

FREE ONLINE WEBINAR ON
SOCIAL SUSTAINABILITY

**GENDER EQUALITY AND WOMEN'S
EMPOWERMENT IN EUROPE**

March 12, 2024 - 4:00 p.m. CET



TIME2ACT@SD

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Outlines

- **The current status and goals defined at the European level**
- **The tools available at the International and European level for the elimination of gender gaps.**
- **The tasks of the European Institute for Gender Equality**

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Erasmus+

Gender Equality Strategy 2020 – 2024

- Gender Mainstreaming
- Specific needs (digitalization, green economy)
- Intersectionality

Dedicated funding for a gender equal future

- EU budget (2021-2027)
- EU Initiative (REC, Erasmus)

Directive on combating violence against women and domestic violence (the 6th of February 2024)

Digital Service Act (DSA)26 has successfully achieved all the 2023 milestones on the way to complete enforcement in February 2024.

EU action plan on gender equality and women's empowerment in external relations (Gender Action Plan (GAP) III)

Directive on pay transparency, which entered into force in May 2023

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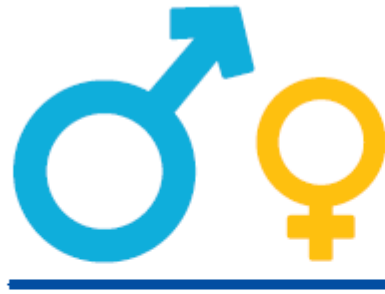
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EVIDENCES



Women in the EU earn on average **16%** less than men per hour



Only **67%** of women in the EU are employed, compared to **78%** of men



On average, women's pensions are **30.1%** lower than men's pensions



75% of unpaid care and domestic work is done by women

EVIDENCES



Only **7.5%** of board chairs and **7.7%** of CEOs **are women**



Only **22%** of AI programmers **are women**



39% of Members of the European Parliament **are women**

EVIDENCES



33% of women in the EU have experienced **physical and/or sexual violence**



22% of women in the EU have experienced **violence by an intimate partner**



55% of women in the EU have been sexually harassed and women are more likely to experience **online sexual harassment** than men

The longer women and girls stay online, participating in the modern agora, the greater the risk of becoming online victims of hate speech, harassment, and violent language.



Directive on combating violence against women and domestic violence (the 6th of February 2024)



Digital Service Act (DSA)²⁶ has successfully achieved all the 2023 milestones on the way to complete enforcement in February 2024.

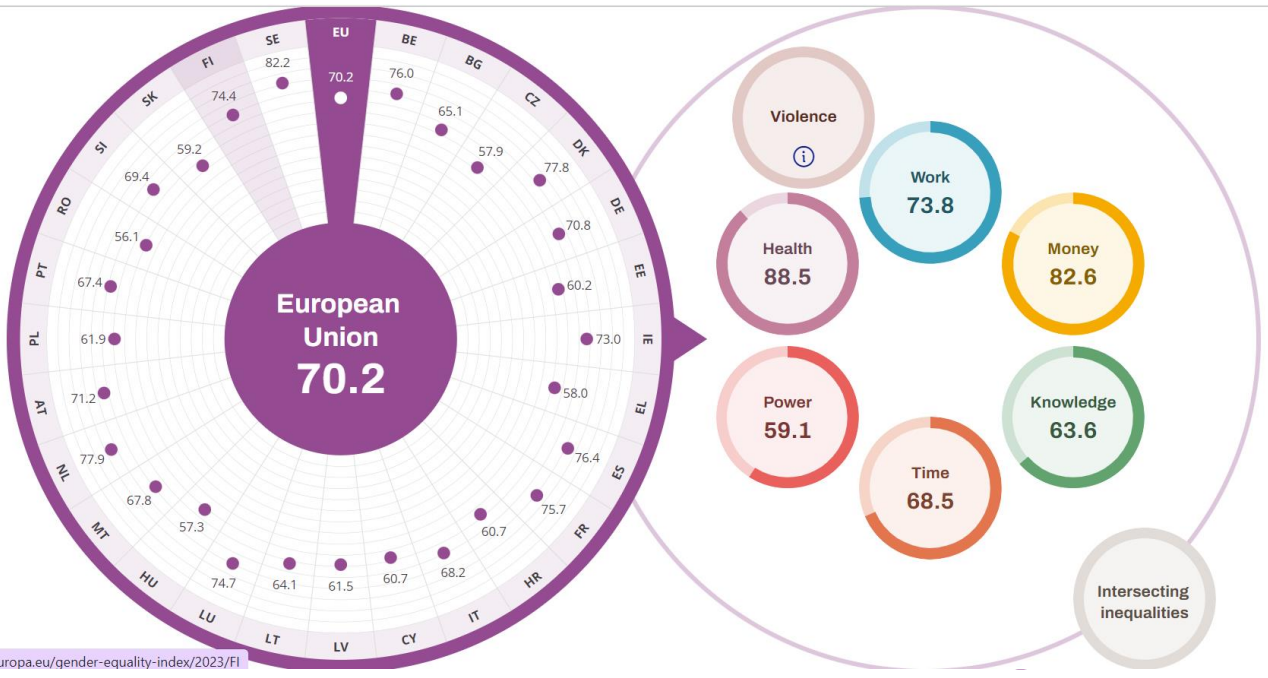
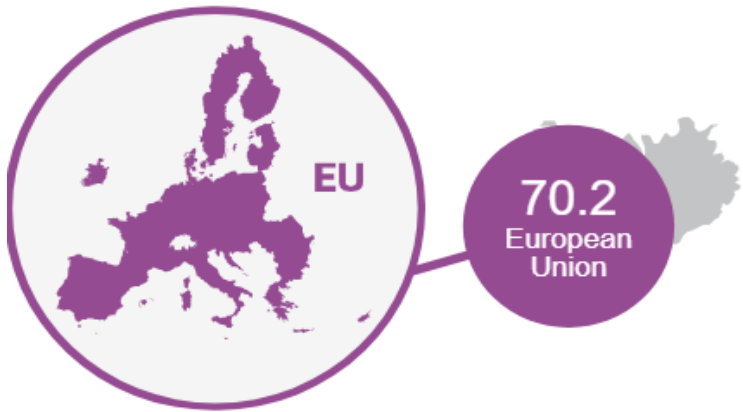


On 8 December 2023, the EU co-legislators reached an agreement on the proposal on harmonized rules on artificial intelligence (AI), the so-called AI Act

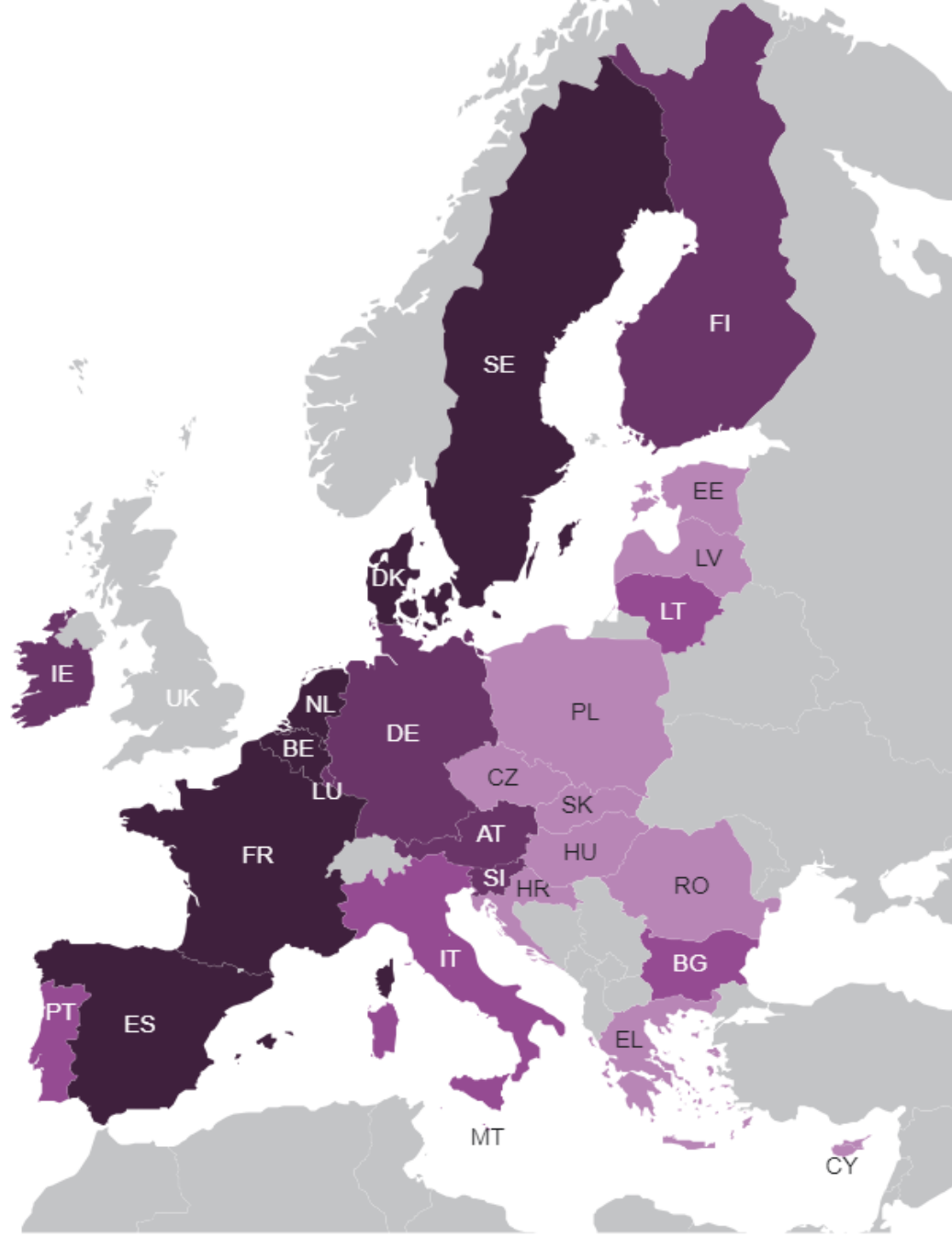


European Centre for Algorithmic Transparency (ECAT)

