


Procedure file

Basic information		
INI - Own-initiative procedure	2001/2266(INI)	Procedure completed
Implementation of gender equality programme (2001-2005)		
Subject 4.10.09 Women condition and rights		

Key players			
European Parliament	Committee responsible	Rapporteur	Appointed
	FEMM Women's Rights and Equal Opportunities	GUE/NGL FIGUEIREDO Ilda	22/01/2002

Key events			
17/01/2002	Committee referral announced in Parliament		
21/05/2002	Vote in committee		Summary
21/05/2002	Committee report tabled for plenary	A5-0197/2002	
04/07/2002	Debate in Parliament		
04/07/2002	Decision by Parliament	T5-0372/2002	Summary
04/07/2002	End of procedure in Parliament		
12/11/2003	Final act published in Official Journal		

Technical information	
Procedure reference	2001/2266(INI)
Procedure type	INI - Own-initiative procedure
Procedure subtype	Implementation
Legal basis	Rules of Procedure EP 54; Rules of Procedure EP 142-p2
Stage reached in procedure	Procedure completed
Committee dossier	FEMM/5/15649

Documentation gateway					
Document attached to the procedure		COM(2001)0773	17/12/2001	EC	Summary

Document attached to the procedure	SEC(2001)1992	17/12/2001	EC	
Committee report tabled for plenary, single reading	A5-0197/2002	21/05/2002	EP	
Text adopted by Parliament, single reading	T5-0372/2002 OJ C 271 12.11.2003, p. 0381-0590 E	04/07/2002	EP	Summary

Implementation of gender equality programme (2001-2005)

The EU has a long-standing commitment to promoting gender equality enshrined in the EC. Nowadays equality between men and women must be ensured in all policy areas. To further this policy, the Commission adopted in June 2000 the Community Framework Strategy on Gender Equality, which sets out a comprehensive strategy involving all Community policies and all Commission services. This was followed in March 2001 by the adoption of the first annual work programme for gender equality, which set out in detail the Commission's activities in the course of the year 2001 for the promotion of gender equality in the different policy areas. This document sets out the annual gender equality work programme for 2002. The annual gender equality work programmes are prepared jointly by all Commission services. The activities in the work programme are used as performance indicators with progress and achievements being monitored by the Commissioner's Group on Equal Opportunities and supported by the Inter-service Group on Gender Equality. The gender equality work programme 2002 consists, like the 2001 work programme, of two parts: 1. The present communication, which is common to and will be implemented by all Commission departments, sets out the priority actions of the Commission to progress with its gender equality policy in all areas. 2. The Commission staff working paper {SEC(2001) 1992}, which describes in detail the policy-specific activities to promote equality between women and men including the gender mainstreaming method in each Directorate General and service. (Please refer to the summary dated 18 December 2001). The activities planned for 2001 centred around three priority actions, namely conducting a gender impact assessment of selected policy areas, which have up to now not been gender mainstreamed; collecting gender desegregated data and systematically breakdown by gender of statistics with information on individuals and insert in all calls for proposals and expressions of interest a reference to the gender equality policy of the Community and that women are particularly encouraged to submit proposals or to be involved in their submission and to respond to expressions of interest. The Commission gender equality work programme for 2002 builds on the successes achieved in 2001 and includes pro-active interventions, i.e. adjusting policies by applying gender mainstreaming, and reactive interventions by implementing concrete actions designed to improve the situation of the disadvantaged or under-represented sex in the respective policy area. The gender equality work programme of each Commission service is therefore split between - the integration of a gender perspective in policy initiatives (gender mainstreaming) and - specific actions addressed to the disadvantaged or under-represented gender in the relevant policy area. Besides policy-specific initiatives, which are listed in the Commission Staff working paper with the gender equality work programmes of each Commission service⁶, the following priority actions will be implemented by all Commission services: 1. Conduct gender impact assessment of selected policy areas, which have up to now not been gender mainstreamed, i.e. to analyse and take into account in the policy planning and implementation the potentially different impact on men and women of policies, even if they appear on face value as gender neutral. This will be done as part of the ex-ante policy analysis and planning, as well as at the implementation and evaluation stage. 2. Since gender sensitive policy planning and analysis require gender desegregated data as input in the relevant policy area, each service will enhance its efforts to collect gender desegregated data and systematically break down by gender all related statistics. All services will start developing indicators, which will allow assessment of progress of gender equality in that policy. 3. There is still a considerable need for awareness-raising on gender issues in the Commission services and for training of the Commission staff on the methods for assessing the different impact of policies on women and men respectively and for mainstreaming a gender equality perspective into the policy planning and implementation process. Each DG and service will therefore insert gender mainstreaming modules in its training plans for staff members of all levels, in particular management level. This may take the form of specific gender equality or gender mainstreaming training sessions or as modules of general training courses. Following a first survey in 2000 of certain expert groups of the Commission, in which an average of only 13.5% of the members were women, a second survey was conducted in 2001. This 2001 survey covered all Commission committees and expert groups, distinguishing between the members of committees and groups who were appointed by the Commission and those members who were appointed by the Member States, social partners, interest groups, NGOs and other bodies which have representatives in Commission committees and groups. In 2001, the average percentage of women in all committees and expert groups of the Commission was 29%. Among the members of those committees and expert groups for whom the Commission has the right to appoint them, 30.5% were women whilst among the committees and groups on whose membership the Commission has no influence 28,6% were women. The results of the survey reflect general participation rates of women and men in the respective sectors, e.g. relatively high female representation in the education and social sectors and higher representation of men in sectors such as agriculture, fisheries and research. This survey shows a clear improvement as compared to previous data. However, efforts must continue and indeed be enhanced in those sectors where female participation has been up to now lower. Progress will continue to be monitored as part of the work programmes of the Framework Strategy on Gender Equality.?

