IMPACT	6	2
Difference of non-difference in treatment between ♀ and ♂	-	1
Identify best practices in closing gender gap	-	1
More research on gender and health with intersectionality as an approach	-	1
Gender stereotypes on health issues	-	-
Stereotypes in health care	-	-
Educate health professionals on gender stereotypes and discrimination in health	-	1

It is important to make a strong coalition/collaboration between health, media and education to change damaging gender stereotypes for health during early childhood and adolescence	-	2
INTER-SECTIONALITY/ INTER-ACTION	6	2
The <u>differences</u> in <u>health outcomes</u> between women & men (heart diseases, suicides, depressions, life expectancy, etc.)	-	-
Recognition of actions to address the impact of gender & socioeconomic inequalities on health through the life course	-	-
Violent porn culture having health consequence because of changing practices	-	1
Violence against women addressed also as public health issue	-	1
Mental health as a public health challenge → stress	-	4

4.10 GOVERNANCE AND WAYS OF WORKING TOGETHER

Hosts: Jean-Michel Monnot (Vice President of the Diversity and Inclusion Group for Sodexo)
Maria Noichl (Member of the European Parliament)
Salla Saastamoinen (Director for Equality at the Directorate-General for Justice and Consumers, European Commission)



Background information provided to participants:

Gender equality can only be achieved with a clear commitment at the highest political level. The Commission promotes gender equality within its own ranks and supports a number of structures working on gender equality issues, which have led to significant progress in particular thanks to equal treatment **legislation, gender mainstreaming, specific measures** for the advancement of women, **action programmes, social dialogue** and **dialogue with civil society**. The **European Parliament** has been an important partner for progress and Member States have closely cooperated with the Commission on promoting gender equality in Europe. In particular, the **High Level group on gender mainstreaming** and the **Advisory Committee on equal opportunities between women and men** provide important fora for discussion and for a coordinated approach on gender equality in the EU. This common work includes the preparation of opinions, the **follow-up of the Beijing Platform for action**, the **Trio of Presidencies programmes on gender equality**, the **Commission's Annual Report on Progress on equality between women and men**, etc.

However, major progress still has to be achieved in the key areas and aspect of life, such as employment, education, pay, pension, research, sharing of care and family responsibilities, participation, eradication of all forms of violence, and promoting gender equality world-wide. The European Commission cannot achieve gender equality and put an end to persisting inequalities by itself, as in many areas the centre of gravity for action lies at Member State level. Thus, the Commission's commitment to driving the gender equality agenda forward needs to be backed by a **reinforced partnership with Member States and with all other stakeholders**, building on a stronger governance at all levels: EU institutions, Member States, social partners and civil society.

By **integrating all relevant stakeholders in the preparation and follow-up of its future policy on gender equality**, the Commission aims at setting principles, objectives, priorities, and actions that are broadly **shared** by Member States, the European Parliament, social partner organisations, civil society, and other stakeholders. Only in that way the Commission's future policy commitment will provide a blueprint for all stakeholders to promote a gender equal European Union.

The **European Institute for Gender Equality** plays an important role in **providing expertise**, improving **knowledge** and heightening **visibility** of gender equality. The **Structural and Investment Funds, funding programmes** in different policy areas, and in particular the Rights Equality and Citizenship programme need to support the smooth implementation of the Commission's future policy commitment on gender equality. The implementation of gender equality methodologies such as **gender impact assessment** and **gender budgeting** (the implementation of a gender perspective in budgetary process) are key to promote gender equality and provide for greater transparency and enhance accountability, as central elements to effective governance. In that respect a **monitoring mechanism** remains necessary in order to follow-up the realisation of commitments in practice and to monitor progress. This also implies the development of EU gender statistics and indicators, as well as data disaggregated by sex.



The experience with the current Strategy on equality between women and men 2010-2015 shows that **despite actions already taken** by the Commission and other stakeholder to foster cooperation on gender equality, certain **challenges remain**, such as a lack of high-level political dialogue on gender equality at EU level, a lack of a formal joint responsibility between all stakeholders in realising the objectives set in a Commission’s policy commitment, the obstacles encountered in implementing a gender mainstreaming approach, the ownership and responsibility for the future. These are only few aspects and represent food for thought and discussion during the Forum.

Key priorities identified by the participants:

1. EU strategy
2. Tools
 - ⇒ Monitoring
 - ⇒ Financing
 - ⇒ Communicating
3. Stakeholders



Detailed output of the workshop:

<i>Priorities identified by small groups of participants that depending on the prioritisation given to them have been marked as “key priorities” (see above).</i>	Priorities	
	First round	Second round
EU STRATEGY		
The importance of having a new gender equality strategy at the EU level - also as a tool for gender mainstreaming apart from specific actions finding new concrete methods for gender mainstreaming	-	1
Gender mainstreaming needs to become a stand-alone goal within the new strategy on equity between men and women.	6	-
Full and effective implementation of gender mainstreaming		
‘Mainstreaming the gender equality reflections to gender policy governance structure’ - both EU level - national level		
To deal with differing views of gender equality and general policy-makers.		
Recreate a group of commissioners responsible for gender equality/gender mainstreaming.	-	-

Responsibility at the highest level is a prerequisite for progress.		
To what level EU should strategy from <u>top-down</u> <u>EU involvement</u> → laws/directives	-	-
Concrete 'stand-alone' gender equality strategy - Accountability - Dual approach: gender mainstreaming, specific actions	-	3
⇒ Stand-alone gender equality strategy ⇒ Gender mainstreaming ⇒ Dual approach	-	-
Political leadership and implementation of commitments	8	2
More competencies for the EU and more power and legislative power for the FEMM Committee		
The EU needs to provide political leadership in accelerating the achievement of women's rights in Europe - bringing together various actors and institutions - transparent and accountable - invest		
Have a <u>common EU strategy</u> to set goals/key issues for a more gender just Europe!	1	
Engage decision makers Empower them to be gender -equality champions	1	2
To ensure the process and xxx of the <u>European Union Strategy on Gender equality 2016-2020</u>		
What about a <u>new compulsory index on gender balance management</u> (i.e. key figures on women percentage on boards and executive committees) to be published in i.d. of companies. (Just the turnover, number of employees)		
The need for a new strategy for gender equality, with a strong political commitment and good governance.		1
TOOLS		
Legislation must focus on the individual liberation and not uphold a dependence of being part of a family (affects among others taxation, divorce, pension, child care, etc.)	-	1
Lack of EU-wide corporative information on gender equality, targets for progress and monitoring/sanctions for lack of progress		
Strengthen <u>links</u> between <u>stakeholders</u> and make them <u>do things together</u>		
Using <u>targets</u> as tool in governance system and then <u>indicators</u> to monitor the progress → ensure that targets and indicators made at EU level are used and implemented at national level		
INSTITUTIONS		
Include social partners into EU policy governance process in advance	-	-
EU level common standards for gender <u>equality bodies</u> as national institutions implementing EU law standards in practice for European citizens	7	1
Strengthen the role of equality bodies: similar standards and responsibilities for each member state		
Consultations with NNGGOs must be considered both at European and at national level – Communication and funding can be improved	-	-
How to achieve best cooperation & involvement of all relevant actors: Governments, civil society, women's movements, gender equality bodies	-	-
Involve local & regional governments	-	-
Strengthening of institutional mechanisms of gender equality, including	1	-

existence of EIGE		
Impose minister for gender equality in each EU country	-	1
Gender <u>strategy</u> and gender equality measures & targets need to be <u>strongly</u> reflected in EU economic policy like <u>semester process</u> or <u>procurement</u> (shifting from short-term to long-term thinking)	1	-
MONITORING & ACCOUNTABILITY		
Monitoring & sanctions	1	2
Stronger monitoring and accountability mechanisms in EC & towards member states		
Accountability and monitoring → needed for any objective yet → at EU and national level (measurable targets and indicators) periodic reporting		
Make national representative accountable at EU level	-	-
How to ensure/make all the agents in the system accountable?	-	-
Institutions being more engaged with what is going on in every country – fixing targets	-	-
How can we better define accountability and responsibility in gender equality? EU? Countries?	-	-
Link between EU recommendations and national states action plans for gender equality improved: focal points in each member state through regular meetings	1	-
Clear role from the Commissioner for Gender Equality in developing and implementing a strong EU strategy for Equality between women & men with measures, indicators, budget that can be monitored namely through having regular meetings of all EU Commissioners in charge of gender equality: Implementing it and using the EU Gender Equality Index as the baseline for analysis.	3.5	-
Standard/Accountability (EU/member states) – clarification positive action (and gender mainstreaming) to remove caution/inaction	4.5	-
FINANCING		
Financing/Funding <u>but</u> : reducing bureaucracy as an example for BAD governance	-	-
- Allocate empowerment gender equality funds	2	-
- Facilitate accession of civil society into programme funding		
Include gender equality criteria/clauses in allocation to national and EU funding	-	3
COMMUNICATION		
Easy access to best practices → coherence, transparency	-	-
Communication best examples:	2	2
- Why they work?		
- What are the benefits?		
Communication & best practices		

Additional observations:

Many participants in the workshop underlined the need for a new strategy for equality between women and men as a governance tool for gender equality at European level. Participants highlighted the need for all actors to work together to achieve full gender equality.

