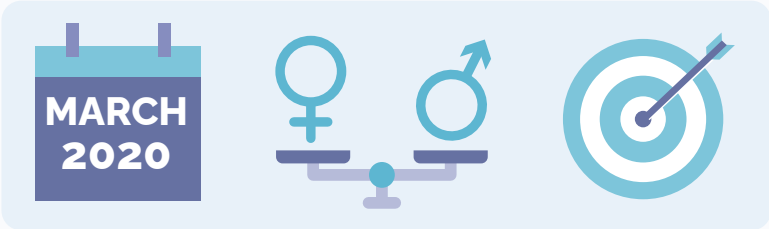




Women and the European Union

1 Gender equality strategy

The European Commission has launched a strategy for gender equality 2020-2025.



→ OBJECTIVES :

- ✓ Putting an end to gender-based violence
- ✓ Fighting stereotypes
- ✓ Closing the gender gap in the labour market
- ✓ Compensating for the gender gap in family responsibilities (parental leave)
- ✓ Getting to equal pay for equal work
- ✓ Achieving a gender balance in decision-making and politics



DID YOU KNOW



The Istanbul Convention of 2011 provides signatory states with a binding framework for combating violence against women.

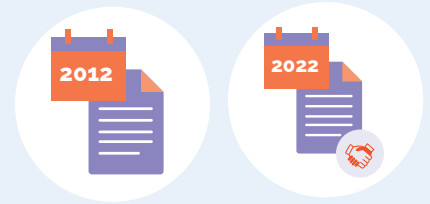
Signed by the EU and its Member States, it has not yet been ratified by six of them, although it will be ratified by the EU in 2023.





Directive on improving the gender balance among directors of listed companies

The European Commission proposed the legislation in 2012. It took almost 10 years for the directive to reach an agreement between the Council and the European Parliament at the end of 2022.



→ PURPOSE OF THE DIRECTIVE:



+40%



Occupancy of non-executive directorships by the under-represented sex



Impose dissuasive penalties on companies that do not comply with the rules

DID YOU KNOW



31.5% of company board members are women

8% of board chair are women

60% of new university graduates in the EU are women

Source: June 2022, study by the European Institute for Gender Equality (EIGE)



Have a look at the infographic by Kervei Kerneis "All hands on deck for more gender equality in corporate decision-making" for the Institut Jacques Delors, March 2022.



Directive on combating violence against women and domestic violence:

European Commission proposal of 8 March 2022.

→ This proposal aims to :



Introduce targeted minimum rules



Criminalise the most serious forms of violence against women

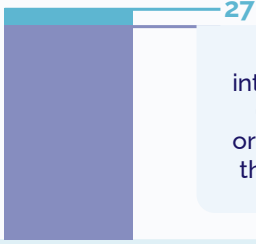
DID YOU KNOW



In February 2024, the European Parliament and the Council agreed on a directive to fight violence against women and domestic violence: prohibition of forced marriages, genital mutilation, sexual harassment and forced sterilisation. The definition of rape, however, failed to win a majority and was therefore not included in the text.



2 Abortion rights in the European Union



25 whose voluntary interruption of pregnancy (abortion) is legalised or decriminalised without the need for justification

Members States in the EU

EU States with restrictions



POLAND

Legal in cases of incest or rape



MALTA

Legal if danger to mother's life

DID YOU KNOW



After Prime Minister Donald Tusk came to power in Poland in October 2023, the government approved a bill opening up free access to medical abortion and committed to a text authorising abortion up to the 12th week of pregnancy.