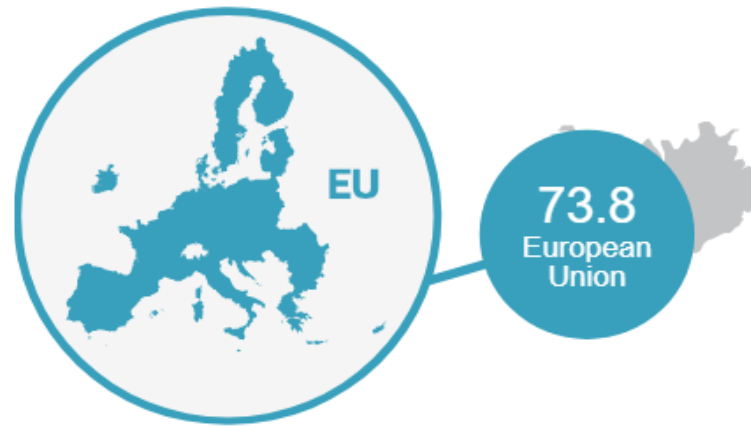
EIGE - GENDER EQUALITY INDEX



The scale is based on the range in scores (max-min) divided by 4

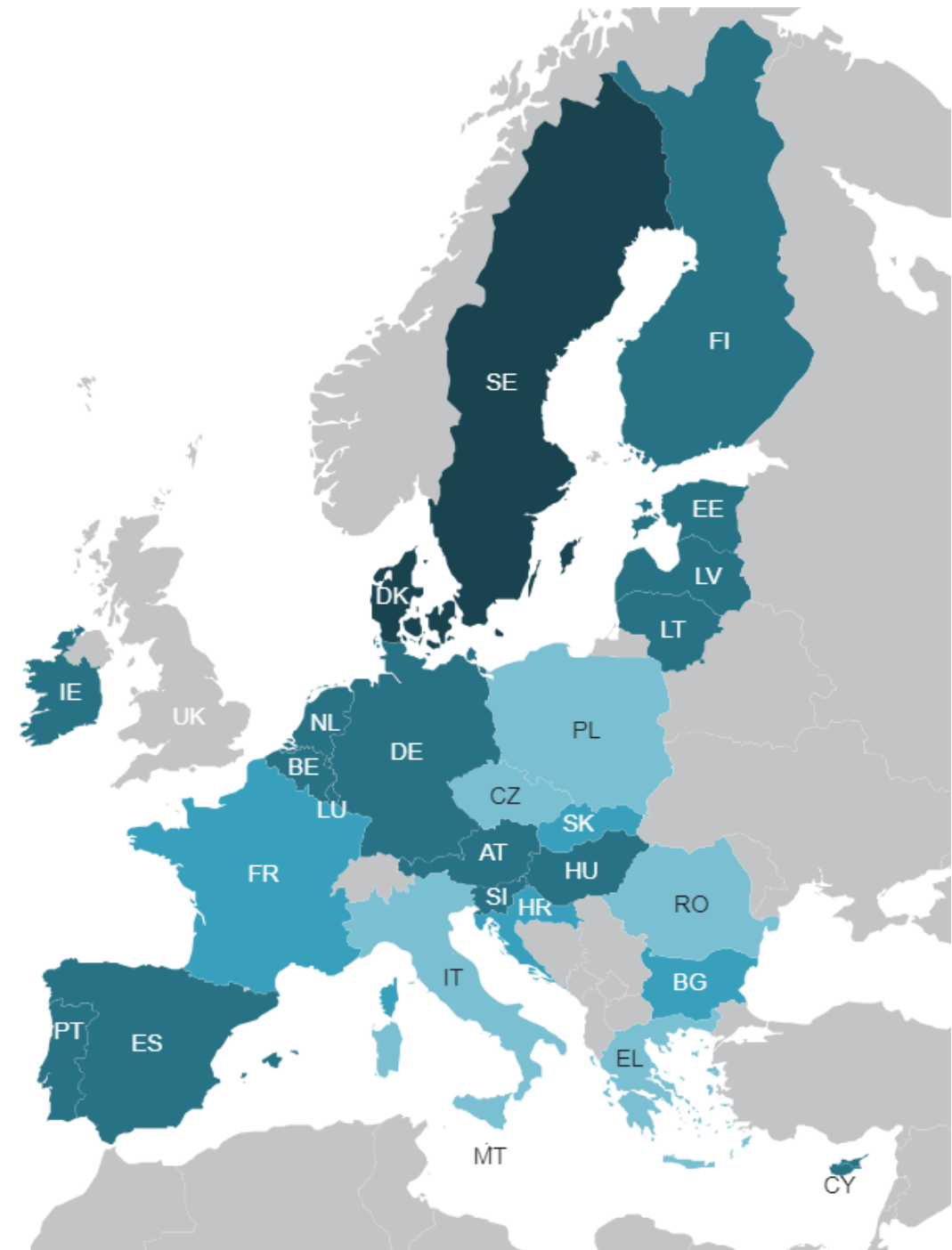


Work Domain



Indicators:

- 1) participation in rates of full-time equivalent (FTE) employment and the duration of working life.
- 2) Gender segregation and quality of work



65.0 70.0 74.9 79.8 84.8

The scale is based on the range in scores (max-min) divided by 4

Power Domain



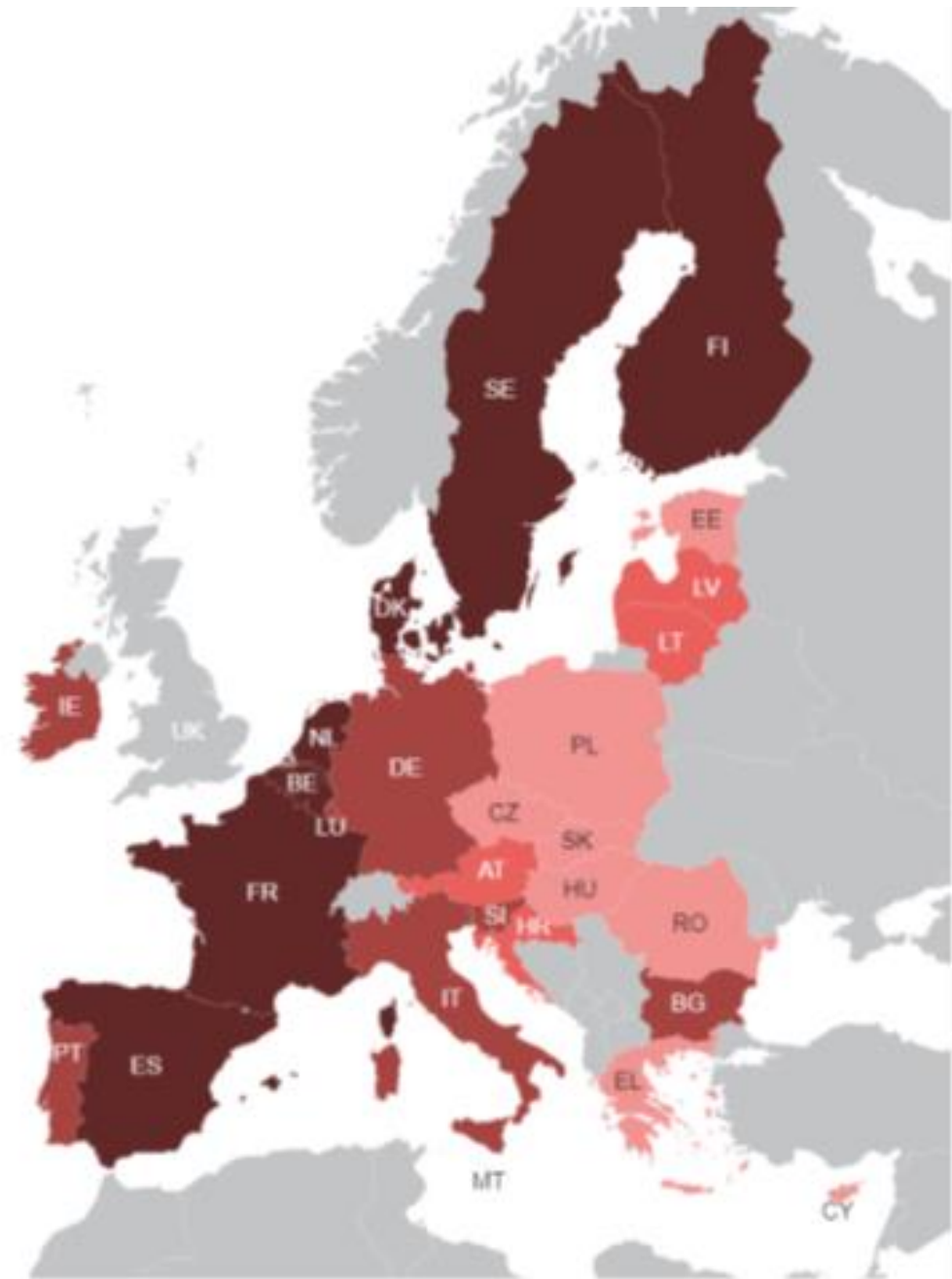
Indicators:

- 1) Representation of women and men in national parliaments, government and regional/local assemblies.
- 2) Gender-balance in economic decision-making is measured by the proportion of women and men on corporate boards of the largest nationally registered companies listed on stock exchanges and national Central banks.
- 3) Social power, which includes data on decision-making in research-funding organisations, media and sports.