5. DEVELOPING CONCRETE PROPOSALS FOR POLICY

Whereas the first day of the Forum was dedicated to the identification of issues and priorities, the second day focused on the measures that need to be taken to address these priorities. Being encouraged to bring forward their own ideas, participants identified **35 topics** for policy intervention on which they wanted to elaborate in smaller groups. Throughout two sessions, participants joined as many discussion islands as they wanted, bringing in their own ideas and gaining insight from other participants. The topics of discussion varied from EU funding for gender equality to entrepreneurship to stereotypes to gender mainstreaming, and in many of the discussion islands the elements of the vision and the priorities developed during the first day of the Forum came back. Each discussion island was hosted by one of the participants, who were also asked to steer the discussion towards developing three proposals for policy/action. Following the group discussions, the hosts were asked to provide feedback to the plenary, highlighting the three proposals for policy/action.



concrete

A detailed account of the outputs produced in the discussion islands can be found in Annex II, while the titles of all 35 topics are listed below:

- Reconciliation for working carers: retain & regain access to the labour market for women with care responsibilities (care for ageing or disabled)
- Where's the money for women's rights & gender equality?
- H2020 – Gender mainstreaming extended to other funds, in particular the European Social Fund (ESF)
- Gender mainstreaming using gender budgeting
- Soft law – methodological tool to implement gender equality
- Lutter contre les stéréotypes sexistes/de genre
- How to spread good practices?
- Monitoring mechanisms for the new strategy
- Implement research-based knowledge on gender equality and gender diversity into the educational system
- Quotas as instruments
- Integrate maternity into labour market
- Women entrepreneurship
- Link/match between the future gender equality (GE) strategy and the SDGs/Post-2015 framework
- How can we put the right to equal pay for work of equal value into practice?
- Strengthen the gender dimension of the Europe 2020 strategy (mid-term review crucial moment)
- How to engage men in discussion?
- How to tackle multiple discrimination (inequalities, exclusion) in gender politics
- Need for gender mainstreaming in ALL migration & integration measures
- Young women and unemployment

- Effective strategy on violence against women (VAW) linked in an EU strategy on women's rights and gender equality
- Advancing women in the work life
- Ending sexual exploitation/prostitution and sex trafficking in Europe to reach equality between men and women
- A holistic approach on men and masculinities in gender justice
- Stereotypes in a digital society. New challenges and solutions
- Mainstreaming gender identity in gender equality. Rights of transgender persons
- Strong equality bodies as key actors for EU gender equality -> Full use of equality bodies' potential to ensure success on the ground of EU policies and law on gender equality
- Health
- Prevent abuse on internet
- Regional priorities in the new EU equality strategy
- Istanbul Convention (17 countries have ratified)
- Contribution of education and training (as human rights, preparing people for lifelong learning)
- Role of business
- Entrepreneurship & growth
- EU funding for gender equality

Graphical representation of the outcomes of the discussion islands



DEVELOPING CONCRETE PROPOSALS



DEVELOPING CONCRETE PROPOSALS

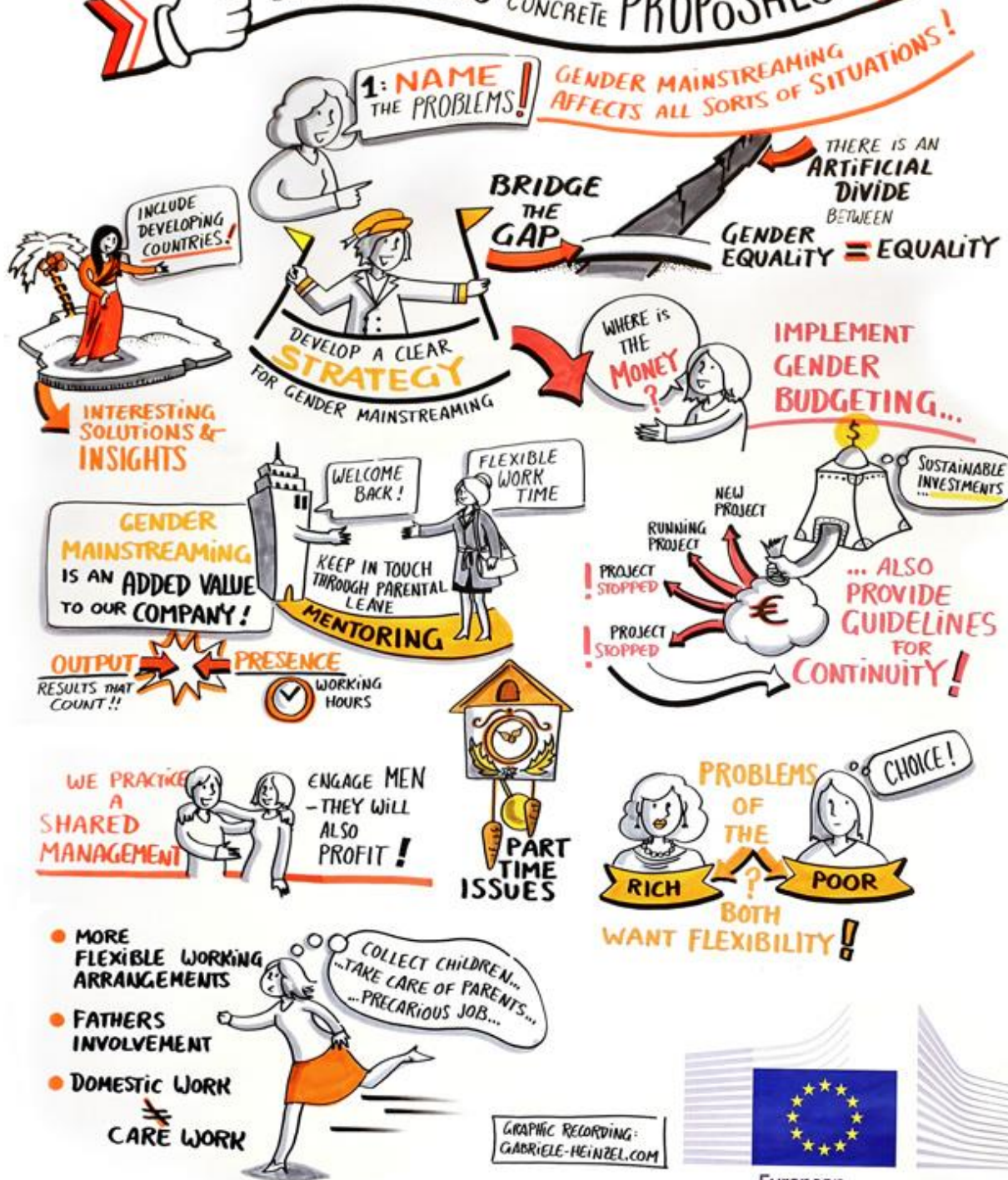


GRAPHIC RECORDING
 by GABRIELE SCHLIPF

Women ARE DIVERSE



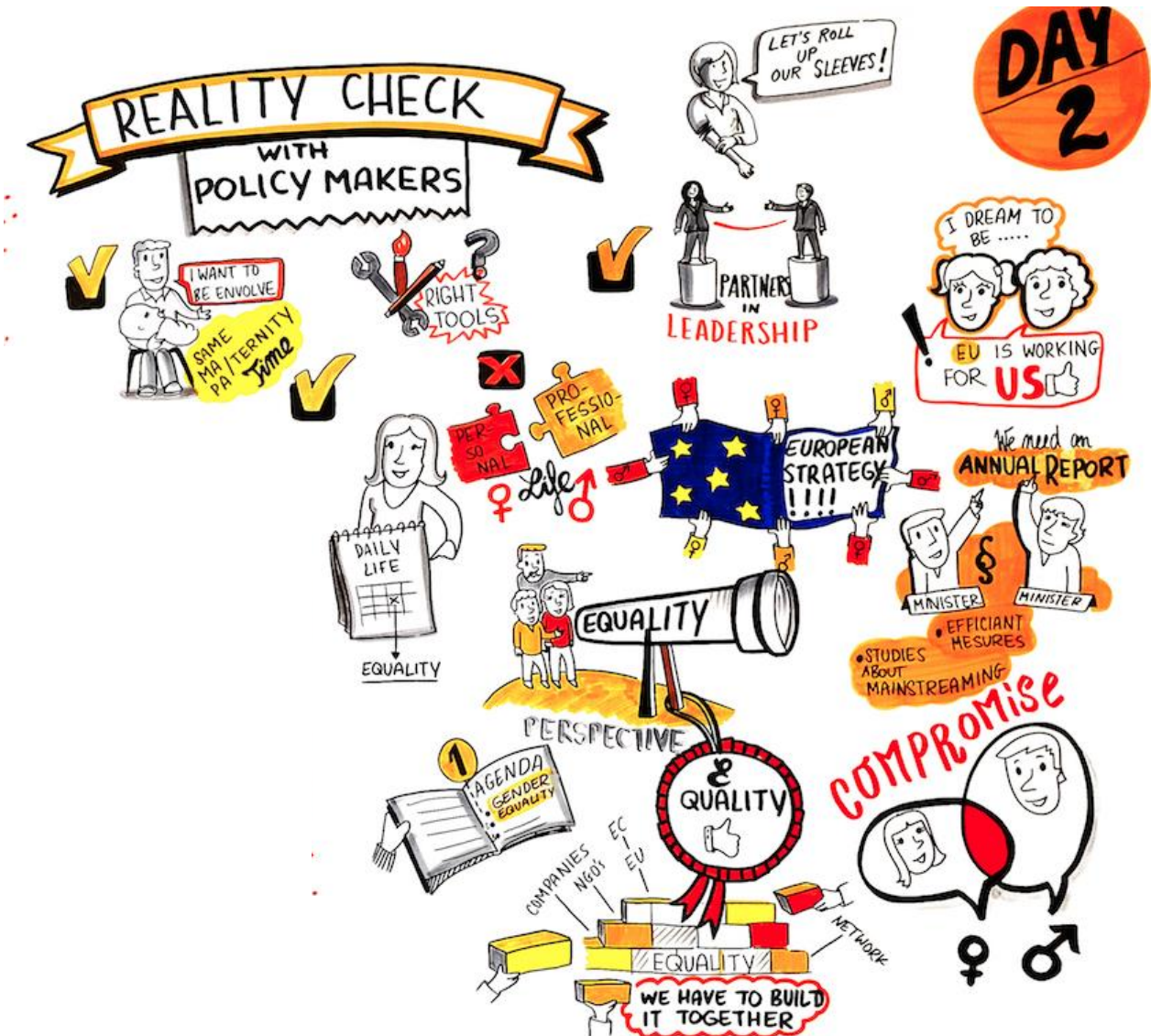
DEVELOPING CONCRETE PROPOSALS



European Commission

6. REALITY CHECK WITH POLICY MAKERS

After two days of discussing ideas for policy priorities, six policy makers from different parts of Europe ran the ideas developed by participants through a political reality check. All six policy makers agreed that the priorities and policy proposals identified represent major challenges that need to be addressed in order to reach a gender equal Europe. Specifically, they highlighted the following topics: equal pay, gendered violence, inequality on the labour market, caretaking, decision-making power for women (including in democratic representations), and work-life balance. When inquired about the role of the EU in tackling those topics, the policy makers stressed the fact that the EU should set a positive example and include gender equality in all policy areas, set a framework, determine concrete targets, and establish an effective monitoring system.



