



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

National Commission for the Promotion of Equality

Renee Laiviera
Commissioner



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiet u n-Nisa

Outline

*An overview of
the European Commission's
Strategy for equality between
women and men
2010-2015*



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

This strategy

- *represents the work programme of the EC on gender equality*
- *highlights:*
 - *five priority areas defined in the Women's Charter with key actions to stimulate change and achieve progress*
 - *one area addressing cross-cutting issues*



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

The 5 Priority Areas (PA)

1. *Equal economic independence*
2. *Equal pay for equal work and work of equal value*
3. *Equality in decision-making*
4. *Dignity, integrity and an end to gender-based violence*
5. *Gender equality in external actions*



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Horizontal/Cross-cutting issues

6.1. *Gender roles*

6.2. *Legislation*

6.3. *The governance and tools of
gender equality*



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

PA 1. Equal Economic Independence

1. *female employment rate from 57.3% to 62.5%:
2000 - 2009 (age group 20-64)*
2. *more women in labour market counterbalances*
 - *effects of a shrinking working-age population;*
 - *reduces strains on public finances*
3. *work/life balance = higher employment rates &
higher birth rates*
4. *implementation of Directive 2010/41/EU to
encourage more women in entrepreneurship*
5. *strong need to address low employment rate of
migrant women*
6. *need to address the higher poverty risk faced by
women vis-à-vis the 'pension gap'*



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

PA 1. cont...

Key Actions

- *Support promotion of gender equality in implementation of Europe 2020 strategy*
- *Promote female entrepreneurship and self-employment*
- *Assess remaining gaps in entitlement to family-related leave*
- *Report on Member States' performance with regards to childcare facilities*
- *Promote gender equality in all initiatives on immigration and integration of migrants*



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

PA 2. Equal Pay for Equal Work and Work of Equal Value

1. *The gender pay gap (average hourly gross earnings)*
 - 17.8% in the EU (2008)
 - [In Malta, 9.2% in 2008, 6.1% in 2012 (NSO)]
2. *Factors contributing to gender pay gap:*
 - *opportunities in education*
 - *segregation in labour market*
 - *'female' jobs (particularly health care and education) less valued than typically male professions*
 - *jobs done by women in same company less valued to same jobs done by men*
 - *unequal share of family responsibilities and lack of work/life balance result in less women in full-time employment, interrupting career, promotion, & pension*



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiet u n-Nisa

PA 2. cont...

Key Actions

- *Explore ways to improve*
 - *transparency of pay*
 - *impact on equal pay of arrangements such as part-time work and fixed-term contracts*
- *Support equal pay initiatives at the workplace*
- *Establish a European Equal Pay Day to increase awareness*
- *Encourage women to enter non-traditional professions (green and innovative sectors)*



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
għall-Promozzjoni
ta' l-Ugwaljanza
għall-Irġiel u n-Nisa

PA 3. Equality in Decision-making

- 1. under-representation of women at highest levels of decision-making*
 - in political decision-making:
on average, 1 woman in 4 posts*
 - in economic decision-making:
on average, 1 woman in 10 posts;
only 3% are presidents of boards of
EU largest publicly listed companies*
- 2. EU goal of leading posts in public research: 25% women; but less than 19% of full professors in EU universities are women*



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

PA 3. cont...

Key Actions

- *Consider target initiatives to improve gender balance in decision-making*
- *Monitor the 25% target for women in top level decision-making positions in research*
- *Monitor progress towards the aim of 40% of members of one sex in committees and expert groups established by the EC*
- *Support efforts to promote greater participation by women in European Parliament elections*



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
għall-Promozzjoni
ta' l-Ugwaljanza
għall-Irgjiet u n-Nisa

PA 4. Dignity, Integrity and an End to Gender-based Violence

- 1. Estimated that in Europe:
 - 20% to 25% of women have suffered physical violence at least once during their lives
 - up to half a million women have been subjected to genital mutilation (FGM)*
- 2. Stockholm Programme and the Women's Charter seek to protect victims of crime with a comprehensive strategy and effective policy framework, including measures to eradicate FGM across Europe.*
- 3. Gender-specific health risks and diseases need to be adequately addressed*
- 4. Gender related issues are important in area of asylum*



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

PA 4. cont...