26.2 40.9 55.6 70.4 85.1

The scale is based on the range in scores (max-min) divided by 4

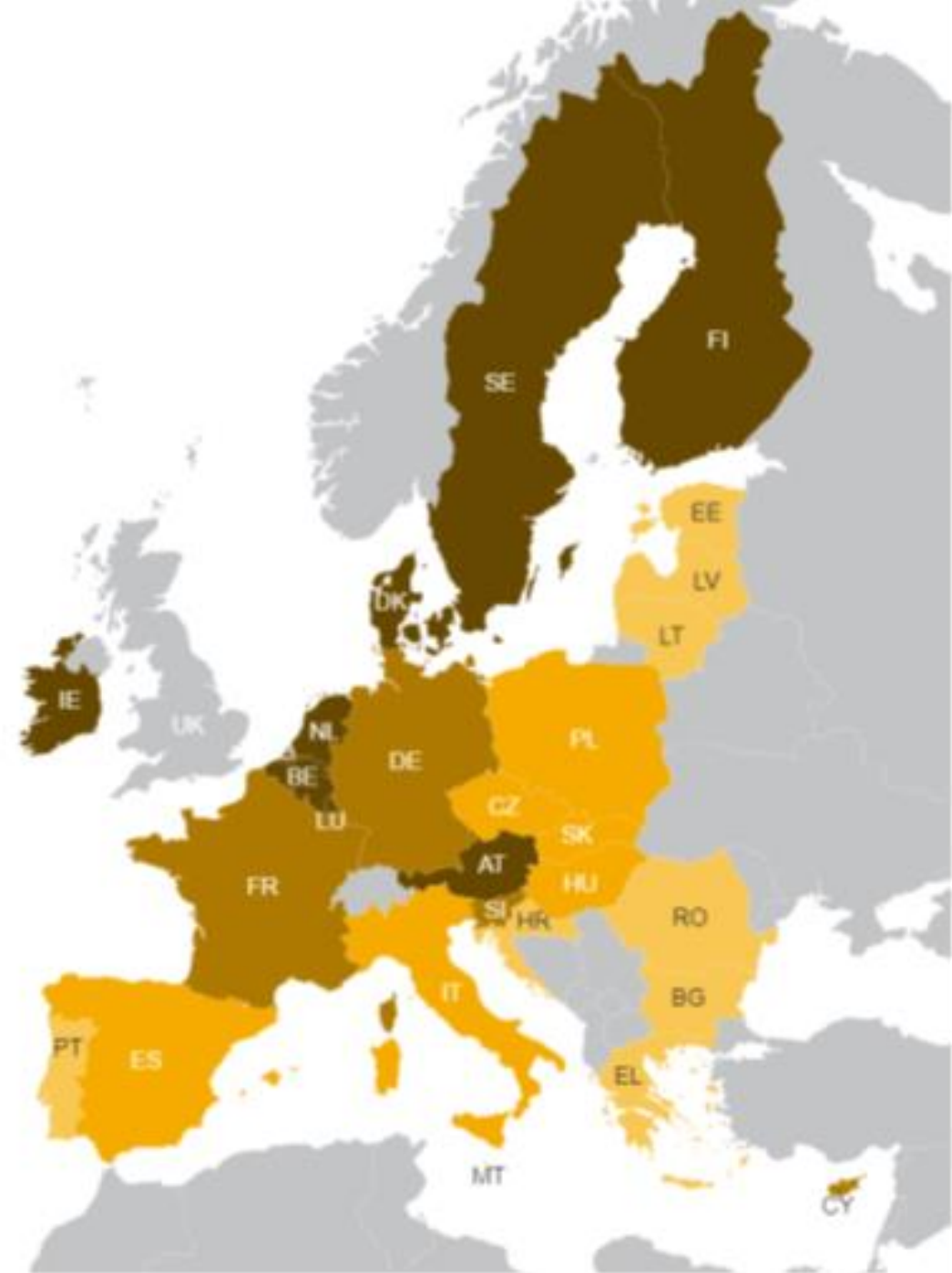
European Institute for Gender Equality, Gender Equality Index 2023



Money Domain

Indicators:

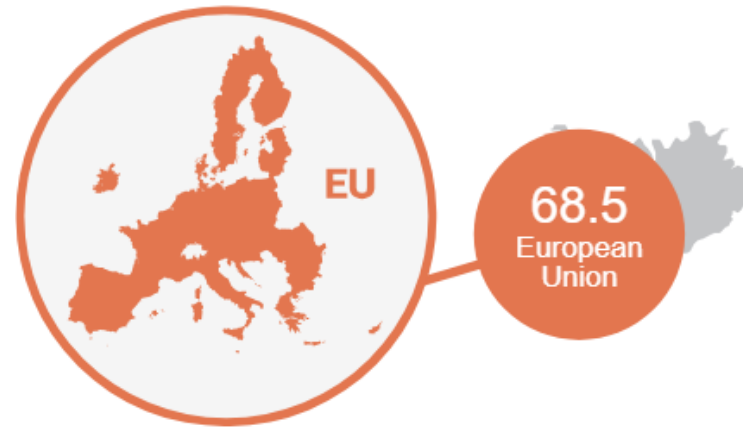
- 1) The first is mean monthly earnings from work and the second is mean equivalised net income, which besides earnings from paid work includes pensions, investments, benefits and any other source of income.
- 2) Women's and men's risk of poverty and the income distribution amongst women and men.



67.0 73.7 80.5 87.2 93.9

The scale is based on the range in scores (max-min) divided by 4

Time Domain

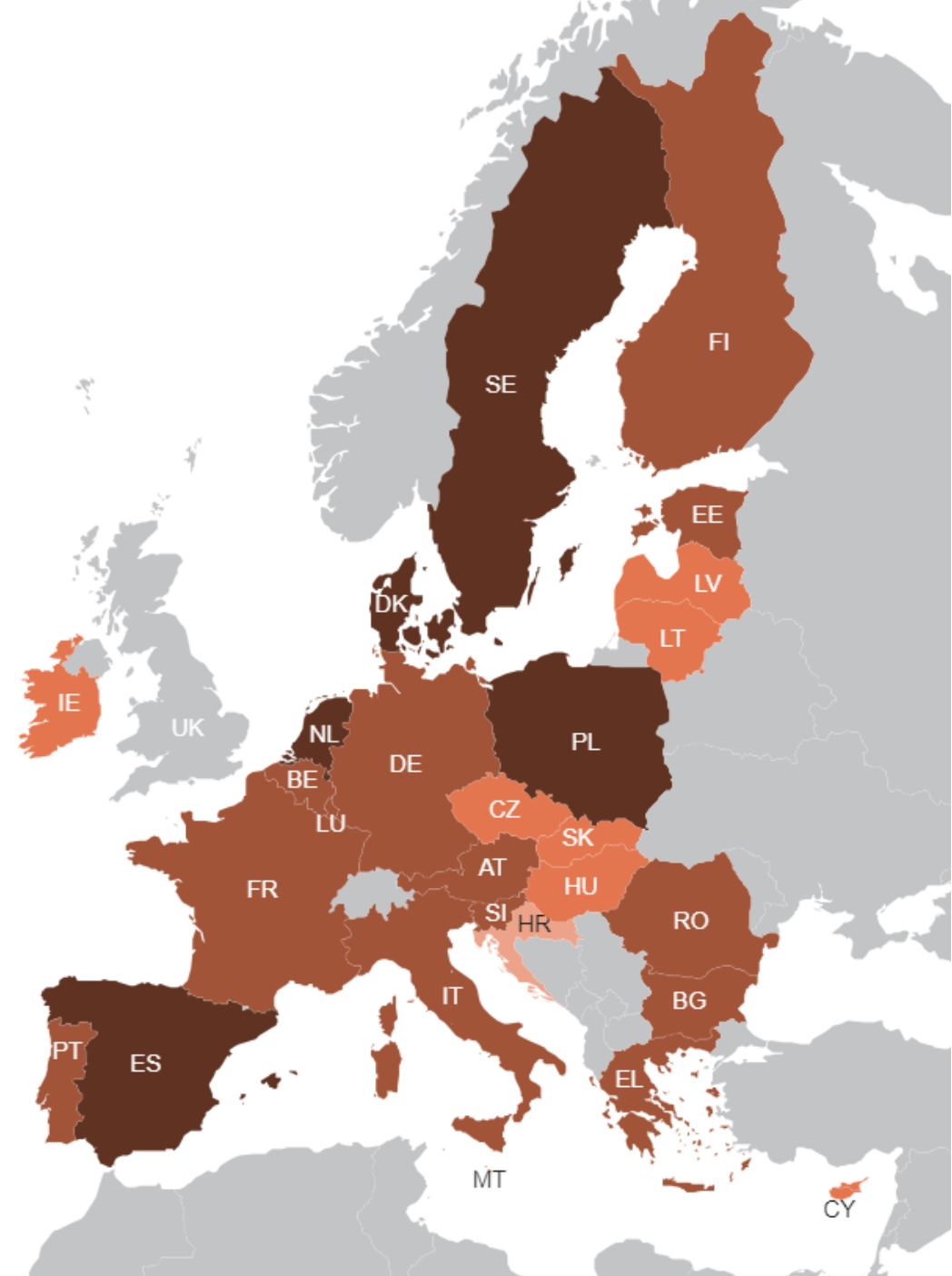


Indicators:

