

SAVE THE DATE

From Words to Action!

The European Women's Lobby, together with MEPs Marita Ulvskog, Jytte Guteland, Jens Nilsson, Soraya Post and Linnéa Engström invite you to a

Breakfast meeting on Gender Mainstreaming

for the EP Gender Mainstreaming staff



EUROPEAN WOMEN'S
LOBBY
EUROPEEN DES FEMMES

Funded by the Rights, Equality
and Citizenship Programme.



Tuesday 8 December

8:00-8:45

ASP 1E-1

From Words to Action

Breakfast meeting on Gender Mainstreaming



EUROPEAN WOMEN'S
LOBBY
EUROPEEN DES FEMMES

December 8
8am-8:45 am
EP ASP 1E-1

Today's meeting

- Policy as gendered
- What is gender mainstreaming
- Why gender mainstreaming
- Examples of good practice
- Gender sensitive analysis
- The diversity of women
- Working on gender mainstreaming in the EP
- Steps forward

- #breakfastmeetingGM #fromwordstoaction

Where is gender mainstreaming relevant?

JURI AFET SEDE IMCO
CULT DROI TRAN
EMPL LIBE
DEVE CONT REGI
PESCH FEMM
AGRI ECON BUDG ITRE
PETI
INTA
ENVI AFCO





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Is ALL policy gendered?

- Stereotypes about male and female spheres affect when we consider something to be gendered and not
- This can result in reinforcing gender stereotypes and –inequality
- Women are more than 50% of the population, which means that all policy areas have a gendered aspect to them
- About rights, justice and democracy – EP representing all citizens and not just a few
- Also about quality of services and economic gain



What is gender mainstreaming?

Article 8 TFEU

“Gender Mainstreaming is not a goal in itself but a strategy to achieve equality between women and men. It is used to **integrate gender concerns into all policies, and programmes** of the European Union institutions and Member States”.

- Gender mainstreaming is BOTH a proactive and a reactive tool – it is both about incorporating a gender perspective in all policy areas, at all levels and stand-alone initiatives for gender equality
- Gender mainstreaming is an effective tool to create policies and legislation that is based on a truly democratic ground – for all citizens.
- Gender mainstreaming is a means to an end, and not an end in itself



Why gender mainstreaming?

- There is a power imbalance between men and women
- This gender inequality is a major obstacle for democracy, human rights and quality of lives for a majority of global citizens
- Sexism, stereotypes, violence, unequal distribution of power and resources affects most aspects of women's lives
- Only by mobilizing political will can we change this
- Gender mainstreaming gives policy makers practical, mandatory tools to include a gender perspective as a part of the “natural order of things”



THE STATE OF

GENDER EQUALITY



1 GLOBALLY, 22,5% OF MP'S ARE WOMEN
In the EP, the number is 37%



2 7 OUT OF 10 PEOPLE LIVING IN POVERTY ARE WOMEN

3 1 IN 3 WOMEN ARE VICTIMS OF MEN'S VIOLENCE.