Source: Center for reproductive rights

Abortion in the EU

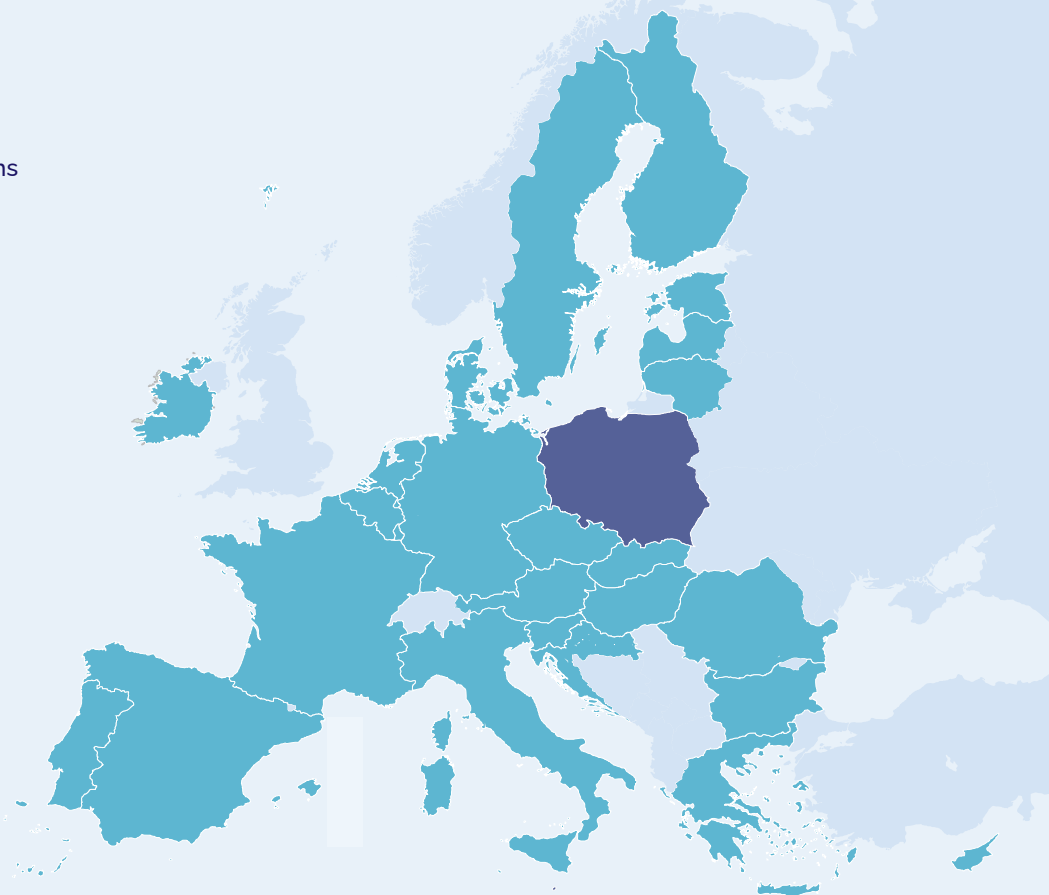


Authorised without conditions

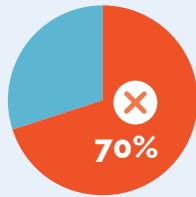


Authorised in certain special cases

However, although this right is legal in most Member States, it is undermined in some countries by the difficulty of access for women:



ITALIA



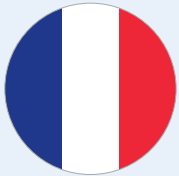
Women there frequently come up against the conscientious objection of practitioners, with around 70% of gynaecologists refusing to perform abortions (data for 2021).

HUNGARY



Since 2022, women have had to listen to the heartbeat of the foetus before the abortion procedure. This recent change in Hungarian law is due to the pro-natalist policy of Viktor Orbán's government.

FRANCE



The average waiting time between the wish to have an abortion and the actual procedure varies by several days depending on the region. This geographical inequality is partly explained by the closure of maternity units and the more general problem of medical deserts.

