

Gender Equality in the European Union

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Principles of Gender Equality in The European Union

The EU Charter of Fundamental Rights

- **Article 23** – Equality in all areas including pay and adoption of special measures for under-represented sex

Treaty of the European Communities:

- **Article 2:** promote equality between men and women
- **Article 3:** eliminate inequalities and promote equality, between men and women
- **Article: 13:** appropriate action to combat discrimination based on sex...
- **Article 141:** 1) principle of equal pay for male and female workers for equal work of equal value
- 2) measures for specific advantages in order to make it easier for the under-represented sex



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Gender Mainstreaming

Integrate the gender perspective into every step of policy progress:

- Identification of challenges
- Designing
- Implementation
- Monitoring and evaluation

With a view to promoting equality between women and men



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Community Framework Strategy

Strategic Objective

- Equality in Economic Life
- Equal Participation and representation
- Equality in Social Life
- Changing Gender roles and stereotypes
- Equality in civil life



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“Gender Gap” in the European Union

World Economic Forum Study (WEF) – May 2005

- 1. Sweden
- 4. Denmark
- 5. Finland
- 8. United Kingdom
- 9. Germany
 - 11. Latvia
 - 12. Lithuania
 - 13. France
 - 14. The Netherlands
 - 15. Estonia
 - 16. Ireland
 - 20. Belgium
 - 21. Slovak Republic
 - 22. Slovenia
 - 23. Portugal
 - 24. Hungary
 - 25. The Czech Republic

17 out of the 25 Countries of the EU are amongst the 25 best.

- Evaluation criteria included representation of women in decision-making structures, equal access to education, equal pay and equal access to jobs
- 58 Countries participated
- US 17th
- Amongst the 10 worst: 3 countries from Latin American, 2 from the EU.
- The worst countries are:
 - 57. Turkey
 - 58. Egypt



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Education Statistics

ACROSS EUROPE 25

More women than men graduate

- ½ of graduates in Malta, Austria and Germany
- 2/3 of graduates in Portugal and Poland

BUT

In scientific and engineering disciplines Women are

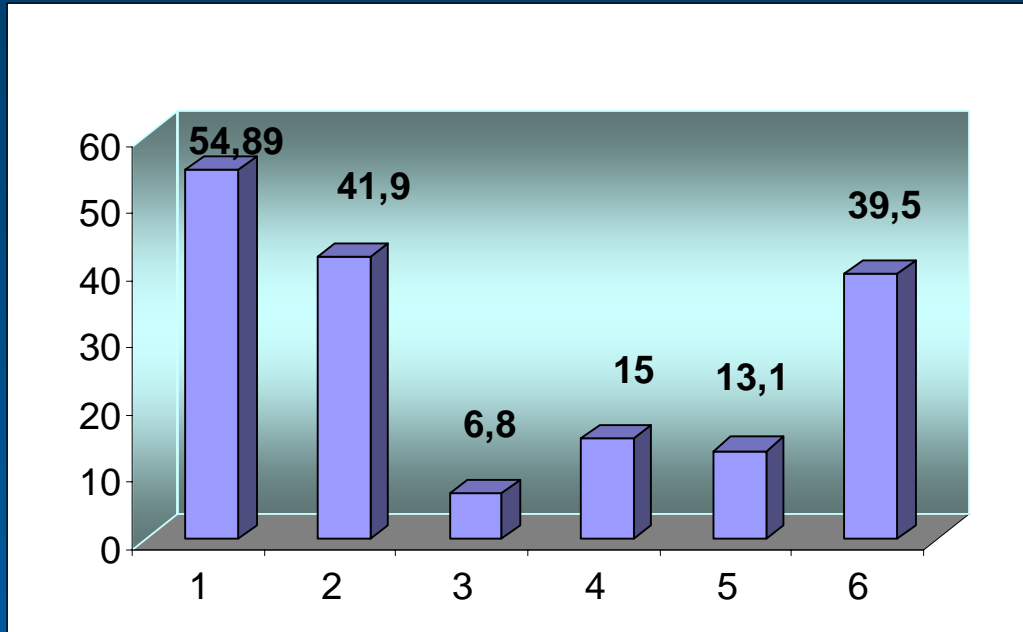
- Portugal 42%, Latvia 41% of total science and engineering disciplines
- Austria, Belgium, Hungary, The Netherlands and Slovenia less than 25%



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Education Statistics – EU 25 - 2001



1. % female graduates in social sciences, law, etc.
2. % female graduates, maths, computer sciences etc
3. Female graduates (per 1000), 20-29 yrs old, in maths, computer sciences
4. Male graduates (per 1000), 20-29 yrs old, in maths, computer sciences
5. % Female graduates in maths etc. (female only sample)
6. % Male graduates in maths etc. (male only sample)



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Employment Statistics

- Women represent 52% of the European population and 44% of active (employable) population
- Average difference of salaries/wages 15% (16% EU15)
- 30.5% of women in the European labour force work part time (men 6.6%)
- Only 31% of managerial posts are occupied by women
- 1.5% of the Europe active population are women engineers or scientists (men 3.4%)
- 28% of researchers are women 30% of those in the public sector and only 15% in industry
- 35% participation of Women in Marie Curie Programme



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IST Programme Specifics

FP5 Women

Evaluators: 17,5%

Programme Committees: 8%

Monitoring Panel 2002: 17%

FP6 Women

Evaluators: 19,93 %

Programme Committees: 12%

Monitoring Panel 2005: 33,3%

DG INFSO AND MEDIA Staff

Senior Management Level: 20 % (Directors)

Middle Management: 28%

25% of nominations to middle management in 2004

63,6% women recruited in INFSO in 2004 (A staff)

32% intermediate level

19% Technical duties (Project Officers)



Gender in FP6

Gender and Technology

- Gender Progress Monitoring Studies across all the area of FP6
- Gender Action Plans in all European Union co-funded or funded projects (e.g. girls days)
- Awareness raising through participation in events and conferences as well as organisation of specific events
- Workshops to set policy roadmap for gender and technology



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Gender Balanced Representation

- In **Decision making** – participation in Programme management committees and as:
 - Evaluators
 - Reviewers
 - Monitors
- In **Production and Technology Design Research and Technology for Women, by Women, on Women**
- **Commission Decision 2000/407/EC**
at least 40% of each sex to participate in all committees



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