In summary each of the panellists voiced the following:

Teresa Morais, Secretary State of Parliamentary Affairs and Equality, Portugal:

A gender-equal Europe would mean that women and men have the same opportunities to develop their potentials; there would be no pay gaps or obstacles to reach decision-making positions. We would live in an environment without gendered violence and we would be able to effectively tackle inequality in the labour market and prevent violence against women or eliminate it altogether. In the EU public budget cuts are often compensated through other financing sources. In Portugal, for example, community funding has become more popular and those companies with more women represented in their boards receive more community funding. In general we need EU legislation on the gender pay gap, more funding for programmes on violence against women and a specific and inclusive strategy on gender equality with indicators and benchmarks. As her priority to realise her vision of a gender equal Europe, Teresa Morais chose tackling violence against women, which is one of her four priorities, taking for granted, of course, the fact that there will be a specific strategy for gender equality.

Elke Ferner, Parliamentary State Secretary to the Federal Minister for Family Affairs, Senior Citizens, Women and Youth, Germany

The key to a gender-equal European Union is that women (and men) need to be able to lead a good life even without having a partner. This also includes equal pay for equal work, which has not been achieved in any EU country. In Germany this gender pay gap is particularly big and it is alarming that management decisions taken without the involvement of women tend to go in the wrong direction. However, the goal should be to reach cooperation and any gender equality strategy needs to include both genders. Gender equal is constitutive for the European Union, but we have to revitalize it within the EU. Gender equality should be considered in all decisions and the EU should become a pacemaker for that. Gender equality should matter for the entire European Commission. This means that there should be no EU strategy that does not include gender equality, because gender equality is a good investment in the future and a more equitable society. In this respect, the European Commission should work more closely with equality ministries in member states. As her priority to realise her vision of a gender equal Europe, Elke Ferner chose a clear gender equality strategy for the EU, with clear objectives and a clear action plan that is promoted by each member state and involves NGOs.

Prof. Małgorzata Fuszara, Secretary of State, Government Plenipotentiary for Equal Treatment, Poland

In a gender-equal European Union there would be no violence and the Istanbul Convention would be ratified in all countries, like it was on this day in Poland (*applause from the audience*). We would live in a European Union where the needs of both sexes are recognised and met, e.g. medicines are tailored to the needs of both men and women. In this vision gender as social construct does not create problems and obstacles anymore, including the labour market, decision-making process and caretaking. Everybody is to be treated equally. The EU has the potential to give inspiration to a different type of work and new legitimization of questions on gender equality. We need a strategy on gender equality. As her priority to realise her vision of a gender equal Europe, Małgorzata Fuszara chose setting up a European Congress of Women, in addition to having a specific gender equality strategy.

Pascale Boistard, Secretary of State for Women's Rights, France.

In a gender-equal European Union gender equality has the role to strengthen democracy and freedom, allowing women to decide about their own fate. Europe needs to be engaged, including in everyday life, and needs to acknowledge the realities of violence, unequal pay, and lack of representation in decision-making. Women represent half of the population, so it is only fair that they find their way into democratic bodies and representations. In the EU all topics should be part of the gender equality politics.

Despite budget cuts, political decisions have to be taken. Civil society needs to be included in everything, especially where violence against women is concerned. The EU should set a positive example. As her priority to realise her vision of a gender equal Europe, Pascale Boistard chose that the equality between men and women should remain identified and subsumed in a specific strategy with clear objectives and the necessary financing.

Pernilla Baralt, State Secretary, Ministry of Health Social Affairs, Sweden.

In a gender-equal European Union targets are set and real equality is reached soon, and not only in 2070. Children should grow up in a Europe where they can dream of becoming whatever they want. The EU is essential in setting the targets and in providing the framework and processes to reach them. It can foster inclusive, sustainable growth. The Swedish government declared itself a feminist government, meaning that there is formal commitment and ownership. We should always consider the consequences of reforms for women and men, rather than just think about what the reforms would cost. Rather than having a maternity leave directive, the EU should plan for a parental leave directive. As her priority to realise her vision of a gender equal Europe, Pernilla Baralt chose a strong stand-alone strategy with clear targets to be discussed in the EPSCO Council, the Ministry of Finance and at the European Council level.

Iratxe García Pérez, Member of the European Parliament, Chair of the Committee for Women's Rights and Gender Equality

In a gender-equal European Union real work-life balance is possible, the gender pay gap is closed and a European strategy on gender equality is implemented. The economic crisis has affected many vulnerable sectors of the economy and society, as well as public services. This has had severe impacts on women, who are forced back into traditional roles limiting their participation in social and economic activities. Gender equality needs to be brought back to the forefront, and policies and legislations need to be coordinated to address the challenges. As her priority to realise her vision of a gender equal Europe, Iratxe García Pérez chose a specific strategy for the equality between men and women to which other priorities could be linked.

7. STEPS FORWARD

Salla Saastamoinen, Director of the Directorate for Equality in DG Justice and Consumers, expressed her gratitude towards the participants, who developed an enormous amount of ideas and proposals. The Director explained that the outcomes of the Forum would be complemented by other forms of consultation. The European Network of Experts on Gender Equality (ENEGE) has produced a **report on the visions on the future of gender equality** and citizens have been consulted via the Eurobarometer. The Advisory Committee on Gender Equality has equally been consulted and provided their opinion on the vision for a gender equal European Union. The European Commission annually reports on progress towards equality between women and men. Lastly, DG Justice and Consumers has produced a report on gender equality law in 33 countries. All of these documents can be found on the [European Commission website](#).

In addition, the consultation process started with a Ministerial Round Table in Rome under the Italian Presidency, and the Council agreeing on conclusions taking stock of the development in the last years and giving some ideas for the future. The European Parliament has produced a report on the work that has been done so far. Based on those achievements, the Commission is carrying out a **broad public consultation**, which was launched at the Forum and can be found [online](#). The Director invites all participants to distribute the link and to take part in the public consultation until July 2015. The challenge will be to find those priorities that tackle the most important gender equality problems and that are politically feasible in 28 member states and the European Parliament. The contributions by participants in this Forum are an integral part of the consultation process, and they will be elaborated in this report to give a detailed account on the discussion and outcomes produced.

Annex I – Detailed contributions to the visions development

The following information is transcribed in order of presentation and does not reflect any form of difference in importance. The transcriptions are literally taken from the contributions provided by the participants and are not interpreted in any way. Each of the contributions gives an answer to the general question: **How does a gender equal European Union look for me?**

management, boards, (European) decision-making

- Management of companies, not just the boards are more equal
- 50/50 in EU public sector (Commission, MEPs, Commission/DG Directorate Management)
- Europe 50-50 voice representation at all levels (Parliaments – Executive)
- No quotas needed, fair competition, women leader positions
- Women having the same chance as a man of reaching key positions
- Women on top of economic power
- Gender balance (=50/50) on boards of directors/executive committees (public & private sector) will be a reality so we don't need women on boards of organisations & policies to promote it
- Gender parity in decision-making
- Une Europe où le temps de présence au travail n'est pas le critère principal pour évoluer
- Transparency of salaries!
- Half the power, half the money and half the glory for ♀♀ and ♂♂
- Companies who care about gender equality & act
- Parity of women and men at all levels of decision-making
- Politically visible in public domain, e.g. political leaders in UK – women leaders are only in small parties
- Implementing quotas
- 50% women in all decision-making
- Gender equality – inside the leadership, political participation business initiative

parental leave

- Equal parental leave
- Lifelong parenthood = happiness
- Where man & women have same opportunities and share the care (parental leave)
- Paid non-transferable parental leave universally available
- Care for elderly + parental leave paid: 50% ♀ and 50% ♂ (except single parents)
- Set concept of *parentality* all along life (and bring idea of “individual right to *parentality*” mentioned by Brigitte Grésy)
- Shared parental leave, equal participation on the labour market
- Equal parenting, value both parents