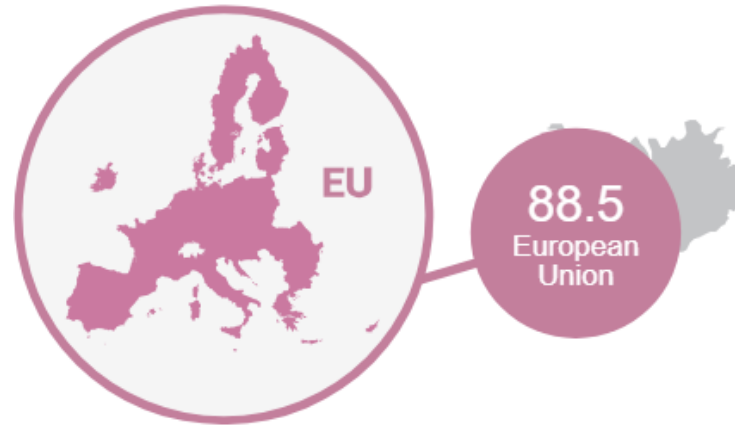
- 1) Care activities, measures gender gaps in involvement of women and men in caring for and educating their children or grandchildren, older and disabled people, as well as their involvement in cooking and housework;
- 2) How many women and men engage in social activities



The scale is based on the range in scores (max-min) divided by 4



HEALTH DOMAIN

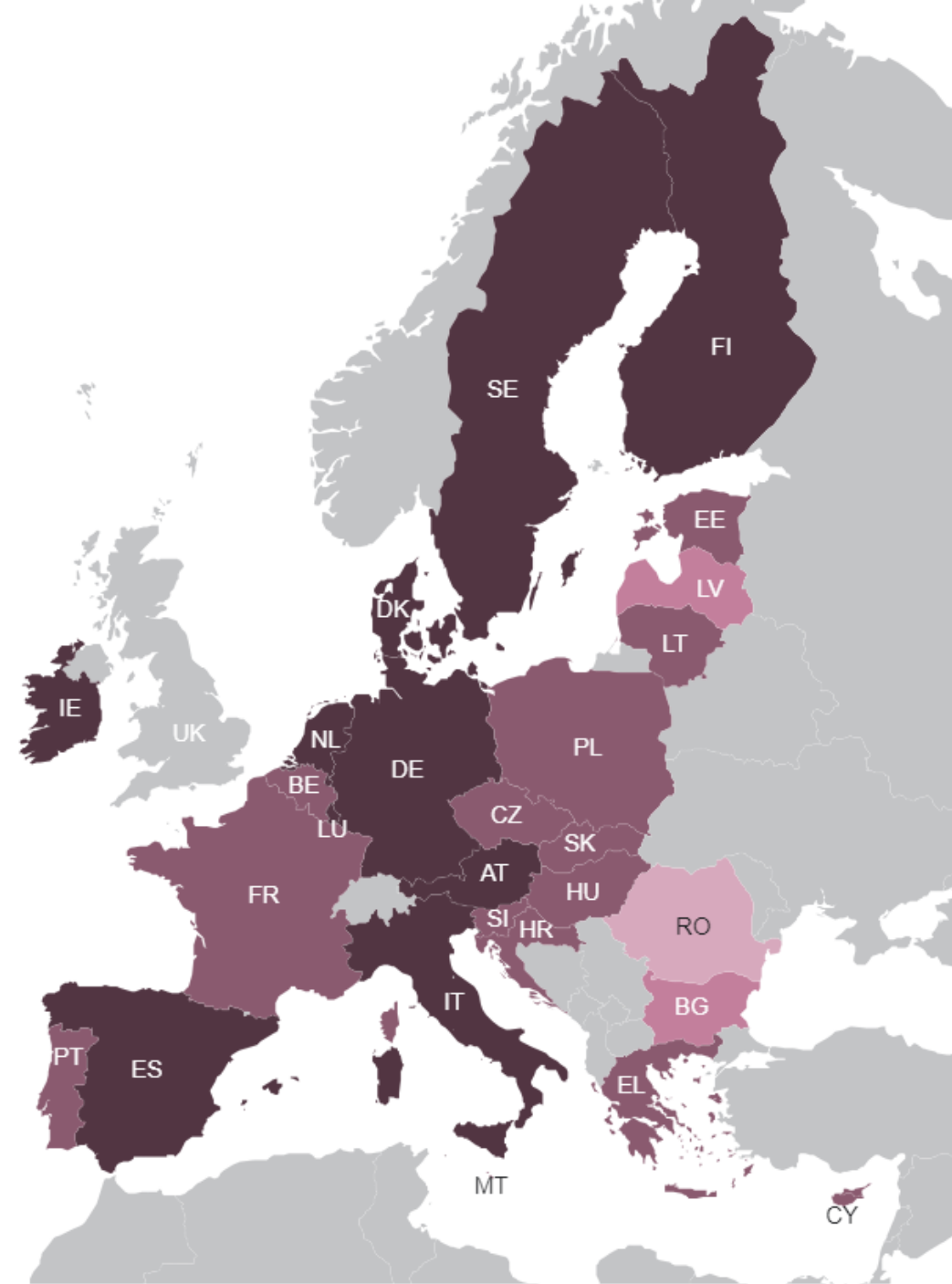


Indicators:

- 1) Health status looks at the differences in life expectancy of women and men together with self-perceived health and healthy life years;
- 2) Set of health behaviour factors, based on WHO recommendations on healthy behaviour, namely fruit and vegetable consumption, physical activity, smoking and alcohol consumption.
- 3) Access to health services is measured by the percentage of people who report unmet medical and/or dental needs.



The scale is based on the range in scores (max-min) divided by 4



Knowledge Domain

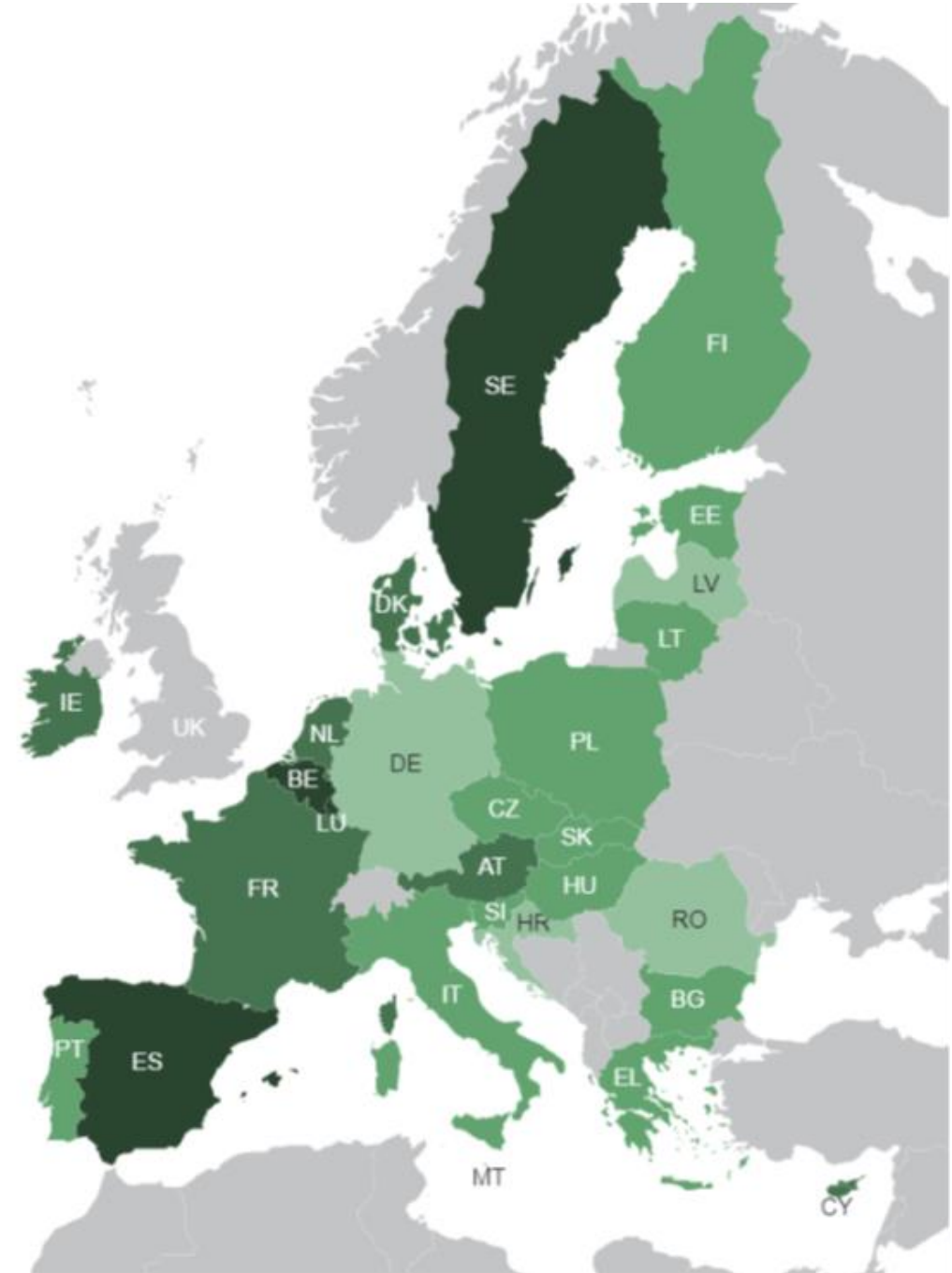


- 1) Educational attainment is measured by two indicators: the percentage of women and men tertiary graduates, and participation of women and men in formal and non-formal education and training over the life course.
- 2) Gender segregation in tertiary education by looking at a percentage of women and men among students in fields of education, health, welfare, humanities, and arts.

