


Taking Action for Gender Equality: *New Strategic Priorities from the Work of Equality Bodies*

Europe in 2020 – Our Vision for Gender Equality

Virginija Langbakk
EIGE

Institutional mechanisms: Equality Bodies



Shift towards legalistic, multi-discrimination approach

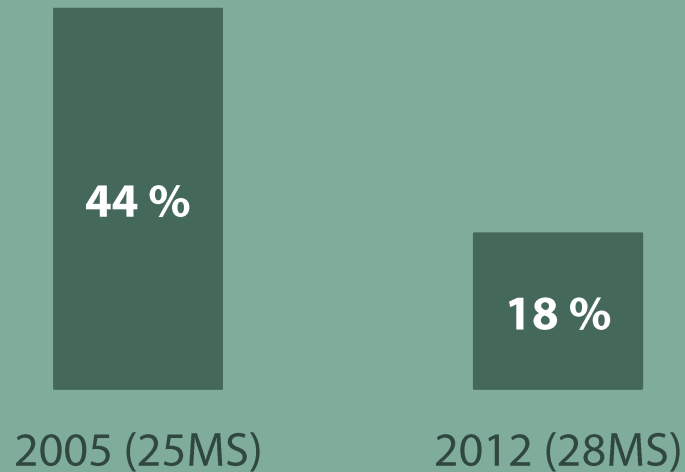
equal treatment

marginalisation of gender equality as a political goal
and policy

undermined equality as underlying ground of all
inequalities

Institutional mechanisms: Equality Bodies

Member States with an independent equality body on the equal treatment between women and men



Resources for gender equality less visible in independent equality bodies



About Gender Mainstreaming ↓

Institutions and Structures ↓

Sectoral Areas →

- Agriculture and rural development
- Culture
- Digital Agenda
- Economic and financial affairs
- Education
- Employment
- Energy
- Enterprise and industry
- Environment and climate change
- Health
- Immigration
- Justice
- Maritime affairs and fisheries
- Regional policy
- Research
- Social affairs
- Sports
- Tourism
- Transport
- Youth

Tools and Methods ↓

Good Practices ↓

Country Specific Information ↓

Concepts and Definitions ↓

EIGE's research ↓

Interviews / Videos ↓

Sectoral Areas

Gender Mainstreaming in different policy areas.



About Gender Mainstreaming ↓

Institutions and Structures ↓

Sectoral Areas ↓

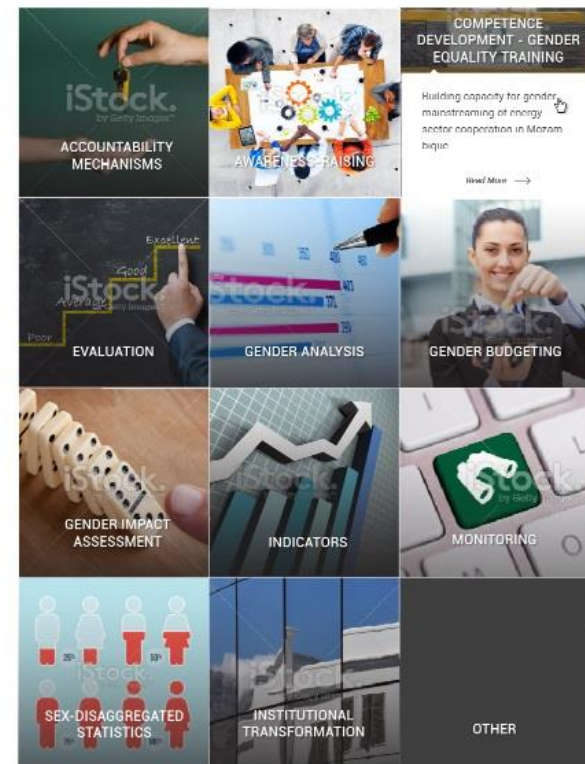
Tools & Methods →

- Accountability mechanisms
- Awareness raising
- Competence development - Gender Quality Training
- Evaluation
- Gender Analysis
- Gender budgeting
- Gender Impact Assessment
- Indicators
- Monitoring
- Sex disaggregated statistics
- Institutional transformation tools
- Other
- Good Practices ↓
- Country Specific Information ↓
- Concepts and Definitions ↓
- EIGE's research ↓
- Interviews / Videos ↓

Tools & Methods

The tools are to be understood as operationalised instruments, which can be used separately or combined together to shape largely different programmes, in terms of aims, approaches and dimensions. Some are practical, ready to use "how-to" tools while others are more elaborated combinations of different elements. The term "methods" relates in this context to general methodological approaches that facilitate integration of gender into policies and programmes. [Read More](#) ↓