ICT

- Gender Equality in Europe in the digital/ICT sector (participation)
- A gender equal Europe provides equal access and ownership for girls and boys to science and technology by eliminating gender stereotypes in the field

no gender stereotypes

- Change of stereotypes (from EU, home, school, etc.)
- Fight stereotypes in order to achieve equality
- When a man/ a woman say they are expecting a baby, people don't always ask "is it a boy or a girl?" because it does not matter
- No gender stereotypes anymore
- Fight stereotyping in all forms of discrimination (central aspect) intersectoral approach
- A gender equal Europe would be a Europe without gender stereotypes as barriers for (personal & professional) opportunities
- Europe with no stereotypes
- Mainstreaming to the level that it is totally natural
- Stop stereotypical/dualistic approach of gender equality: promote that it us a common issue for ♀ and ♂ that every inequality for one has a regulative impact on the other sex.
- Freedom of choice when it comes to being a mother and a wife (no stereotypes)
- That everyone can be whoever they want or do whatever they want without being hindered by gender stereotypes
- Combat stereotypes on roles
- Family is not only mum, dad + children –there are many kinds of families: Get rid of stereotypes (really!)
- Breaking down gender stereotypes for all
- Transform society to break up stereotypes

no violence

- Institutionalised, prioritised programmes on violence prevention – broad and life-cycle approached!
- Stop gender violence
- Europe free from violence
- No violence against women
- Stop violence against women, girls
- That training on violence against women and girls are part of training for medical education + asylum professionals
- Violence against women + girls is not tolerated + accepted by anyone
- Freedom from violence
- Europe free from gender-based violence
- A Europe where the fear of violence doesn't limit women's freedom (of movement, expression...)
- Europe without violence against women
- A Europe from gender-based violence, racism, xenophobia, homophobia and other forms of human rights violations!
- Il ne peut pas y avoir d'égalité de genre sans politique sociale ambitieuse et avec des services publics et des systèmes de protection sociale de haut niveau
- Freedom from all forms of violence

feminist men

- Only feminist men in Europe (all of them vocal in fighting for women's rights)

equal rights & legislation

- More progressive equality legislations & implementations
- Equal sexual and reproductive rights = access to contraception & abortion → key to independence of decisions
- Equal rights
- Equal rights
- Ensure implementation of EU rules/directives so that all EU members have same rights applied
- Equal opportunities, right to choose freely
- Inscription des droits sexuels et reproductifs des femmes dans la Charte Européenne des droits fondamentaux
- Equal opportunity & equal rights – for all – and in practice not only in theory → making gender “invisible”
- Women and men have the same choices in all aspects of life
- Gender will not be a factor when considering life choices

equality & work: pay & choices in professional life

- Equal opportunities at work & in family
- Identify & spread best practices at relationship level (couple, family, society)
- Equal pay & equal opportunity
- Living wage for men & women
- Equal recognition for “female” work and contribution to society
- The promotion of gender equality as an inherent part of economic policy, e.g. the gendered impact of economic crisis
- Equal pay for equal work
- No gender-bias when choosing profession, ending gender segregation in labour market
- Equality in payment
- Equal Pay Directive
- Cultural shift in perceiving men engaging equally in family life
- Close gender gap regarding women’s access to economic opportunities in private sector development
- Equal choices & capabilities
- European minimum wage
- Freedom to choose & follow the career you want with all support available
- Equal opportunities, taking into account the differences and irrespective of sex, colour, religion, nationality, age, gender identity and so on...
- European society without gender-based discrimination (equal pay and equal opportunities)
- Equal pay for equal work
- Equal career opportunities/family (not having to choose between boss/baby)
- Equal pay for equal work
- Human working conditions for everyone
- Europe without women in poverty: more women to have freedom to follow their choices, less women victims of violence
- Equal pay: wage equality is a central right for gender equality
- Same choices, equal treatment
- Close the pay gaps
- Change fundamentally the systems of management
- Change the system deeply

care paradigm change

- A new approach to valuing care – change policy, decisions, work, families
- Care economy
- Care work is equally shared & valued in society
- More investment in public care infrastructure
- Change of paradigm in care
- True equality for ♀ and ♂ to be able to care taking

shaping society/ equal power

- A Europe which is ruled equally by men & women, equally for women & men
- Equal power of women and men over their lives and in society
- Equal power for women and men to shape society and their own lives (free from violence!)
- An equal Europe is/will be the one where boys and girls (the citizens of tomorrow) may face their future the same
- Deconstruction of power systems that underpin inequalities
- Women and men are happier, because their relationship is based on equality, respect and justice. Families stay together. Children are happier in happy families. Parents who do care more and children are an asset to the EU.
- Be free & safe to explore & develop full human potential
- Equal power for women and men to shape society and their own lives

Istanbul Convention

- Cultura di genere, scuele, lavoro e sconfiggere violenza (Istanbul Convention)
- Istanbul Convention fully implemented all over Europe
- Ratify & implement Council of Europe Istanbul Convention to end violence against women

balance

- Apply gender neutral criteria in work/life balance
- Equal share between women and men of household duties
- Shorten working time for all = (family &) life friendly scheduling
- Reconcile work and family life to ensure health and emotional wellbeing for both women, men and children
- True freedom of choice to opt for family
- Take voice and actions for women who want to raise their children

education

- To achieve equality you first have to deconstruct cultural clichés concerning gender roles
- Raise awareness on what is gender equality
- Where we educate and invest in young women + men to eliminate gender stereotyping
- Educate to gender equality
- Children raised role-free: gender equality starts with behaviour change in the upbringing. It should feel natural before it is generally accepted.
- Education without stereotypes
- Focus on education & co-participation in a gender equal society
- Work on the grassroots of inequality (education against stereotypes), Lavoro sulle radici della diseguaglianza (educazione contro stereotipi)

- A gender-equal Europe is one where women are raised and especially educated with the belief that they can be entrepreneurs and can make it to the top.
- Full equality in society between women and men!! through education
- Education about equal opportunities

beyond men-women binary

- Gender equality that includes and goes beyond two mutually exclusive categories of men & women
- Men do not accept being limited by their gender
- Gender is more than male/female; it's also those who don't fit in the binary.
- There is no such thing as a 'masculine' or 'feminine' role
- De-gendering of all activities (professional + private)

stand-alone strategy

- Ensure a standing alone strategy on gender equality as a basis for European policies
- Standalone strategy for equality between women + men

democracy, principles & inclusive Europe

- Inclusive EU
- Europe with true human dignity for everyone
- Gender equality would mean peace and stability in Europe also in the long-term
- Gender budgeting & gender sensitive strategies/policies (gender mainstreaming)
- Gender budgeting
- Tackle multiple discrimination affecting women (race/class/religion/sexual orientation/age)
- More democracy in Europe (demographic legitimization of the EU)
- Women in all their diversity: Intersectionality, inclusive Europe, gender equality for all women, recognition that ♀ are not a homogeneous group
- Les femmes ont aussi besoin de services publics de qualité
- Europe free of violence and free of multiple gender discrimination and beyond
- Strong independent, well-resourced equality bodies to support victims of discrimination (and promote gender equality) in all EU countries, not only some of them
- Strengthen institutions like equality bodies to tackle discrimination and promote equality
- Low threshold support & remedies for victims of discrimination
- A space of real freedom for everyone, with no difference related to sex, sex orientation, beliefs, race, etc.
- Role leader of EU in gender mainstreaming
- Multiple layers of discrimination against women
- Europe leads on quality work regulation with no precarious work and recognition of care and reflects this in economic policy like semester process with gender pay gap + in-work poverty/key indicators
- Dignity for women in EU means: no violence, no precarious work, work-life balance, gender parity in democracy
- Inclusiveness

pension rights

- Europe without a gender pension gap
- Gender equality in old age

equal human beings/rights

- Women are considered real equal human being. Their body is not a battle of control & power → abortion legal, abolition of violence & prostitution & exploitation
- EU strong advocate (coherent strategy) of women's rights in Europe and in the world
- Funding for women's rights & organisation
- Most vulnerable women to be held as a frontier & standard for gender justice
- Make gender equality more concrete in the daily life of every one addressing concrete issues
- Create a citizens space to liberate speeches/experiences of inequalities and sexism (it's the first step)
- Human rights/women rights not negotiable for religious or cultural or nationalistic reasons.

bodies of women, health, sexuality

- Sexual + reproductive rights, include legal +safe abortion
- Health should be a determinant when considering inequalities

Annex II – Detailed outcomes of discussion islands

The following information is transcribed in order of presentation and does not reflect any form of difference in importance. Each of the discussion islands gives an answer to the general question: **What policy solutions do we need to work together on now, to bring forward a gender equal European Union?**

Reconciliation for working carers: Retain & regain access to the labour market for women with care responsibilities (care for ageing or disabled)
Who proposed the topic and who was there? <u>Host:</u> Confederation of Family Organisations in the EU (Coface) – Paola Panzeri (ppanzeri@coface-eu.org) <u>Participants:</u> NGOs, government representatives, business representatives, EU institutions
What are your 3 proposals for policy/action? <ol style="list-style-type: none">1. EU level policy standards and/or legislative framework for leave schemes (carers & parental leave)2. Gender sensitive impact assessment3. Ensuring that EU budget scrutiny do not impact public support to care services
Who will be impacted? Not answered
Who should be involved in making this happened (EU, national, regional level)? EU, national, NGOs, social partners
What are key conditions for success of your proposal? <ul style="list-style-type: none">▪ (Financial) accessibility of services▪ Raise awareness, especially among men▪ Vision of long-term consequences
Open questions: Not answered

Where's the money for women's rights & gender equality?
Who proposed the topic and who was there? <u>Host:</u> European Women's Lobby & Researcher - Joanna Maycock (joanna.maycock@womenlobby.org) <u>Participants:</u> 20 participants from EU institutions, UN, national & regional governments (FR, BE, FIN), NGOs (NL, Romania, Hungary, Austria, UK, Europe); migrant women
What are your 3 proposals for policy/action? <ol style="list-style-type: none">1. We need the EU strategy to include commitment to produce transparent <u>data</u> on investment & funding for women's rights by public bodies (national, local, EU); private sector & philanthropy: make <u>visible</u> (link to Gender Equality Index)2. The EU Strategy should support efforts to build more inclusive language to mobilise public pressure on public spending, <u>tax</u> & procurement linked to gender equality

3. The EU strategy must commit the European Commission to lead the way on developing & implementing gender budgeting, procurement, best practice

Who will be impacted?

These measures will have massive & transformative impact on European societies for men & women – ending transfer of money from men to women through tax & public spending systems. Impact on local, national & international parliaments, governments & NGOs.

Who should be involved in making this happened (EU, national, regional level)?

- The European Commission is leading & spearheading a new commitment & tools for gender budgeting & procurement practice.
- The European Parliament needs to hold men accountable.
- Local, national governments to provide data & commit to advancing.
- Women's organisations to campaign on results & generate new communication tools on these issues.
- Academics, EIGE (European Institute for Gender Equality) to produce data.

What are key conditions for success of your proposal?

- Real political will to make this happen.
- Resources to fund research, sharing, discussion & campaigning
- European Commission to publish 2008 feasibility study on gender budgeting
- Training for politicians, civil servants on why this matters & how to do it... and what happens if governments don't do it

Open questions:

Why has this been so hard to achieve up to now? Where is the good practice? Tools?