Implementation of gender equality programme (2001-2005)

The committee adopted the own-initiative report by Ilda FIGUEIREDO (EUL/NGL, P) on the application of the gender equality work programme (2001-2005). It pointed out that the Community framework strategy for equality between men and women in all areas of Community policy, of which the work programme formed part, needed to be implemented rapidly and fully. The Commission should therefore ensure that compliance with all the relevant Community legislation in this area by the Member States was properly monitored and assessed so that the legislation could be properly targeted and adapted where necessary. By way of example, it drew attention to the 1986 directive on equal treatment between men and women who are self-employed and the protection of self-employed women during pregnancy and motherhood, which it said needed to be substantially amended. There was also a need to establish common indicators regarding childcare structures and the disparity in wages and other forms of income between men and women, by sector. The committee pointed out that the Lisbon Council target of ensuring that 60% of women were part of the working population by 2010 would only contribute to equality of opportunity for men and women if the majority had quality and properly-paid jobs. Moreover, the target would only be achieved if sufficient facilities were put in place for the care of children and dependent persons and a wider range of career choices was open to girls. The report said that gender equality was also a factor to be borne in mind when drawing up economic policy guidelines. The forthcoming roundtable discussions on social exclusion and poverty which would take place during the Danish Presidency should focus in particular on the gender-specific aspects of poverty and

exclusion. Moreover, in the context of the accession process, it was important to prevent any adverse effects on gender equality of the processes of privatisation, liberalisation and cuts in public expenditure in the social sectors. The committee indeed called for an increase in funding for the social sphere in order to prevent social exclusion and combat trafficking in women. Still on the subject of enlargement, it also noted that women's participation and representation in politics in a number of the applicant countries was lower than the EU average. The Commission should therefore encourage those countries to establish programmes for female politicians and candidates to ensure that they were prepared for the EU institutions and the elections. It should also sponsor campaigns inviting women to run for the 2004 European Parliament elections with the aim of ensuring that at least one third of MEPs are women. ?

Implementation of gender equality programme (2001-2005)

The European Parliament adopted the own-initiative report drafted by Ilda FIGUEIREDO (EUL/NGL, Portugal) on the implementation of the gender equality programme (2001-2005.) (Please refer to the summary dated 21/05/02.) The Commission was asked to submit an evaluation report assessing compliance by the Member States with the legislative provisions already adopted, particularly Council Recommendation 31 March 1992 on child care and the Council Resolution of 29 June 2000 on the balanced participation of women and men in family and working life. This report will enable urgent measures to be properly targeted. The Commission was also asked for an analysis of the state of implementation by Member States of the existing directives on equal treatment of men and women and to make known its plans to improve implementation. This includes the use of procedures for violation of the treaties, as well as possible adaption of the treaties themselves.?