Tools & Methods' Categories



COUNTRY SPECIFIC INFORMATION >

- What is Gender Mainstreaming ↓
- Institutions and Structures ↓
- Sectoral Areas ↓
- Tools and Methods ↓
- Good Practices ↓
- Country Specific Information →
- Concepts and definitions ↓
- EIGE's research on Gender Mainstreaming ↓
- Interviews/Videos ↓

United Kingdom

01 About
02 Structures
03 Laws & Policies
04 Methods & Tools
05 Good Practices
06 Resources
07 Other

About

Belgium has a long experience in gender mainstreaming, inspired by the Beijing conference in 1996. After a start-up phase with a law adopted in 1996 and pilot projects implemented in several Ministries, the overall legal framework for gender mainstreaming at the federal level was established in 2007. This law was designed to structurally integrate a gender dimension into all policies drafted and adopted at the Federal level of government. It is supposed to be translated into detailed structures and methods in two Royal Decrees.

[Read More](#) →

Structures

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[Browse all Structures](#) →

Laws and Policies

Belgium adopted a Gender Mainstreaming Law in 2007. At the federal level there is indeed an effort to really integrate gender into the mainstream policy cycle. However, currently some of the key instruments to do this (e.g. the gender test) still await final approval for its implementation.

[Browse all Laws and Policies](#) →

Methods & Tools

Taking into account that the legal framework has to be developed further, some methods are still in the development stage and the first results are being produced now Lorem ipsum dolor sit amet, consectetur adipiscing

Gender mainstreaming

TOTAL SCORE

EU-28

8.4

UNITED KINGDOM

8.5

STRUCTURE SCORE

3.0

UNITED KINGDOM

EU-28

2.5

UK

3.0

LAW AND POLICIES FOR GENDER MAINSTREAMING

Legal Obligation

UNITED KINGDOM

COMMITMENT AND USE OF METHODS AND TOOLS FOR GENDER MAINSTREAMING

3.0



By 2020

Equality bodies

- Stronger focus on GE to support a stand-alone political goal
- Transparent and earmarked resources for GE work

Gender mainstreaming

- Regular and solid data to support gender analysis
- Commonly agreed approach/methodologies for institutional transformation

Domain	Measurement framework	Concept measured	Variable
Work	Participation	FTE employment rate	Full-time equivalent employment (% 15+ population)
		Duration of working life	Duration of working life (years)
	Segregation and Quality of work	Segregation	Employment in Education, Human Health and Social Work activities (% 15-64 employed)
		Flexible personal/family arrangement	Ability to take an hour or two off during working hours to take care of personal or family matters (% 15+ workers)
		Meet tight deadlines	Working to tight deadlines (% 15+ workers)
		Training at work	Workers having undergone training paid for or provided by their employer or by themselves if self-employed (% 15+ workers)

Flexible personal/family arrangement

Sizable differences in the gender gap across Member States

Gender gaps of 16% in favour of men in XX to five percentage points in favour of women in XX.

(2005-2010)

Meeting tight deadlines

The gender gap of 11% in favour of women for the EU-28 (2005 – 2010)

Measurement framework	Concept measured	Variable
Care activities	Childcare activities	Workers caring for and educating their children or grandchildren, every day for one hour or more (% , 15+ workers)
	Domestic activities	Workers doing cooking and housework, every day for one hour or more (% , 15+ workers)

Decreased gender gap (EU-28) **by 4%** (from 28 p.p. to 24 p.p.) in time spent educating or caring for children during 2005 to 2010.

The increase was more pronounced for men.

77 % of women workers and 24 % of men workers spent one hour or more on domestic activities daily in the EU-28 in 2010.

Gender gap of 53%



Measurement framework	Concept measured	Indicator
Discrimination and other social grounds in employment	Minorities and/or migrants	Employment of people born in a foreign country (% 15-64 corresponding population)
		Employment of country nationals (% 15-64 corresponding population)
	Older workers	Employment of people aged 55-64 (% 55-64 population)
		Employment of people aged 25-54 (% 25-54 population)
	Lone parents/carers	Employment rates of people living in a household with one adult and one or more children (% 15-64 corresponding population)
		Employment rates of people living in a household with one adult and no children (% 15-64 corresponding population)

Minorities and/or migrants

Participation rate in employment for the EU-28 of individuals born in a non-EU country: **54 %** for women and **70 %** for men. (2012)

Older workers

56 % of men and **42 %** of women employed in 2012. Employment rates for older women range from 16 % (XX) to 70 % (XX) and from 41 % (XX) to 76 % (XX) for men. Gender gap most pronounced in XX (37%)

By 2020

MEN

- Raised awareness on the benefits of increased participation in caring work
- Information, campaigns on breaking gender stereotypes at workplace

Migrants, older workers, trans people

- Increased awareness and legal literacy (Gender statistics database, Gender Equality Index)
- Solid data on trans people