H2020 - Gender mainstreaming extended to other funds in particular the European Social Fund (ESF)

Who proposed the topic and who was there?

Host: Corrente Rosa - Serena Romano

Participants: NGOs, academics, government representatives, EU representatives.

What are your 3 proposals for policy/action?

General issue: The dilution of G.M in different funds leading to underfunding for gender issues

1. Training of National contact points and improvement in feedback effects
2. Capacity building related to gender in science and institutionalization of gender in science courses
3. For all funds, review mechanisms of penalties and incentives and monitor and report on the effectiveness of gender mainstreaming

Who will be impacted?

Scientific community, NGOs, N.C.P, EU

Who should be involved in making this happened (EU, national, regional level)?

- N.C.P
- EU
- EU Parliament
- NGOs

- Scientific community

What are key conditions for success of your proposal?

- Political willingness
- Consistency and continuity of approach - LT process

Open questions:

Political will

Gender mainstreaming using gender budgeting

Who proposed the topic and who was there?

Host: Bureau of European Policy advisers of the European Commission - Agnes Hubert

(agnes.hubert@ec.europa.eu)

Participants: 20 participants from UN Women, HCE France, EIGE, Gender 5Plus, Yellow Window, UK and campaigning for Gender Equality, The European Women's Lobby (EWL) Romania, Vienna organizations forum on Gender Studies in Balkan countries, Network of Migrant women, Ministry of Employment and the Economy Finland, University Women's Association, researchers

What are your 3 proposals for policy/action?

1. Clear indication in the strategy that Gender Impact Assessment (GIA) and gender sensitive budgeting will be implemented within the next 2 years.
2. Use the structural funds to make the EU legitimate by clearly using funds to promote Gender Equality (FIN/FR)
3. Take gender Mainstreaming as a standalone issue in the strategy
4. Create space to debate, exchange on fairer use of public budget
5. Public procurement: inform adjudicators how they can use their power to choose contractors who do gender equality audits, etc.

Who will be impacted?

- Integrating equality into policies and programs at EU and National level is the best way to promote a fairer society for all.
- Legitimacy at the EU: Gender fair distribution of money is essential for legitimacy

Who should be involved in making this happened (EU, national, regional level)?

- The European Commission should lead and involve other levels, EU institutions and NGOs

What are key conditions for success of your proposal?

- Political will and Human xxx financial dedicated resources
- Gender training within the European Commission to familiarize decisions of officials with concepts of methodologies
- Combine Gender Mainstreaming and positive action

Open questions:

- Why the commitment to gender mainstreaming contained in the Treaty (since 97 Amsterdam) been so neglected by EU institutions?
- Why not celebrate 20 years for Gender Mainstreaming in 2016?

Human rights (HR)

Who proposed the topic and who was there?

Host: European Women Lawyers Association - Jackie Jones

Participants: Iceland, Austria, France, UK, Norway, Ireland

What are your 3 proposals for policy/action?

One Chapter/Section in new Gender Equality strategy on human rights

1. Re-commitment, and implementation, to the Beijing Platform for Action and CEDAW **in full**
2. Strengthen HR not only through law but education, culture, institutions
3. EU charters proof future legislation/policies with specific impact assessments e.g. A 21/23 EU charters
4. Strengthen compliance and accountability mechanisms of the EU and Member States on human rights. Pre-condition of EU membership.
5. Sexual and reproductive rights should be recognized and implemented as a fundamental human right. This includes abortion, IVF, surrogacy, etc. There cannot be religions interference with this.
6. More effectively engage young people, using their HR and recognizing others HR e.g. intervention

Who will be impacted?

All those in the EU and externally engaged

Who should be involved in making this happened (EU, national, regional level)?

- All governance levels and individuals

What are key conditions for success of your proposal?

- Leadership and commitment at highest political level as well as person on the street, e.g. young people

Open questions:

Commercialization of the body; prostitution being counted, as GDP- should be stopped; violation of human rights.

Soft law - Methodological tool to implement gender equality

Who proposed the topic and who was there?

Host: FONDS DE DOTATION ARBORUS, Cristina Lunghi (arborus@arbours.org)

Participants: Najat Lechguer, Diversity, Equality Manager – GE, Randjelovic Stevan EACA, private companies

What are your 3 proposals for policy/action?

1. Promotion of soft law at European level by the EU institution
2. Support the GEEIS (Gender Equality European and International Standard) which is a methodology tool for equality
3. Communicate/ publish best practices and the list of CIC (community interest companies)/organizations certified GEEIS

Who will be impacted?

- Companies and general audience

- Consumers

Who should be involved in making this happened (EU, national, regional level)?

- EU institutions
- National level
- Companies

What are key conditions for success of your proposal?

- Promotion of soft law by EU among business
- Business companies
- Promotion in general audience

Open questions:

- Involvement/ engagement of the stakeholders
- Impact

Lutter contre les stereotypes sexistes/ de genre

Who proposed the topic and who was there?

Host: Ministère des Affaires Sociales, de la Santé et des Droits des Femmes - Fanny Benedetti

Participants: ILGA-Europe, syndicats, entreprises, Commission, gouvernements

What are your 3 proposals for policy/action?

1. Valoriser les bonnes pratiques existantes au niveau national dans les domaines clés : éducation (PRECOCE); media entreprises --> lutte tout au long du cycle de vie xxx
2. Financement d'appel au projet sur ce thème
3. Conditions pitié des financements (clause spécifique de non-renforcement des stéréotypes de genre)

Who will be impacted?

Not answered

Who should be involved in making this happened (EU, national, regional level)?

- Commission
- E.M.
- Regions

What are key conditions for success of your proposal?

- Efforts de communication pour prévenir les résistances

Open questions:

Mesurer/évaluer l'impact des campagnes et des financements

How to spread good practices?

Who proposed the topic and who was there?

Host: DG Translation, Equal Opportunities Group – Sandor Kovacs

Participants: Marta Arrizabalaga, Carla Bros Sabra, Jean-Michel Monnot, Julia- Adreia Leopold, Jackie Jones

What are your 3 proposals for policy/action?

1. Spread gender balanced management team model

Who will be impacted?

Any organisation

Who should be involved in making this happened (EU, national, regional level)?

Any organization with complete influencing strategy. Preferably at the EU Level.

What are key conditions for success of your proposal?

- Identify a good practice
- Make it attractive, elaborate natural consequences
- Identify crucial moments: formation of management team
- Identify vital behavior: Go for gender-balanced team; make it natural

	Motivation	Ability
Individual	Why?	Case-study, how?
Social	Social pressure	Multilingual, digital mentoring
Object	Index for <ul style="list-style-type: none">▪ engagement▪ commitment▪ performance▪ reputation	

Open questions:

- Who should coordinate it?
- Who should do it?

Monitoring mechanism for the new strategy

Who proposed the topic and who was there?

Host: Private expert- ASESOG Brigitta (baseskog@telia.com)

Participants: 5 representatives from ministries (FR, FI, PT, IS, SE), 2 CSO'S (PT & IE), 1 representative from EU Commission

What are your 3 proposals for policy/action?

1. Strengthen the new strategy by including time-bound targets (some are already to be found in other processes, for example BPfA, the post-2015 UN Agenda, EU 2020)
2. The council should endorse the new strategy and ask for a monitoring mechanism
3. A monitoring mechanism including a Commission endorsed annual report (communication) in order for the Member States to monitor and follow up the strategy by adopting Council conclusions and for the social partners and NGOs to deliver shadow reports.

Who will be impacted?

All citizens of the EU community

Who should be involved in making this happened (EU, national, regional level)?

The EU level, the Commission, the Council, the Parliament and the social partners and NGOs

What are key conditions for success of your proposal?

- Political commitment in the Commission and in the Member States
- The EU Parliament's commitment. They could call for a strong monitoring mechanism.

Open questions:

The relation to other monitoring mechanisms, BPfA, EU2020, the COMs impact assessment.

Implement research-based knowledge on gender equality and gender diversity into the educational system**Who proposed the topic and who was there?**

Host: Mangfold – NØRGAARD Cecilie (cn@cecilienorgaard.com, cecilie.norgaard@mail.dk)

Participants: Allan Jones (EBU), Maxime Forest (French high gender equality council), Susan Flochen (ETUCE), Ilze Burkevica (EIGE)

What are your 3 proposals for policy/action?

1. EU can play a more visible role in the legitimacy of research-based gender knowledge
2. Not only recommendations, but guidelines on how to implement gender mainstreaming and research-based knowledge into education (from kindergarten – to university)
3. EU creating framework, also for organization of the work/ repetition, who is doing what and when! At the national level.
4. Monitoring

Who will be impacted?

Researchers, teachers, educators, pupils, society as a whole.

Who should be involved in making this happened (EU, national, regional level)?

All levels

What are key conditions for success of your proposal?

Not answered

Open questions:

I (together with a Nordic group of Universities and Institutions) am working on a vision called 'The Nordic Gender Certificate'. But maybe it would be meaning to think it into a European tool. A strategic tool for change!

Quotas as instruments

Who proposed the topic and who was there?

Host: Centre for Inclusive Leadership- Mirella Visser

Participants: 22 participants

What are your 3 proposals for policy/action?

1. Quotas as part of broader policy on diversity and gender- balance, EU should raise awareness too
2. Pressure and leverage is needed; positive incentives
3. Transparency
4. Exchange of best practices to learn of different approaches in EU
5. Beware: EU database is only reflecting a small number of big companies; in many countries the results are much worse for all companies → urgency!

Who will be impacted?

Not answered

Who should be involved in making this happened (EU, national, regional level)?

All governance levels and companies

What are key conditions for success of your proposal?

Not answered

Open questions:

Not answered

Integrate maternity into labour market

Who proposed the topic and who was there?

Host: European Delegation 'Make Mothers Matter' - Olalla Michelena (olalla@mmmeurope.org)

Participants: Alice-Mary Higgins, Veronique de Baets, Muriel Bissieres

What are your 3 proposals for policy/action?