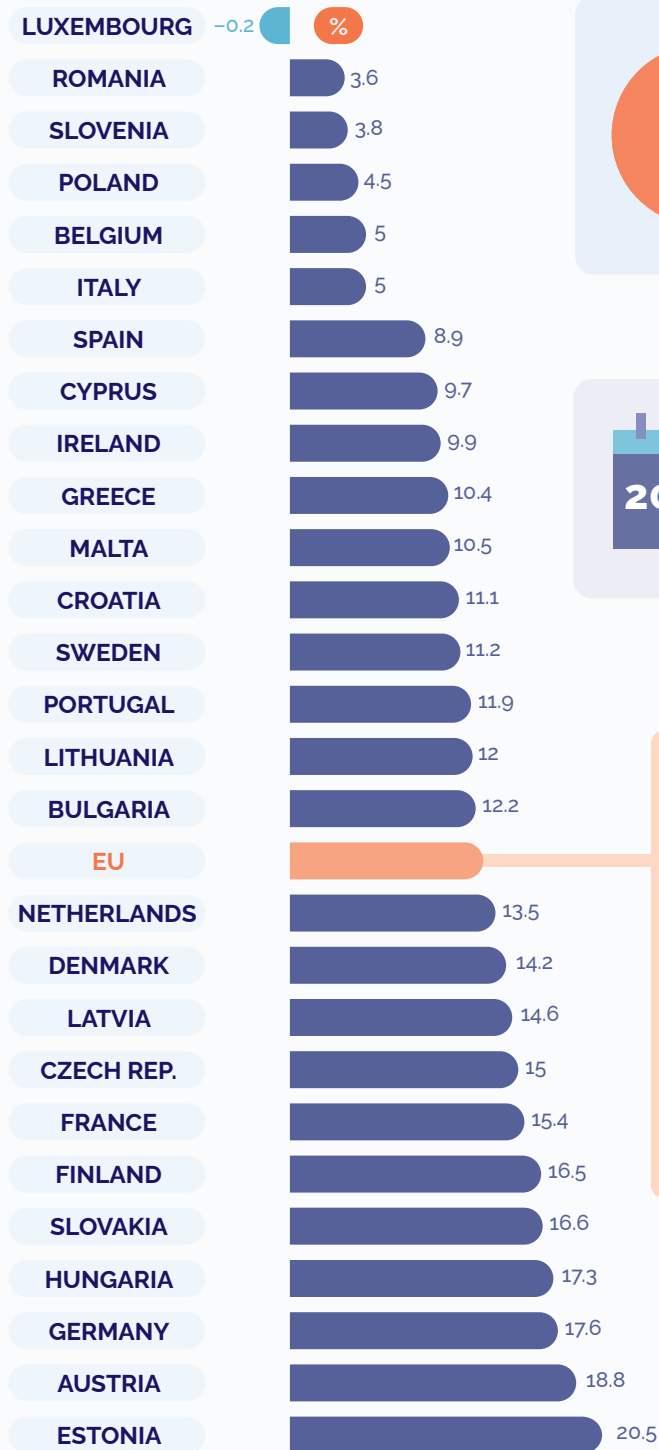
IRELAND



Although a majority of Irish citizens voted 66% in favour of legalising abortion, some sections of Irish society are still deeply scarred by decades of criminalisation. Demonstrations by pro-life activists take place outside hospitals, even if they have to be held more than 100 metres away.

3 The pay gap and women's employment in Europe

Gender pay gap by EU country



The pay gap also has an impact on pensions, leading to persistent job insecurity for older women.

Pensions that were 28.3% lower on average than those of men.

Women in the EU earn on average almost **12.7%** less than their male colleagues.