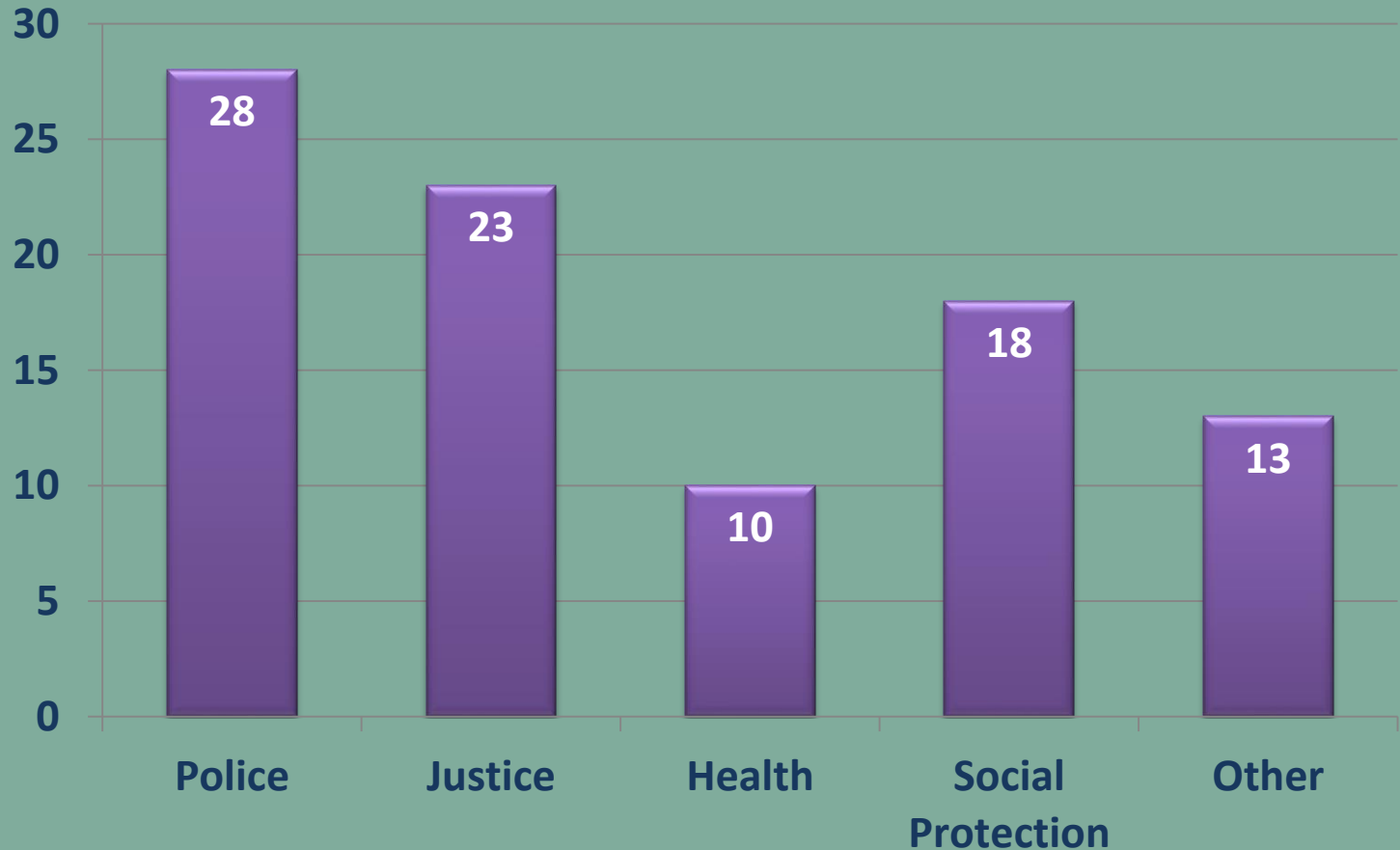
Violence against women

Women are three times more likely to experience sexual harassment at the workplace (Eurofound, 2002)

**One in 3 women has experienced some form of physical or sexual violence since the age of 15 in the EU (FRA, 2014)
... this is equivalent to 60 million women!**