1. Not to drop the maternity leave directive (only by framework) now that new international framework will be in place (sustainable development law) with a gender equality objective
2. Flexibilisation of parental leave to 1/5 time or others, not only 50 or 100% until children are 10 years
3. European time credit legislation and flexibilisation of working time (right to request at EU level intended in working time directive review)

Who will be impacted?

All the workforce, I would facilitate access of parents (mothers) to the workforce

Who should be involved in making this happened (EU, national, regional level)?

The Commission, social partners and NGOs, companies, national authorities

What are key conditions for success of your proposal?

- Make the business case for productivity and impact on demographic challenge and employment
- Impact assessment and evidence based policy. Check what works!

Open questions:

- What to include in the new revised version of maternity leave directive?
- What to include as soft law in the EU reconciliation policy?

Women entrepreneurship**Who proposed the topic and who was there?**

Host: Unioncamere- Marco Bonfante (marco.bonfante@sistematicamerale.eu)

Participants: Paula Fitzsimons, Lieppe-Adalmina Koivuneva, Siusi Cassacia

What are your 3 proposals for policy/action?

1. Data monitoring; presenting the results
2. Dissemination
3. More ad hoc funding
4. More dialogue

Who will be impacted?

Not answered

Who should be involved in making this happened (EU, national, regional level)?

- EU, local authorities, national agencies

What are key conditions for success of your proposal?

- Funding
- Awareness
- EU added values
- Microloans

Open questions:

- How can we spread effectively success stories across homogenous EU?
- Awareness programs?
- How to communicate results? Show difference

Link/Match between the future gender equality (GE) strategy and the SDGs/Post-2015 framework**Who proposed the topic and who was there?**

Host: UN Women- Dagmar Schumacher (unwomen.brussels@unwomen.org)

Participants: Adviser to French Minister of State for Women's Affairs, Haut Conseil à l'Egalité entre les femmes et les hommes-France, Austrian Government- Ministry of Women's Affairs, Friedrich Ebert Foundation

What are your 3 proposals for policy/action?

1. Ensure link between SDGs and future GE strategy
2. Make sure the commitment of the EU to SDGs at international level would be reflected in internal strategy and be more ambitious
3. Ensure coherence between GAP2 strategy and SDGs monitoring of commitments, and make sure SDG targets/indicators are reflected in the GE strategy

Who will be impacted?

- EU citizens
- All DGs

- Member States

Who should be involved in making this happened (EU, national, regional level)?

- All the DGs/entire Commission/ college
- Member States
- GE departments and bodies
- Civil society

What are key conditions for success of your proposal?

- Political commitment for strategy
- Policy dialogue between responsible parties for SDGs and for GE strategy
- Have comprehensive strategy for both internal and external action

Open questions:

Not answered

How can we put the right to equal pay for work of equal value into practice?

Who proposed the topic and who was there?

Host: Ombud For Equal Treatment Austria- Theresa Hammer

Participants: Trade Unions, Members of Equality Bodies, Employer's associations, scientists of economy, NGOs

What are your 3 proposals for policy/action?

Perspective of equality bodies and employees representatives

1. Binding EU legislation on a common definition for equal value- job evaluation systems (Commission's recommendation on equal pay 2014) → A common binding standard for all member states
2. Transparency requirements

VS

Perspective of employers' associations

3. Freedom of the employer/ the economy

Who will be impacted?

- Women, not only but especially women in less paid jobs and precarious jobs (refuse workers and care workers old people care homes)
- Impact also on social partners (would need to include it in their bargaining process)

Who should be involved in making this happened (EU, national, regional level)?

- EU
- Social partners

What are key conditions for success of your proposal?

- The discussion always shows that a common understanding of this problem even of the definition 'equal value' cannot be reached (especially equal treatment VS employer's interests). That's why it needs binding EU legislation.

Open questions:

Not answered

Strengthen the gender dimension of the Europe 2020 strategy (Mid-term review crucial moment)

Who proposed the topic and who was there?

Host: European Women's Lobby- Mary Collins (collins@womenlobby.org)

Participants: Equality Bodies (Spain, Belgium), Trade Union (Germany), European Institute Gender Equality, Women's Lawyers Association, European Investment Bank, European Women's Boards, Services to individuals

What are your 3 proposals for policy/action?

1. Add to the title of the EU2020 strategy: smart, sustainable, inclusive gender equal growth, (allow to access the current 'growth' model) without gender specific reference-impossible to reach the current 5 deadline objectives)
 - Add new objective at least 40% gender balance: decision-making
2. Strengthen existing mechanisms and synergies
 - AGS: section on gender equality building on progress reports and European gender equality strategy
 - CSRs: on gender equality in all countries (targets, indicators, to monitor gender budgeting (connect macroeconomic level)
3. New flagship-constitution initiative on gender equality

Who will be impacted?

- National decision-makers, national monitoring mechanisms
- European decision-makers
- Civil society

Who should be involved in making this happened (EU, national, regional level)?

- European Institutions (highest political level – Commission)/Council (Member States)
- European Parliament
- Civil (national and European) society-civil dialogue: consultation, monitoring, evaluation

What are key conditions for success of your proposal?

- Creating ownership: political willingness at highest political level, consultation, communication follow-up
- Use existing reports (progress on equality between women and men), indicators (social scoreboard), investment plans

Open questions:

- Need to name gender equality in EU2020 strategy → give mandate for investments (e.g. EIB)
- Need to reconnect economic will gender equality: assess whether the current economic model is ensuring gender equal smart, inclusive and sustainable growth.

How to engage men in discussion?

Who proposed the topic and who was there?

Host: ETUC- David Joyce

(David.joyce@ictu.ie)

Participants: not mentioned

What are your 3 proposals for policy/action?

1. Find more ways to incentivize men to avail of family leaves/issue of payment in parental leave/ paternity leave/ strengthen legal framework

2. Helping to reimagine 'masculinity'; caring masculinities/ more positive role models and helping to build the case of mutual benefits for all of gender equality and that men are in fact losing out on opportunities to be better human beings
3. More opportunities for dialogue between men and women/ better understanding of what we want, more surveys

Who will be impacted?

Men and women

Who should be involved in making this happened (EU, national, regional level)?

- We all have responsibilities but EU initiatives can promote
- Social partners/ Equality bodies/NGOs/EIGE?
- Collective bargaining

What are key conditions for success of your proposal?

Political will

Open questions:

- Who will the leaders be?

How to tackle multiple discrimination (inequalities, exclusion) in gender politics

Who proposed the topic and who was there?

Host: Eva Nikell, The Swedish Equality Ombudsman
(eva.nikell@do.se)

Participants: Equality NERs/Finland, Equality Ombudsman in Sweden, NEB in Germany, Equinet, ENAR, Transgender Europe, Social Affair/Health, Soraya Post, Human Rights Institute

What are your 3 proposals for policy/action?

1. Breaking down of the generalized analysis of gender inequalities, taking in other forms of inequalities and combinations of multiple discrimination- research, data, quantitative, qualitative.
2. Empowerment/funding of civil society to act jointly on different questions, language-human rights or gender equality?
3. A strong human rights structure is needed in the EU. Talk more about gender equality policies in terms of human rights and fairness in society not so much because of economic growth
4. Speak about vulnerable situations and about vulnerable groups. Because we need broken down data on who gets the precarious jobs, who gets the wealthiest positions.
5. Gap in EU- legislation, some discrimination grounds are covered, some are not. **ENAR:** the horizontal directive is still under discussion.
6. Gender discrimination is key. Roma women, recognition of the different forms of discrimination in all spheres of society. Concrete facts and figures broken down in its different components ('equalitystatistics').
7. Break the artificial divide between 'gender equality' and other forms of equality.

Who will be impacted?

Everybody!

Who should be involved in making this happened (EU, national, regional level)?

- All levels, extra important with civil society. Affected groups will have to propose their own understanding and solutions.

What are key conditions for success of your proposal?

- Having a long term perspective
- Mobilizing civil society, affected groups.
- Questioning the generalized picture
- Cooperation between civil society and academic centers.

Open questions:

- How to introduce 'new questions', challenging existing language, notions, the picture of the 'victim' etc.?
- How to involve the formal leadership?

Need for gender mainstreaming in ALL migration & integration measures

Who proposed the topic and who was there?

Host: European Network of Migrant Women - Anna Zobnina
(zobnina.a@medinstgenderstudies.org)

Participants: DG justice, Gender Equality unit; Austrian Women's Ministry, Italian Coordinator EWL, Austrian Chamber of Commerce

What are your 3 proposals for policy/action?

1. Integration measures needs to be strongly present both under DG Just and DG HOME
2. Measures addressing **legal dependency** (on spouse or employer) of migrant women (effect on violence against women, entrepreneurship)
3. Commitment to programs for integration and empowerment of migrant women (entrepreneurship, active citizenship)
4. Clear gender monitoring mechanisms/indicators in migration policies and measures and practices (data collection, policy impact and outcomes, services offered)

Who will be impacted?

Migrant women, European women and European families, EU Economy

Who should be involved in making this happened (EU, national, regional level)?

- All relevant DGs (DG Home, Just, Employment) with FG Just leading the process
- Local authorities/municipalities
- Organizations working with migrant women (migrant women- organizations)

What are key conditions for success of your proposal?

- Gender mainstreaming and gender monitoring in migration and integration, a separate clause in Gender Equality Plan
- Funding for migrant women organizations who carry work with migrant women

Open questions:

- Who is accountable for integration at intra-EU migrant women?
- Which DG is in charge of monitoring gender discrimination in migration and integration policies, DG Home or DG Just?

Young women and unemployment

Who proposed the topic and who was there?