50.4 56.9 63.4 69.9 76.4

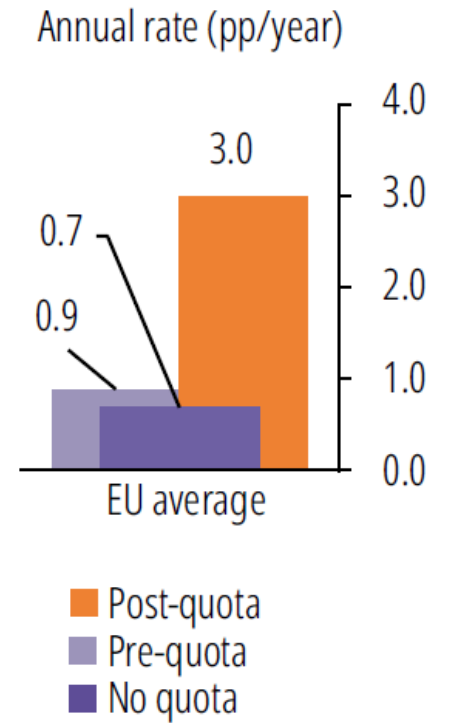
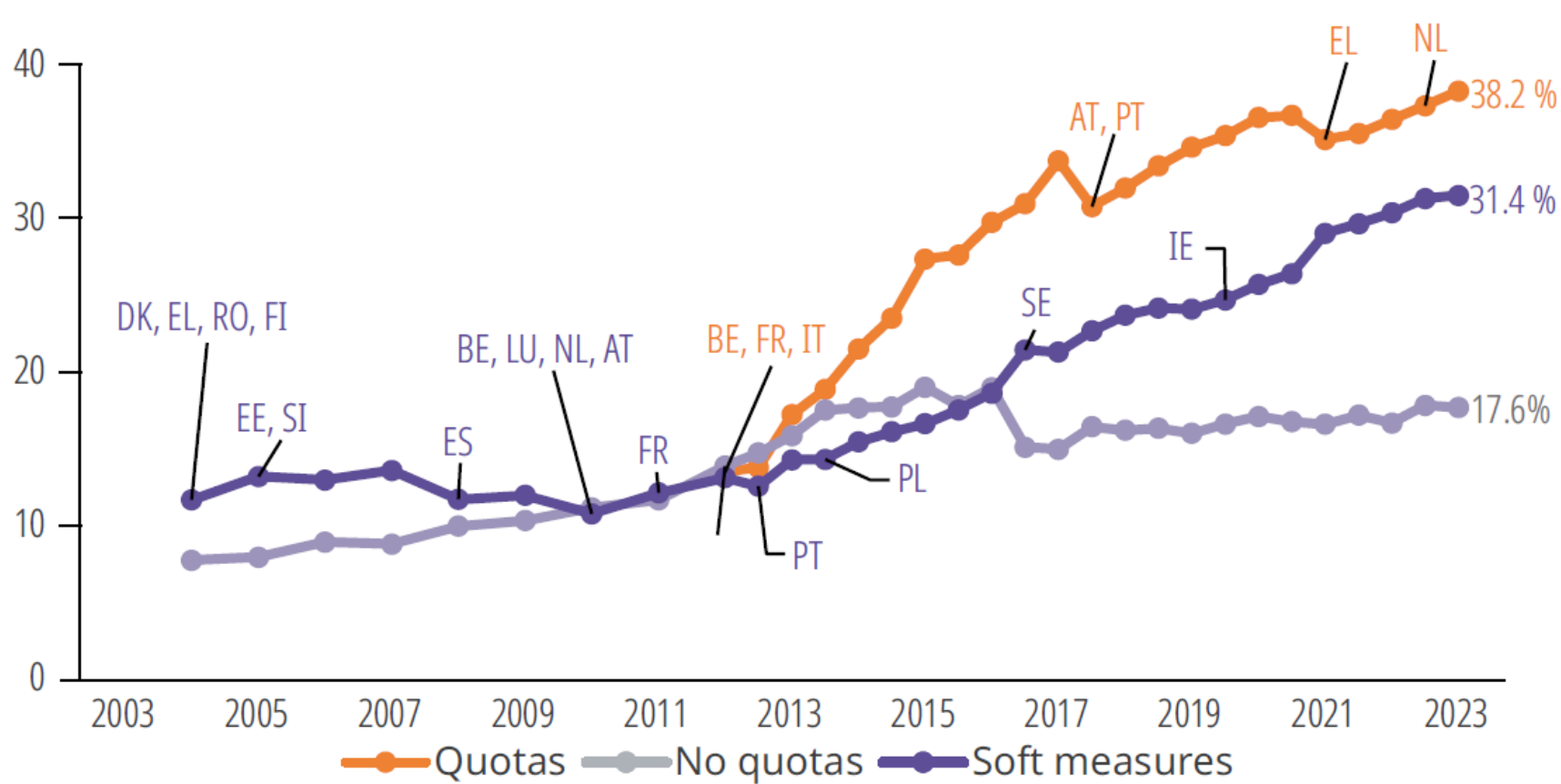
The scale is based on the range in scores (max-min) divided by 4

European Institute for Gender Equality, Gender Equality Index 2023





Share of women on the boards of the largest listed companies by type of action taken (%), EU-27, October 2011–2022



Source: Own calculations based on data from EIGE, Gender Statistics Database.

VIOLENCE AGAINST WOMEN

- No score is given to the EU in the domain of violence, due to a lack of comparable EU-wide data. Data on gender-based violence remains scarce and lacks comparability across the EU. Clear, comprehensive and systematic definitions of all forms of violence against women and girls are crucial for informed decision-making.
- **Femicide** : In 2021, 720 women were murdered by an intimate partner, family member or relative in 17 EU Member States, according to official reports.

And the sexual harassment at work is still a persistent phenomenon
(Do you remember #metoo campaign?)

In September 2023, the Council adopted a position (so called 'general approach') on a draft decision inviting Member States to ratify the Violence and Harassment Convention (ILO Convention 190)

New European Research Area (ERA) policy agenda for 2022-2024³⁷ sets out several concrete actions relevant to the priority areas set out in the Pact for Research and Innovation. One action, namely Action 5, is concerned with promoting gender equality and fostering inclusiveness.

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SDGs GOAL 5

State of art




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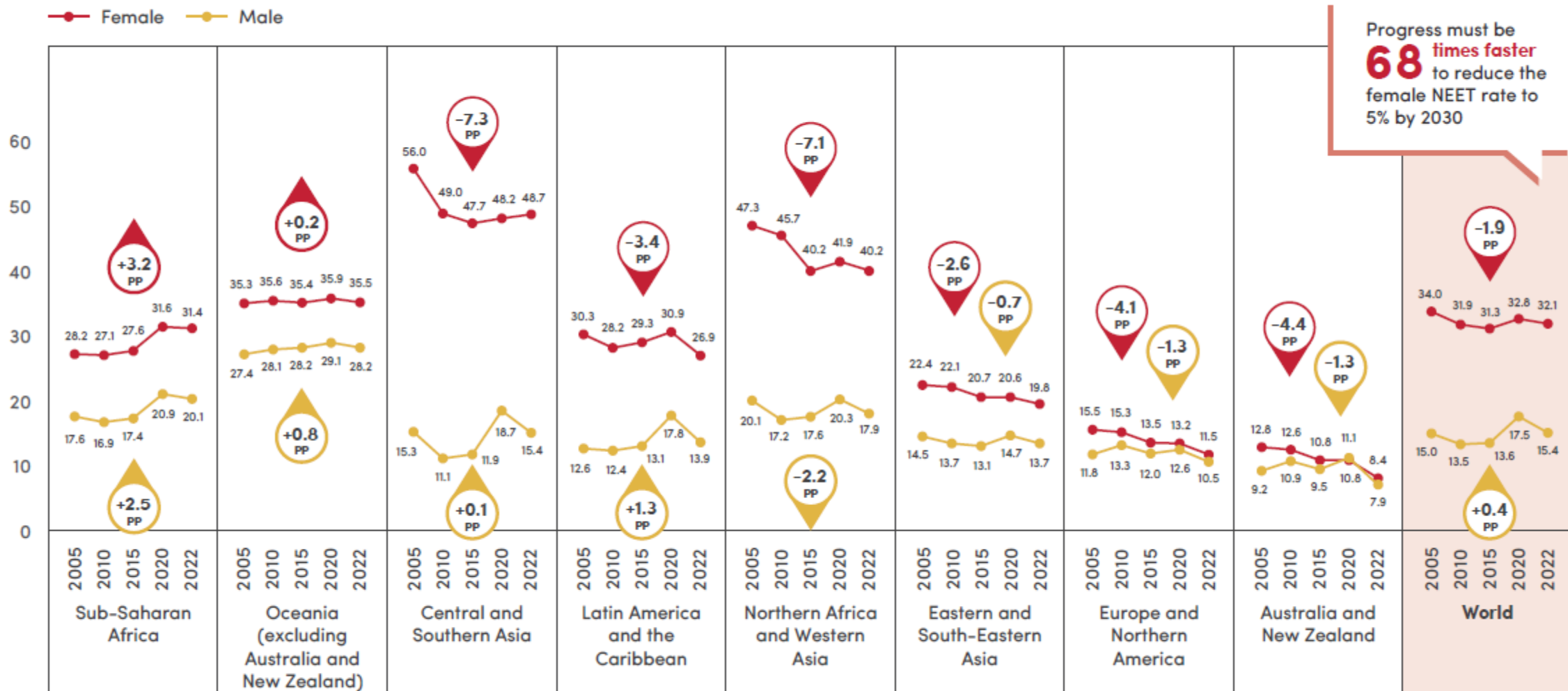
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Proportion of young women and men aged 15 to 24 who are not in education, employment or training, 2005–2022 (percentage)



Progress must be **68** times faster to reduce the female NEET rate to 5% by 2030

Source: UN Women calculations using United Nations, 2023. [Global SDG Indicators Database](#).
 Note: The indicator is based on 13th ICLS. pp refers to percentage points.

