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GENDER EQUALITY

“Equality between women and men is a fundamental right, a common value of the EU, and a necessary condition for the achievement of the EU objectives of growth, employment and social cohesion....”

(European Commission website)

Gender Equality

A Brief History

- Equal Pay Directive – 1975
- Equal Treatment Directive – 1976
- Social Security Directive – 1979
- Occupational Social Security Directive – 1986
- Self-employment Directive – 1986
- Pregnant Workers Directive – 1992
- Parental Leave Directive – 1996
- Burden of Proof Directive – 1997.
- Equal Treatment in Employment Directive – 2002
Goods and Services Directive – 2004
- Recast Directive Equal Treatment in Employment and Occupation – 2006

Treaty of Amsterdam

Racial Equality Directive 2000/43/EC

- Implements the principle of equal treatment between people irrespective of racial or ethnic origin.
- Gives protection against discrimination in employment and training, education, social security, healthcare and access to goods and services.
- Contains definitions of direct and indirect discrimination, harassment and victimisation.
- Gives victims of discrimination a right to make a complaint through a judicial or administrative procedure, associated with appropriate penalties for those who discriminate.
- Shares the burden of proof between the complainant and the respondent in civil and administrative cases.
- Provides for the establishment in each Member State of an organisation to promote equal treatment and provide independent assistance to victims of racial discrimination.

Employment Equality Directive 2000/78/EC

- Implements the principle of equal treatment in employment and training irrespective of religion or belief, sexual orientation and age in employment and training.
- Includes identical provisions to the Racial Equality Directive on definitions of discrimination, rights of legal redress and the sharing of the burden of proof
- Requires employers to make reasonable accommodation to cater for the needs of a person with a disability who is qualified to do the job in question.
- Allows for limited exceptions to the principle of equal treatment, for example to preserve the ethos of religious organisations or to allow special schemes to promote the integration of older or younger workers into the labour market.

Gender Mainstreaming

'the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.'

(Agreed Conclusions of the Economic and Social Council of the United Nations, 1997/2 p. 28 cited in Hannan 2000)

Gender Road Map

2006 - 2010

The Roadmap for Equality between women and men outlines six priority areas for EU action on gender equality:

- Equal economic independence for women and men;
- Reconciliation of private and professional life;
- Equal representation in decision-making;
- Eradication of all forms of gender-based violence and trafficking;
- Elimination of gender stereotypes;
- Promotion of gender equality in external and development policies.

Institutional Framework of Gender Equality

- EU Parliament – Committee on Women’s Rights
- EU Commission
- The Social Affairs Council of Ministers
- The Advisory Committee on Equal Opportunities for Women and Men
- EU Gender Institute
- EU Network of Women in Decision-making
- European Women’s Lobby
- EU funding Programmes
 - PROGRESS (2007-2013)
 - Daphne
 - ESF

Future Challenges

- Women and Employment
 - Disadvantaged position in labour market
 - Gender pay gap
 - Role as carers
- Work Life Balance
- Women in Decision Making
- Gender-Based Violence