Host: Center of Women's Studies, Croatia - Radojka Boric (rada.boric@zenstud.hr)

Participants: Janina Mackiewicz- Eurocadres, Jasna Jeram- Ministry of Labour, Family, Social Affairs and Equal Opportunities; Equal Opportunities Department, Kornelia Lienhart (Austria, Economic Chamber), Daniela Vartari (Valencia Region), Claudia Ritter- The Sofia Foundation, Armanda HOXHAJ Young Women Christian Association of Albania, European YWCA, Maria Garrido Anllo (CEOE Delegation to the EU), Netherlands Coordination to European Women's Lobby (NCEWL), ETUC

What are your 3 proposals for policy/action?

1. Strengthen employment policies that enable young women to enter the labor market more easily
2. More career counseling for young women in different fields
3. Education on gender issues to be cross sectorial: employers, schools, universities (from kindergarten to labor market)

Don't forget the young women during the economic crisis.

Who will be impacted?

Young women, labor market, society as a whole, state

Who should be involved in making this happened (EU, national, regional level)?

All levels, however, strong recommendations from the EU and implementation on national level

What are key conditions for success of your proposal?

- EU2020 strategy should also focus on young women unemployment
- Member States to implement positive measures to advance young women's employment
- Gender focused education and modernizing studies to become more interdisciplinary.

Open questions:

- How to re-evaluate the cost of care work? (e.g. how women's work would be valued at higher level')

Effective strategy on violence against women (VAW) linked in a EU strategy on women's right and gender equality

Who proposed the topic and who was there?

Host: Digital Leadership Institute- Rosanna Kurrer (info@dlii.org)

Participants: Council of Europe, EIGE, Danish Government (the Danish participant stated that Denmark is supporting gender equality and the work to end VAW), Academics/Spain, FGMNetwork, WAVE

What are your 3 proposals for policy/action?

1. A strong and effective EU strategy including instruments to prevent and eliminate all forms of violence against women (FRA study shows concerning figures). And this strategy on VAW needs to be linked with a strong and effective EU strategy on women's rights and gender equality (recognize the link between VAW and gender inequality)
2. Adequate resources to develop and implement the strategies/instruments from proposed point 1, including improvement of data collection and a year against VAW 2017.
3. EU ratification of the Istanbul Convention

Who will be impacted?

All women in the EU by reducing by reducing the level of violence against women

Who should be involved in making this happened (EU, national, regional level)?

- EU, Commission, Council, Parliament (See resolution for 2014)
- Member States (implementing strategies/instruments on the national level)

What are key conditions for success of your proposal?

- Strong political will of the Commissioner Ms Jourová and the Commission to reduce the level of VAW and gender inequality in the EU
- Working together of EP, Commission, Council
- Support of the EU Member States

Open questions:

- Methods of data collection
- Observatory EIGE
- Resources for data collection

Advancing women at the work life**Who proposed the topic and who was there?**

Host: COFACE - Confederation of Family Organizations in the EU- Agnes Uhereczky
(auhereczky@coface-eu.org)

Participants: Business, trade union, civil society

What are your 3 proposals for policy/action?

1. Political will → we need a different kind of leadership
2. Culture change → champions (men!)
3. Showcase good examples → line managers, business case, European Commission/ European Parliament institutions should give a good example
4. Break the prejudice/preconception chain women-care-cost=problems

Who will be impacted?

Whole of Society, women, men, families, business

Who should be involved in making this happened (EU, national, regional level)?

- European Commission
- European Parliament
- Member States

What are key conditions for success of your proposal?

- Training → Line managers
- Very clear policies and practices
- Paradigm shift
- Spot indirect discrimination

Open questions:

Not answered

Ending sexual exploitation/prostitution and sex trafficking in Europe to reach equality between men and women

Who proposed the topic and who was there?

Host: European Women's Lobby - Pierrette Pape

Participants: European Women's Lobby and French High Council for Equality between men and women, NIWEP (Northern Ireland), YWCA- Europe, CGT (FR trade union), MenEngage/Men for Gender Equality, CIEF (FR), No peace without justice (IT), ENoMW

What are your 3 proposals for policy/action?

1. Go back/cancel Eurostat request to Member States to include prostitution in GDP and measure cost of prostitution (on society and on fiscal evasion)
2. A directive against sexual exploitation (article 83 Treaty!)
3. Funding for activities/programs on exit programs and on prevention /educative campaigns towards young people and men

Who will be impacted?

- Women, especially women in prostitution and migrant women
- Men, young people
- Society, police (can support gender equality and fight trafficking)

Who should be involved in making this happened (EU, national, regional level)?

- European Parliament has already delivered its position: resolution 26/02/14 (Honeyball)
 - European Commission and Council take position that
- ⇒ Prostitution and Trafficking in Human Beings (THB) are linked
- ⇒ Prostitution is VAW
- Some Member States can show good practices (SE, FR, IR)

What are key conditions for success of your proposal?

- Understand prostitution in the continuation of VAW, its links with sexism/sexist pop culture, pornification, maintaining objectification of women's bodies (stereotypes), link with new forms of VAW (street harassment, cyber violence) → impact on young people, challenge masculinity and power
- Intersectional approach: many sectors/ EU policies concerned: development, act, education, poverty, migration, minorities, health, post-2015 and credibility of EU in international scene

Open questions:

- Do we really want gender equality and to dismantle patriarchy if we don't want to address prostitution and its impact on gender equality?

A holistic approach on men and masculinities in gender justice

Who proposed the topic and who was there?

Host: Men for Gender Equality (MFJ), Sweden - Tomas Agnemo, Jens van Tricht (info@mfj.se)

Participants: Rebecca Collins, David Joyce, Emile Hofhuis, Johannes Hingel, Elena Mariagrazia Falcomata, Marino Di Nardo, Anna Szmytkowska, Lorenza Spiteri, Men Engage Europe Network, Salla Marita Saastamoinen

What are your 3 proposals for policy/action?

1. Campaign as a start of the processes of engaging with awareness and education
2. Support networks, NGOs, civil society working with men/boys and gender justice
3. Funding for transformative work with men/masculinities (not at the cost of women's organizations)

Who will be impacted?

Everyone, gender transformative!

Who should be involved in making this happened (EU, national, regional level)?

All governance levels

What are key conditions for success of your proposal?

- Men step up! Role models! Grassroots-personal change
- The messages society/we send to men
- Messages in media on gender stereotypes-change!

Open questions:

- Rethink gender! Holistic approach!

Stereotypes in a digital society. New challenges and solutions**Who proposed the topic and who was there?**

Host: Isabelle Wickler (Luxemburg) (Isabelle.wickler@mega.etat.lu)

Participants: Rosanna Kurrer (Digital Leadership Institute), Allan Jones (EBU), Andrieux Marie -Ange (EWOB), Reynosa Sobine-CGT France, Marion Minis-NCEWL-NL

What are your 3 proposals for policy/action?

General challenges are:

- ⇒ Accelerating of the stereotypical circulation and impact because of high speed communication
- ⇒ Quick changing of stereotypes themselves; content

Specific proposal: working on positive role models for women at different levels

- ⇒ Education: formal and informal: skill up the girls (technical and coding)
- ⇒ Companies: internal quota in digital sector
- ⇒ National policies: training in house, awareness raising, promoting the theme

Who will be impacted?

- Girls and women
- Parents, teachers, NGOs at a young level
- Companies
- Society in general

Who should be involved in making this happened (EU, national, regional level)?

EU: put into line in the Agenda 2020

What are key conditions for success of your proposal?

- Awareness raising at all levels of stakeholders (EU level)
- Promote women entrepreneurship in ICT (EU level)
- Encourage companies to have internal quotas in digital sector (EU level)
- Tax innovation for training in ICT (EU level)

Open questions:

Not answered

Mainstreaming gender identity in gender equality, rights of transgender persons

Who proposed the topic and who was there?

Host: Transgender Europe - Julia Ehrt and Kristin Tran, European Parliament - Soraya Post (MEP) (julia@tgeu.org)

Participants: Rebecca Collins, Maria Neophytou, Eava Raevaara, Johanna Hautakorpi, Jacob (Danish Representation), Pavlina (Europe Youth Forum)

What are your 3 proposals for policy/action?

1. European Commission acknowledges that the concept of gender goes beyond men and women and mainstreams gender – non binary language in the future gender equality strategy
2. Explicit references to gender identity in gender equality framework in all sectors (e.g. economic independence, stereotypes, violence) and showing them and intersectorial approach in general
3. European Commission promotes good legal gender recognition (LGR) legislation to Member States and highlights the relevance of LGR in accessing the job market and travel freely in the EU
4. Collect data disaggregated by gender identity

Who will be impacted?

- Everybody as gender identity and gender expression is in the core of gender stereotypes
- Transgender persons

Who should be involved in making this happened (EU, national, regional level)?

- EU Commission
- Member States
- Civil society organizations

What are key conditions for success of your proposal?

- Political leadership of decision makers and of the stakeholders involved
- Communication efforts that gender identity issues benefit everybody and not only transgender persons because they are in the core of stereotyping
- Empowerment and support of civil society actors
- Activate friendly Member States
- Collaborate with other groups

Open questions:

- How to further extend legal framework EU discrimination protection of transgender persons?

Strong equality bodies as key actors for EU gender equality

⇒ Full use of equality bodies' potential to ensure success on the ground of EU policies and law on gender equality

Who proposed the topic and who was there?

Host: Equinet- Ilaria Volpe (Ilaria.volpe@equineteurope.org)

Participants: European Women's Lobby, ECNI (European Commission for Northern Ireland), Equality Ombudsman in Sweden, FADA (German Federal Anti-discrimination Agency), Austrian Equality Ombudsman, academia

What are your 3 proposals for policy/action?

1. EU standards for equality bodies concerning independence, mandate, powers (e.g. going to court), human (e.g. one person is not enough) and financial resources (as UN level has NHRIs) - monitoring of these standards

2. Ensure power to equality bodies to access information necessary to investigate cases to readdress discrimination (e.g. equal pay cases) without data protection impediments
3. Equality bodies have accountant role on ensuring gender mainstreaming (gender budgeting, equality plans, equality audits, equality impact assessment, monitoring, advise to policymakers, research on situation of women) → they have to be able to do so by EU level (e.g. funding and mandate)

Who will be impacted?