Nearly half of married women lack decision-making power over their sexual and reproductive health and rights

Only 56 per cent of women aged 15 to 49 who are married or in a union are able to make decisions about their sexual and reproductive health and rights, according to data collected from 68 countries for the 2007–2022 period.

Insufficient progress has been made in reducing intimate partner violence over the past two decades

In 2000, 35 per cent of ever-partnered women aged 15–49 had been subjected to physical and/or sexual violence by a male partner or ex-partner in their lifetimes and 16 per cent were subjected to this form of violence within the past 12 months. By 2018, these figures had dropped to 31 per cent of women for lifetime prevalence and 13 per cent for past-year prevalence

Violence against older women is a significant public health concern:

Globally, the prevalence of intimate partner violence among older women ranges



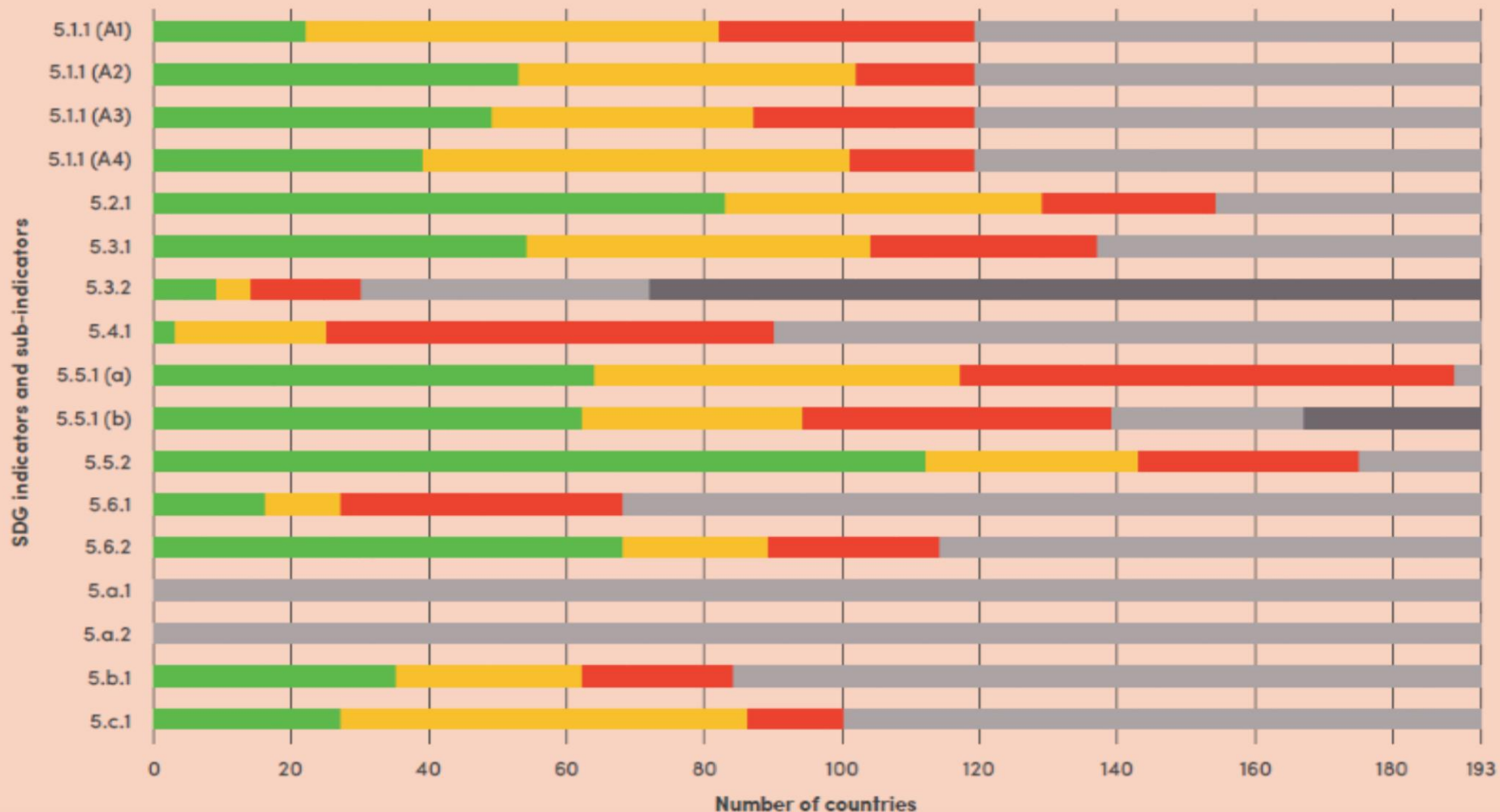
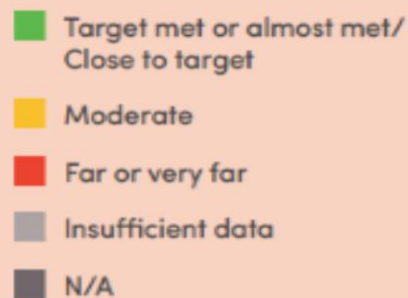
Physical violence tends to decrease with age while psychological abuse and controlling behaviours increase. Financial and economic abuse are also prevalent forms of violence.

41

COUNTRIES, ON AVERAGE, ARE
"TARGET MET OR ALMOST MET" OR
"CLOSE TO TARGET" ON AT LEAST
ONE SDG 5 INDICATOR

80+

COUNTRIES, ON AVERAGE, ARE
MISSING DATA FOR AT LEAST
ONE SDG 5 INDICATOR





In the world

Discriminatory laws and gaps in legal protection persist in critical aspects, denying women their human rights worldwide

Mobile phone ownership can be a powerful tool for empowering women, but gender parity remains elusive in many regions

Early child marriage and forced marriage continue to be obstacles to achieving equality

- **Mentimeter survey:**
<https://www.menti.com/al3f45ddd368>

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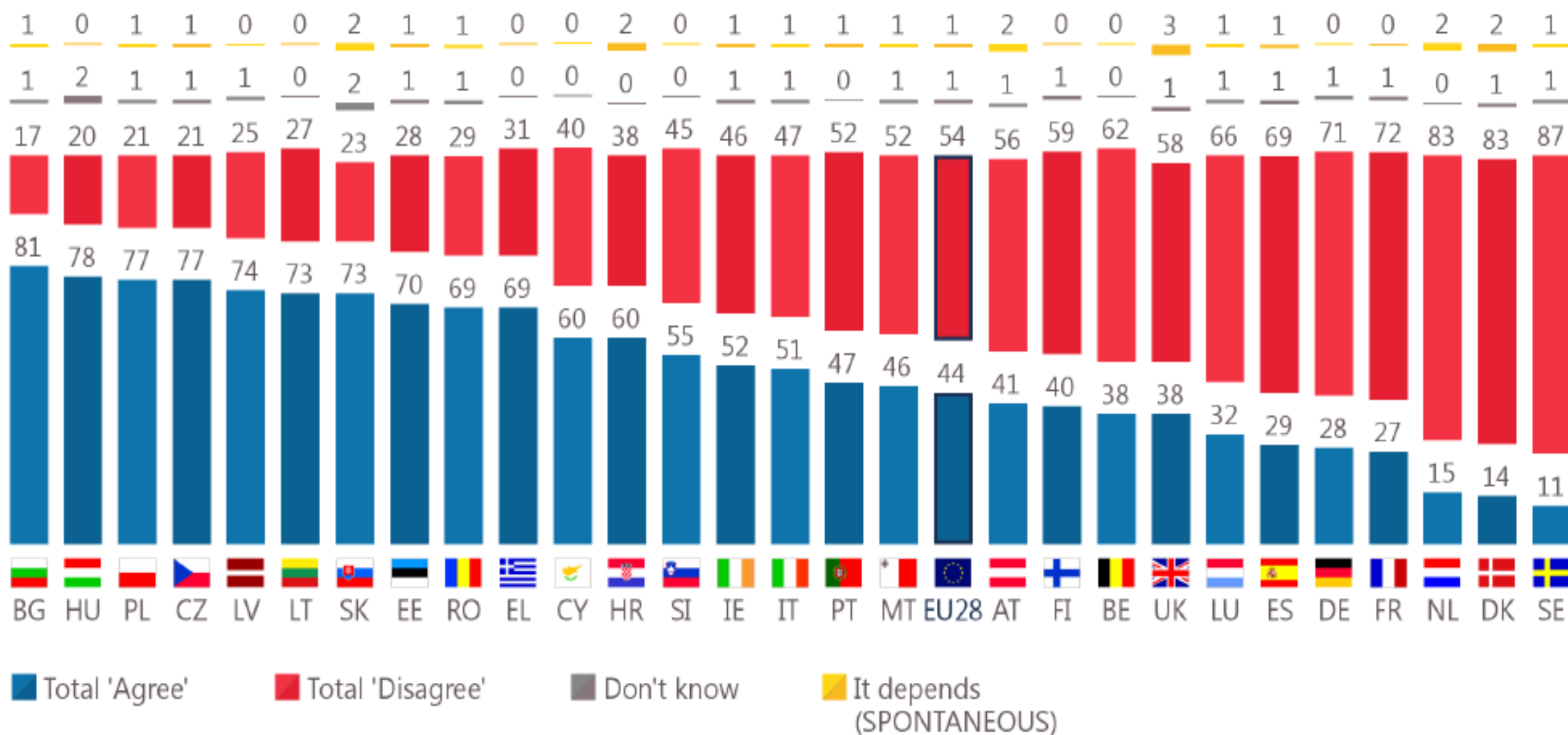