1 IN 5 IS A VICTIM OF RAPE

4 IN 4 EUROPEAN COUNTRIES, WOMEN DO NOT HAVE ACCESS TO SAFE AND LEGAL ABORTIONS



THIS IS WHY WE NEED
GENDER MAINSTREAMING

Gender mainstreaming example

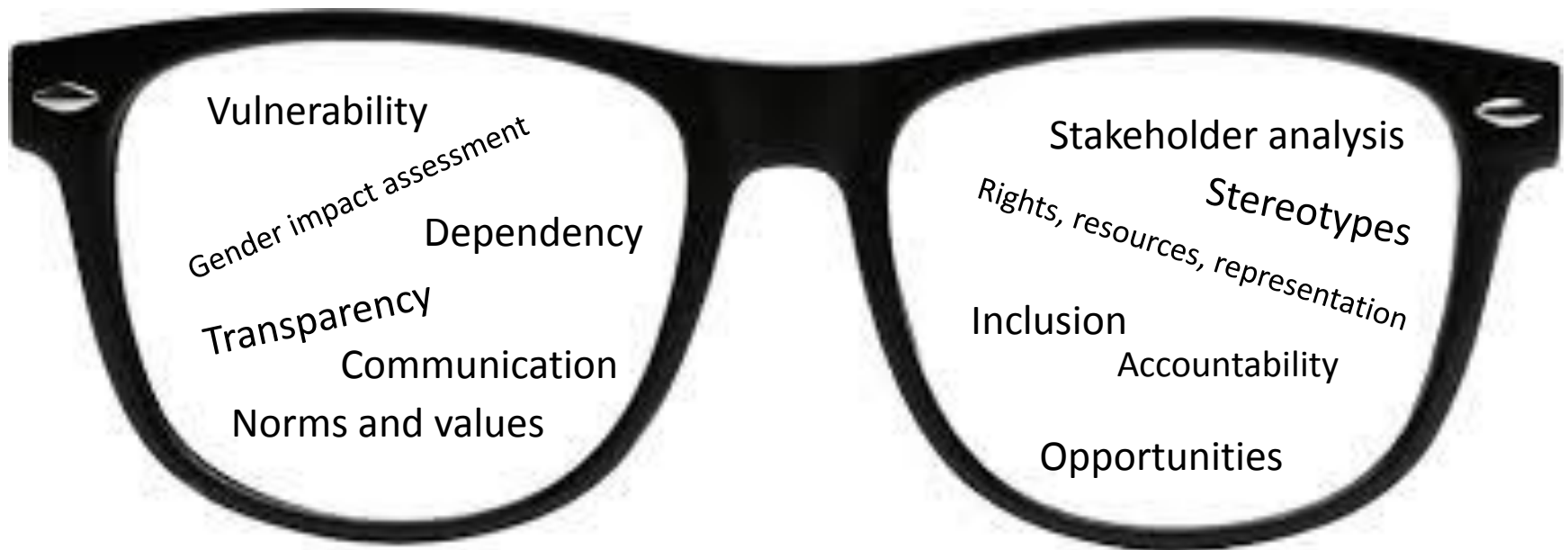
[Snow removal in Karlskoga, Sweden](#)



- Not “typically” considered to have a gendered aspect to it
- Evaluating impact for ALL citizens
- Changing priorities, where women’s conditions, priorities and opportunities are taken into account
- Win-win solution



Putting on your gender glasses



Six priority areas – EU Strategy

- Achieving equal economic independence for women & men
 - Enhancing reconciliation of work, private and family life
 - Promoting equal participation of women and men in decision-making
 - Eradicating gender-based violence and trafficking
 - Eliminating gender stereotypes in society
 - Promoting gender equality outside the EU
-
- AND: Taking particular consideration to women facing multiple oppressions, e.g. women of color, migrant women, women with disabilities, lesbians, girls, etc.



Example of bad practice...



Step-by-step guide

- Is the policy area gender-relevant?
- Gather data and information
- Map the stakeholders
- Gender impact assessment
- Design the policy
- Implementation
- Monitoring and evaluation



The diversity of women

- A 20 year old female student living in an urban area
 - A 45 year old transgender woman
 - An undocumented migrant woman, living in a small town
 - A 56 year old woman of color, CEO of a large corporation
 - A 15 year old lesbian girl, with bipolar disorder
-
- What do these women have in common?
 - Where are the divergences?
 - In gender mainstreaming it is essential to look to the diversity of women as a group and take into account aspects such as age, social class, ethnicity, sexuality, gender identity, religion, functionality and citizenship status etc.



Your role

- **Ambassadors for a gender equal Europe**
- Make sure the EP sticks to its commitment to gender equality and women's rights
- Bring knowledge and experience into your Committees, develop a Committee strategy on gender mainstreaming
- Be a watchdog of gender mainstreaming: propose tools to monitor and evaluate the work on GM, make sure that recommendations are effectively implemented
- Provoke action **beyond the visible aspects** (beyond gender-balanced groups or gender-neutral language)



Connect with civil society

- The European Women's Lobby is the largest umbrella organisation for women's rights in the EU.
- The EWL works on a wide range of areas, and has extensive expertise when it comes to gender equality policies and women's rights.
- You can reach out to us for consultancies, assistance in writing reports, amendments or opinions, for publications and position papers
- We can help you meet women's organisations in your country, give you ideas of speakers for events in the EP, and put you in touch with other NGOs



Steps forward

What are the opportunities for gender mainstreaming work in the EP?

Any other questions?



Thank you for your time!

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