Key Actions

- *Adopt an EU-wide strategy on combating violence against women, supported by a European-wide awareness-raising campaign on violence against women*
- *Ensure that EU asylum legislation*
 - *takes into account gender equality considerations;*
 - *promote gender-specific training and best practices*
- *Draw up a Men's Health report following the 2010 Women's Health report (2011)*



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

PA 5. Gender Equality in External Actions

EU's external actions to promote gender equality and women's empowerment worldwide include:

- *European Neighbourhood Policy (ENP), and its Action Plans*
- *Millennium Development Goals*
- *CEDAW and Beijing Platform for Action*
- *Cairo Programme of Action*
- *cooperation with ILO, OECD, UN, African Union, UN Women*
- *commitment to protect women in times of conflict and post-conflict*
- *assurance of women's full participation in conflict prevention and peace building*



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irġiel u n-Nisa

PA 5. cont...

Key Actions

- *Monitor / support adherence to Copenhagen criteria for EU accession re of equal treatment between women / men, assist Western Balkan countries and Turkey with transposition / enforcement of legislation*
- *Implement the EU Plan of Action on Gender Equality and Women's Empowerment in Development (2010-2015)*
- *Continue to encourage ENP partner countries to promote gender equality*
- *Further integrate gender considerations into EU humanitarian aid*



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Horizontal/Cross-cutting Issues

6.1. Gender roles

- *Rigid gender roles limit the potential of both women and men*
- *Non-discriminatory gender roles in all areas of life promote gender equality*
- *Gender equality requires also the participation of men*
- *Policies should also address inequalities affecting boys / men*



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

Horizontal/Cross-cutting Issues

6.2. Legislation

- *Important milestones:*
 - *2006 recast directive consolidating existing directives on gender equality*
 - *2010 directives on rights to parental leave and on self-employed workers*
- *EU also discussing:*
 - *Directive 2004/113/EC on sex discrimination in access to insurance and related financial services*
 - *results of 2 in-depth studies on insurance practices and on potential sex discrimination in education*
- *EU to address:*
 - *the aggravated consequences of discrimination on two or more grounds*
 - *sex discrimination in relation to gender identity*



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

Horizontal/Cross-cutting Issues

6.3. The governance and tools of gender equality (1)

To ensure progress:

- *strengthening cooperation with the various institutions and stakeholders active in field of gender equality*
- *focusing each year on a particular theme (Annual Report) to monitor progress in implementation of strategy*
- *close cooperation with MS through HLG on gender mainstreaming and the Advisory Committee*



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irġiel u n-Nisa

Horizontal/Cross-cutting Issues

6.3. The governance and tools of gender equality (2)

- *work closely with European social partners and civil society*
- *implementation of gender mainstreaming as an integral part of the EC's policymaking*
- *awareness raising and publicising benefits of gender equality policies*
- *better integration of gender equality issues in implementing and reporting on programme (2007-2013)*



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irġiel u n-Nisa

Horizontal/Cross-cutting Issues

Key Actions

- *Address role of men in GE; promote good practice on gender roles in youth, education, culture and sport*
- *Monitor correct implementation of EU equal treatment laws focusing on Directives 2004/113/EC & 2006/54/EC*
- *Promote full implementation of Beijing Platform for Action including development / updating of indicators, with the support of the EIGE.*
- *Present an Annual Report on progress on gender equality, especially in the areas covered by this strategy.*



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irġiel u n-Nisa

THANK YOU

National Commission for the
Promotion of Equality

Gattard House,
National Road,
Blata l-Bajda HMR 9010
Tel: 2590 3850

Email: equality@gov.mt

Website: www.equality.gov.mt