Gender stereotypes are a root cause of gender inequalities

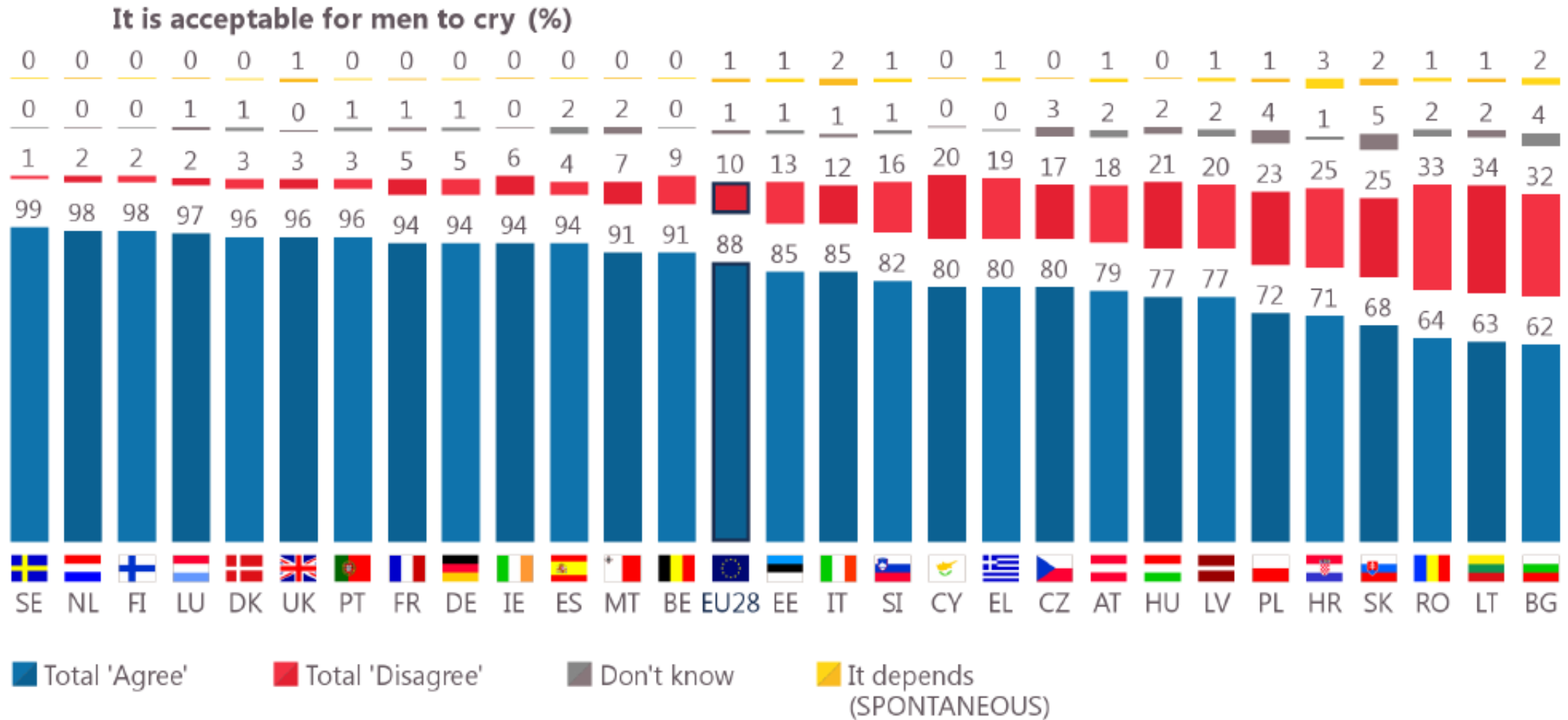


Eurobarometer, 2017

The most important role of a woman is to take care of her home and family (%)

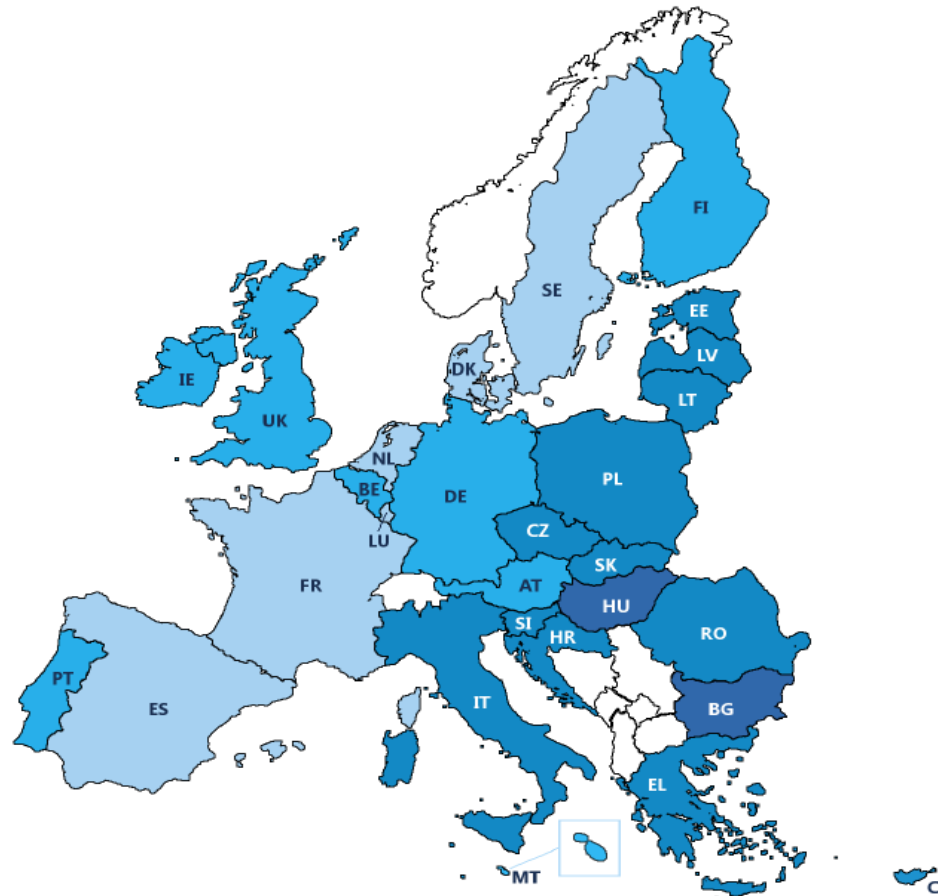
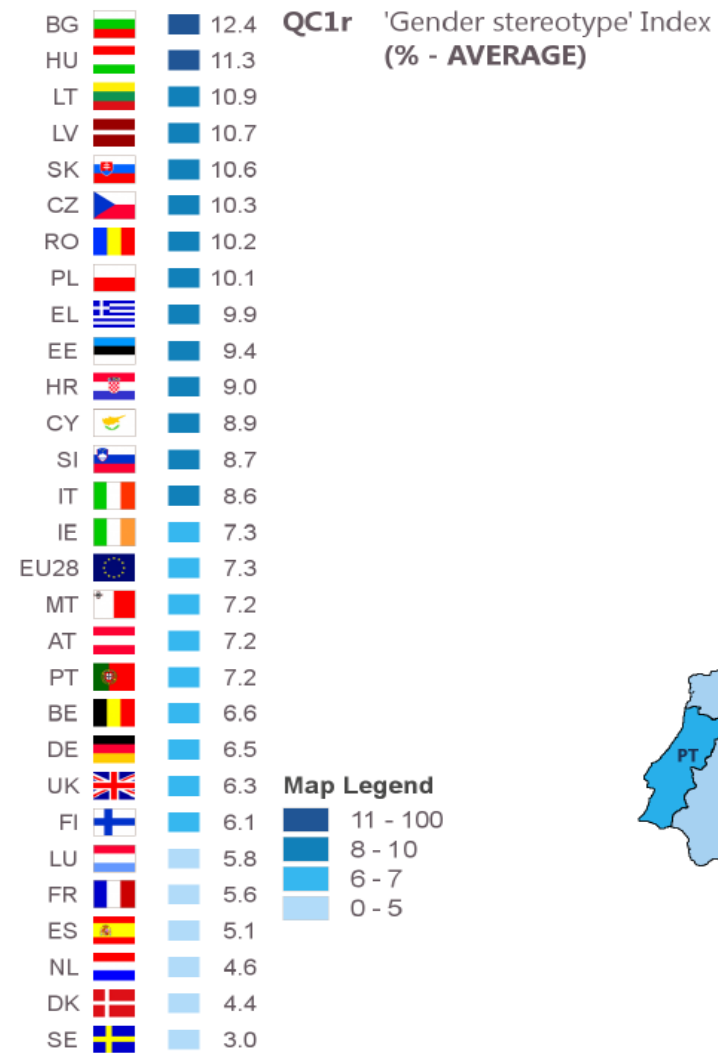