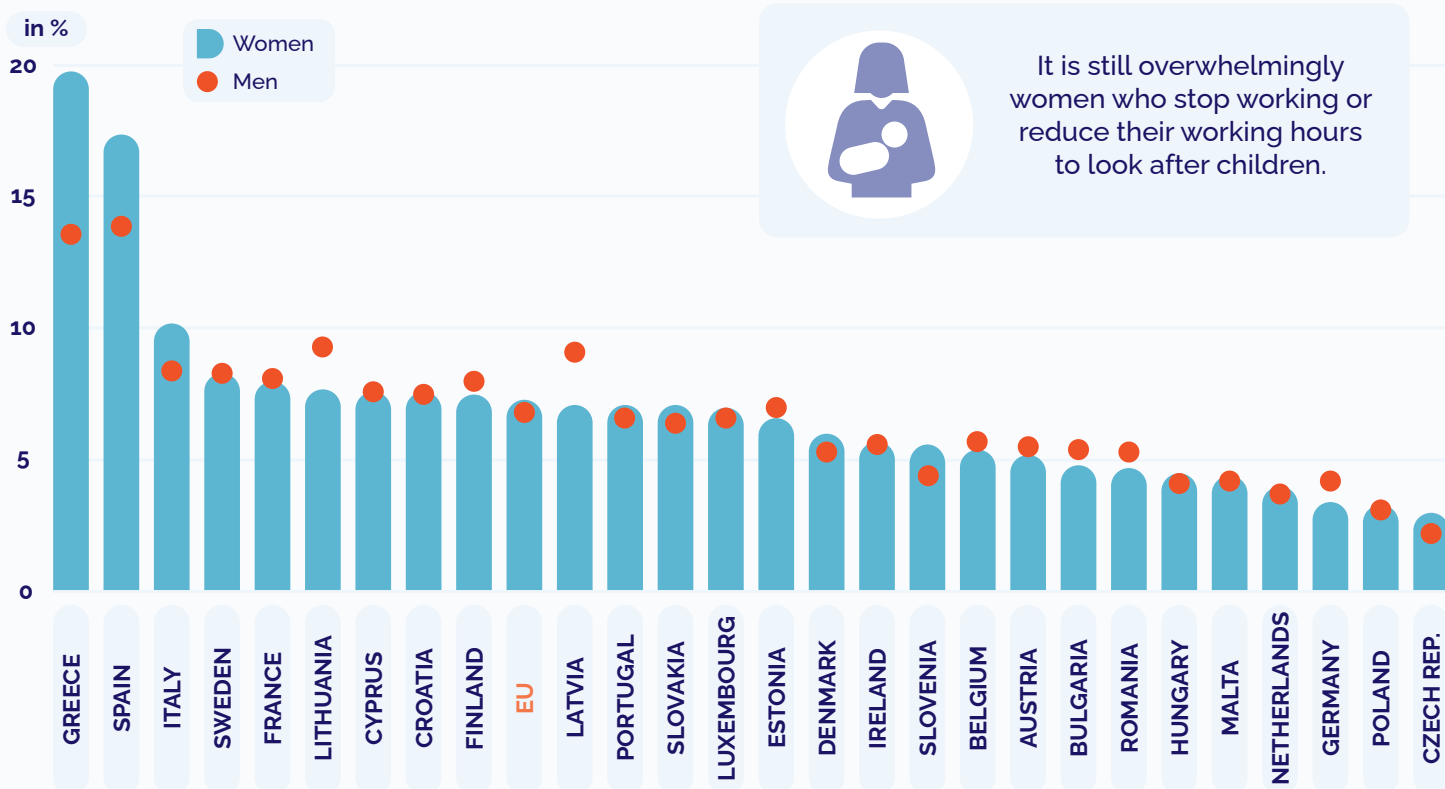
The situation differs between Member States here to

Pension gap

- MALTA** 41.5%
- ESTONIA** 0.1%

Source: Eurostat (SDG_05_20) 2023

Unemployment rate in 2020 by gender



It is still overwhelmingly women who stop working or reduce their working hours to look after children.

Source: Eurostat, Labour Force Surveys (data extraction in July 2021)



28% of women work part-time



7.7% of men work part-time



NETHERLANDS

Absolute record:

75.5% of women work part-time



AUSTRIA

Followed by:

46.9% of women work part-time