EU citizens discriminated against and EU duty bearers (employers, providers of GRS, public decision-making bodies at national level) as they are supported by equality bodies

Who should be involved in making this happened (EU, national, regional level)?

- EU level (ensuring common standards) and national level

What are key conditions for success of your proposal?

- EU level (EU institutions) fully integrating equality bodies as key stakeholders for EU governance for gender equality
- Acknowledgement of roles of equality bodies as central institution, different from civil society and government
- Ensuring institutional architecture implementing EU law and policies on gender equality

Open questions:

Not answered

Health

Who proposed the topic and who was there?

Host: National Gender Equality Committee- Edite Kalnina (edipsi@yahoo.com)

Participants: European Institute of Women’s Health- Peggy Maguire, Isabel de la Mata- European Commission

What are your 3 proposals for policy/action?

1. Strengthen health in gender equality strategy – by including a chapter on health
2. Mainstreaming gender in all ‘health policies’ and gender and health in all policies
3. Reproductive and Sexual health is important but be seen in a broader contest and include men

Who will be impacted?

All citizens in EU

Who should be involved in making this happened (EU, national, regional level)?

- EU for strategy
- Everyone for implementation including NGOs

What are key conditions for success of your proposal?

- Belief that gender and health is an issue across the course of life
- Awareness among gender advocates on the importance of gender and health
- Health SEEN as a determinant of equality and ill health as an outcome of inequality

Open questions:

- Why out of 250 delegates including the Commissioner and policy makers, women’s organizations, social partners very few men!

Prevent abuse on internet

Who proposed the topic and who was there?

Host: Nina Fleck, Member of WAGGGS Europe Regional Committee

Participants: Jarrett Emilie (EU), Sonja Robnik (Ministry of Labour, Family, Social Affairs and Equal Opportunities), Emma (Ireland)

What are your 3 proposals for policy/action?

1. National and international legislation set in place and harmonized
2. Ethical code of conduct for media, web hosting companies and advertising industry
3. Education of youth and enforcing authorities
4. Identity users of internet; usage must link to a real identity

Who will be impacted?

Internet users- both abusers and users

Who should be involved in making this happened (EU, national, regional level)?

All of the above and the industry. It's a challenge that it is not always clear which authority/government body has ownership of these issues

What are key conditions for success of your proposal?

Internet is global and legislation must be harmonized over the borders; EU is here in a unique position to push and enforce both on members but also to the ROW.

Open questions:

- How to balance legislation against discrimination and the right to freedom of speech?

Regional priorities in the new EU equality strategy

Who proposed the topic and who was there?

Host: Jana Smiggels Kavková—Czech Women's Lobby
(kavkova@padesatprocent.cz)

Participants: European Women's Lobby/Hungarian Women's Lobby, European Youth Forum, Christian Women and Peace, CEMR

What are your 3 proposals for policy/action?

1. New EU Gender Equality Strategy would help the disadvantaged regions
2. Exchange good practices at different levels (local, regional, national) between the countries
3. Targeted low threshold projects for marginalized groups of women (Roma women, migrant women)

Who will be impacted?

Women in the region

Who should be involved in making this happened (EU, national, regional level)?

EU, Member States, regions and municipalities

What are key conditions for success of your proposal?

- Political will at all levels
- Channel the existing will and shared values to create pressure on the highest level (among decision-makers)

Open questions:

- How to use experience of women NGOs from former Yugoslavia in working with women in conflict?

Istanbul Convention (17 countries have ratified)

Who proposed the topic and who was there?

Host: NYTKIS - The Coalition of Finnish Women's Associations - Minna Johanna Pakkanen (Johanna.pakkanen@nytkis.org)

Participants: Salome Mbugua Henry, Emilie Jarrett, Natalie Kontoulis-(End FGM), Chiara Giordano, Jurgita Pečiūrienė, Julie Pascoet-(ENAR), Jenny Pentler-(Nordic Council), Karin Heisecke - (World future Council), Monica Ansensson- (EU-Coordination Secretariat, Sweden)

What are your 3 proposals for policy/action?

1. EU itself should accede to the Convention (article 75) and clarify the competencies related to EU implications
2. EU plays an achieve role in enabling Member States to implement the convention and to ratify
3. EU pick up other areas of the Convention similar to what has been done on FGM: Call for FGM action plan

Who will be impacted?

- All people, men and women
- Boys and girls and all other genders

Who should be involved in making this happened (EU, national, regional level)?

- European Commission, DG justice play a leader role across EC directorates
- Member States

What are key conditions for success of your proposal?

- Sense of how to focus on getting the Istanbul Convention
- EU communication on FGM is good example of how this EU can pick up other parts of the Convention
- Zero tolerance to violence regimes awareness of the importance of gender equality and VAW not acceptable
- Mandatory training

Open questions:

- Gender forms of racism and how to address this?

Contribution of Education and Training (as human rights, preparing people lifelong learning)

Who proposed the topic and who was there?

Host: European Trade Union Committee for Equality - Susan Flocken (susan.flocken@csee-etu.org)

Participants: NØRGAARD Cecilie- Mangtold/Denmark, Kristin Ivarsson- CEEP

What are your 3 proposals for policy/action?

1. Developing a common vision Europe for promoting gender equality in education and training to ensure quality education, raise the attractiveness of the protection for men: education to Master level, good policy

2. Promoting good practices (e.g. based on a mapping exercise and bestow Gender Equality Certificates/awards)
3. Monitoring the European Semester process, ensuring that country specific recommendations are consistent in gender equality and include the views of social partners. Re-judging the implementation of the EU strategy on equality between men and women

Who will be impacted?

All level stakeholders and practitioners, EU, national, regional, local

Who should be involved in making this happened (EU, national, regional level)?

EU sets the framework, implementation takes place at national, regional and local level including social partners

What are key conditions for success of your proposal?

- Consistent monitoring, involving social partners
- Common European Union on gender equality

Open questions:

Not answered

Role of business

Who proposed the topic and who was there?

Host: BUSINESSEUROPE- Guillaume Cravero (g.cravero@businessseurope.eu)

Participants: UEAPME, Martin Jefflen- (Eurocadres- Council of European Professional of Managerial staff), Eleni Kyrou- European Investment Bank, Ngjeqari Vojna – League of young voters, Austria, Kornelia Lienhart-WKO, Lorenza Spiteri- Malta Confederation of Women’s Organisations, Jan Dannenbring – German Confederation of skilled crafts and SME

What are your 3 proposals for policy/action?

1. Engaging in conversations with employers around business realities
2. Streamline GE along with voluntary → Diversity
→ LGR policies
3. Women entrepreneurship promoting/encouraging
⇒ Access to funding e.g. start-ups run by women ((micro enterprises and big to medium enterprises- EIB funding, GE additionally evidence for lending)
4. Promoting best practices (toolkit GE- European Social Partners)

Who will be impacted?

ALL

Who should be involved in making this happened (EU, national, regional level)?

- Differentiated responsibilities of the actors (e.g. national childcare facilities)
- Leaders/ roles/businesses

What are key conditions for success of your proposal?

- Be gender ‘responsible’
- Leadership/role models (women, men)
- Inclusive culture → including in SMEs
- Career opportunities/management level/clearly open to all- assume responsibility as social partners

Open questions:

- Women participation in LM
- Competitiveness
- Promote diversified workforce

Entrepreneurship & Growth**Who proposed the topic and who was there?**

Host: Group for Growth- Paula Fitzsimons (paula@goingforgrowth.com)

Participants: Arnold de Boer- UEAPME, Jan Dannenbring – German Confederation of skilled crafts and SME, Marco Bonfante- Unioncamere, Ngjeqari Vojna – League of young voters, Austria, Diez Guardia Nuria- European Commission- Gender Equality Unit, Maria Fatima Ribeiro- European Commission- Gender Equality Unit, Ana Oliveira Pinto- Independent Consultant and Executive Coach

What are your 3 proposals for policy/action?

1. Continue the focus in this area: Focus at EU level is on getting more women to be involved in entrepreneurial activity (quantity). This is still important as barriers still exist (e.g. finance access, awareness (role models), cultural norms and expectations)
2. Add in encouragement to more diversity of sectors: the focus should also be on the types of business that are being started by women (sectors) encouraging more diversity in sectorial focus (what?) and more innovation
3. Focus also on quality from the start, encouraging women to be more ambitious for new business: most importantly the 'quality' of the new business needs to be considered so that women who are self-employed and SME owners (entrepreneurs) are not disadvantaged relative to male entrepreneurs and the terms and conditions enjoyed by employed females. In this connection 'growth' and growth aspiration need to be explicitly mentioned

Who will be impacted?

More women becoming entrepreneurs and setting up more sustainable and profitable business impacting on employment creation and general economic wellbeing (economic, social, regional and gender impact)

Who should be involved in making this happened (EU, national, regional level)?

All levels → EU needs to send a strong message to move the conversation beyond getting women into 'starting' which often translated into self-employment where their T+Cs would be worse than if they were employed

What are key conditions for success of your proposal?

Acceptance of need for continuation of spotlighting on the untapped potential of female entrepreneurs but these needs to move beyond a simplistic 'numbers' / quantity focus

Open questions:

Not answered

EU funding for gender equality

Who proposed the topic and who was there?

Host: European Commission, DG Justice - Daniela Bankier (daniela.bankier@ec.europa.eu)

Participants: Daniel Albuquerque, Marie Brissiers

What are your 3 proposals for policy/action?

1. Best Practices
2. Partnerships
3. Facilitate information flow between projects promotes so that they can learn from each other and build partnership
4. Link up project-promoters so they can form partnerships (kick-off meetings)
5. Dissemination of good projects and implementation via website
6. Link, coordinate ≠ funding sources (ESF, Horizon, Structural specific programs)

Who will be impacted?

- Potential beneficiaries of EU-funds for gender equality

Who should be involved in making this happened (EU, national, regional level)?

Not answered

What are key conditions for success of your proposal?

Not answered

Open questions:

Not answered