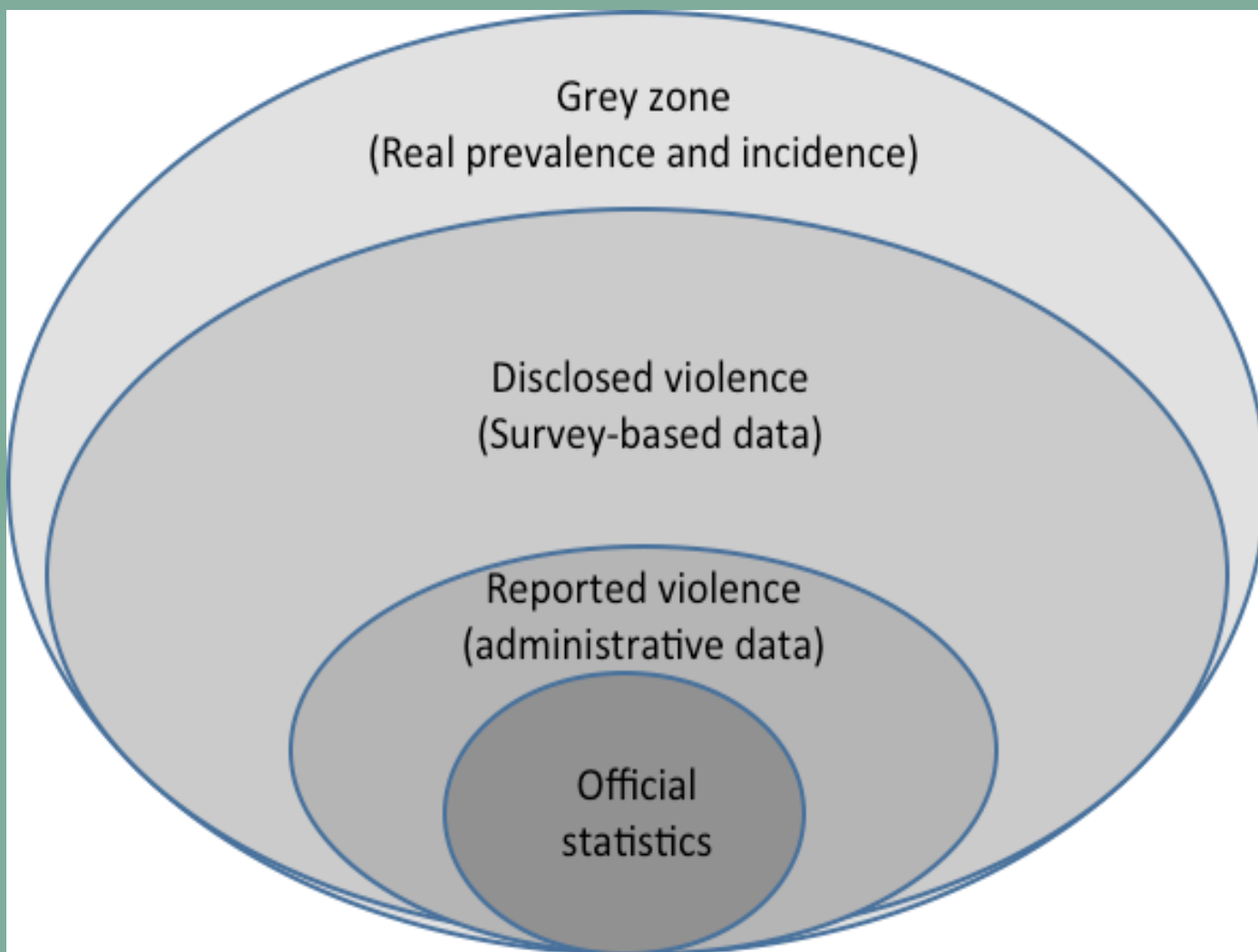
**Sexual harassment considered a crime in 12 Member States
BG, CY, ES, FR, AT, LT, MT, PT, HR, RO, SI and UK. (EIGE)**

Member States with administrative data sources on GBV per sector



“other” Ombudsman/person or other public bodies (Ministry for Gender Equality, relevant CSOs)

Data on direct forms of Violence against women



[← BROWSE](#)

Browse on Thematic Areas

Description for thematic areas goes here. The database aims to identify, produce and disseminate statistics that reflect the ...

- ↓ Population and demography → ⓘ
- ↓ Attitudes, perceptions and norms → ⓘ
- ↓ Health and mortality → ⓘ
- ↓ Education and training → ⓘ
- ↓ Work and labour market → ⓘ
- ↓ Financial and economic situation → ⓘ
- ↓ Financial and economic situation → ⓘ

Featured indicators

Description for Thematic Areas. The database aims to identify, produce and disseminate statistics that reflect the realities of... [Show More](#) ↓

Graduation from tertiary education (ISCED 1997) by sex, level and field of education

2014

○ WOMEN ○ MEN



Source: Eurostat

[View More](#)

Browse by: [EU Strategies](#) →

By 2020

MEN

- Improved handling/prevention of sexual harassment at workplace
- Information for campaigns on the root causes of VAW

Administrative data providers

- Solid data on reported, disclosed and real prevalence data on VAW
- Harmonised and consistent monitoring of VAW, including sexual harassment at workplace

Thank you!

European Institute for Gender Equality (EIGE)

Gedimino pr. 16

LT- 01103 Vilnius

Lithuania

www.eige.europa.eu