Eurobarometer, 2017



Base: all respondents (N=28,093)

Gender stereotype Index



The gender stereotype index is higher in Eastern European countries and some Southern countries

Fonte: Eurobarometer, 2017

Base: all respondents (N=28,093)

Year 2018

types of violence

31.5% Physical or sexual violence (6.8 million)

20.2% Physical violence (4.3 million)

21.0% Sexual violence (4.5 million)

5.4% Rape or attempted rape (1.1 million)

23.3% Psychological/economic violence (partner/ex partner)

16.1% Stalking (3.5 million)

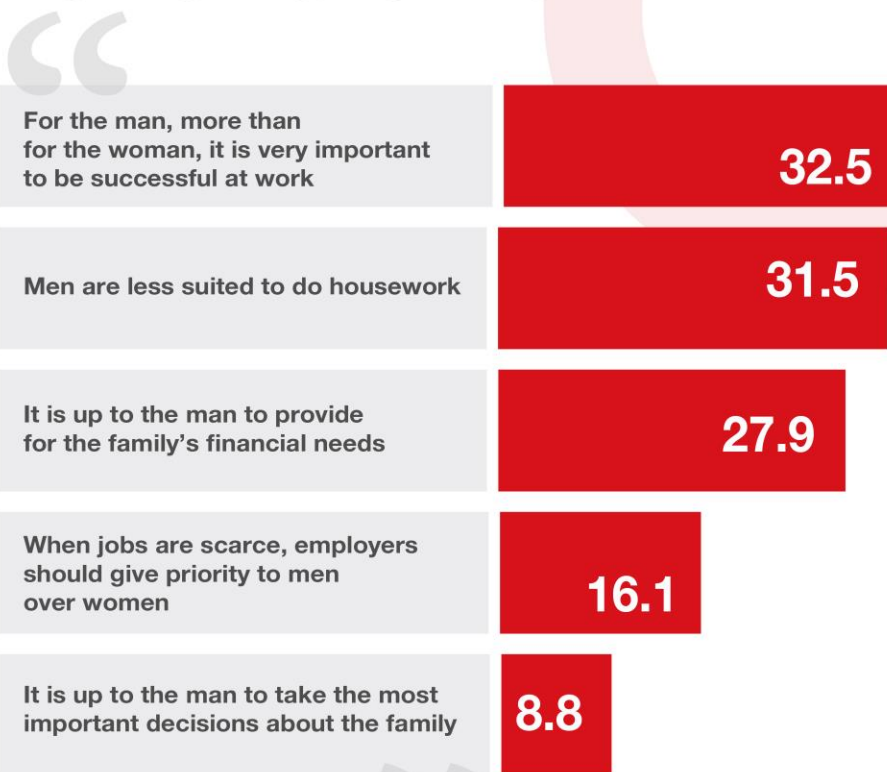
133 WOMEN'S MURDERS
year 2018

253 ANTI-VIOLENCE CENTRES*

43,467 Women contacted an anti-violence centre

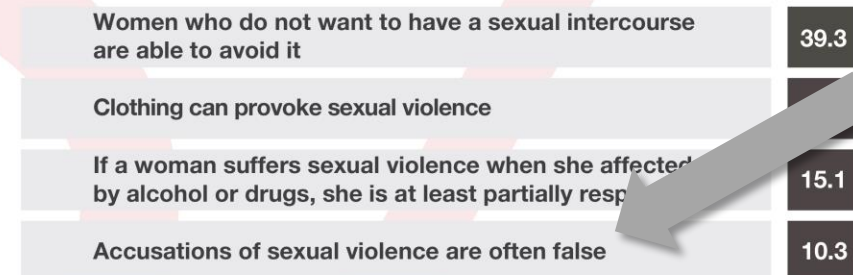
29,227 Women tried a way out of violence

The most common stereotypes about gender roles among women and men



(percentage values)

Prejudices about sexual violence (percentage values)



Possible causes of intimate partner violence



*Survey in partnership with the Italian Department for Equal Opportunities (DEO), Regions and the National Research Council.

Data on violence, 2014 (women 16-70 years); anti-violence centres, 2017; stereotypes, 2018 (men and women 18-74 years). Data on homicides: source Ministry of Interior

FUN DAD



LAZY MOM



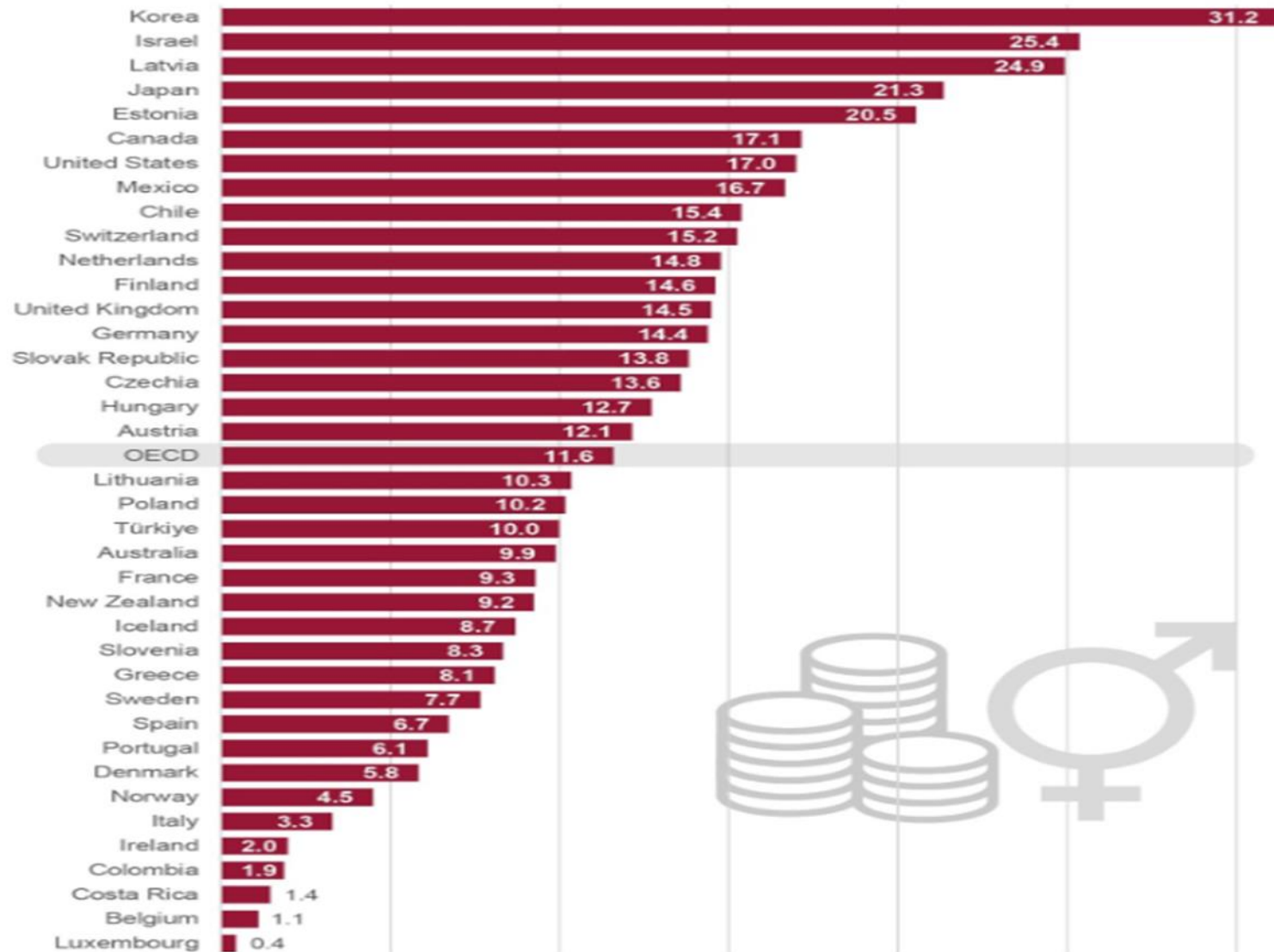
© 2014 Life Savers





Gender pay gap in OECD countries

Difference between median full-time earnings of men and women, as % of median earnings of men.



Note: Data refer to 2022 or latest year available. The OECD average is provisional. The gender pay gap indicator is not fully comparable across countries, as earnings data can cover different populations or are only collected officially for a specific group of sectors (e.g. Belgium).

Source: OECD Gender data portal - www.oecd.org/gender/data



Gender Equality Strategy and European Green Deal doesn't not systematically integrate gender: why?
Just transition fund will be create new work but for who?
Education: We still have an evidence lack between boys and girls in STEM education

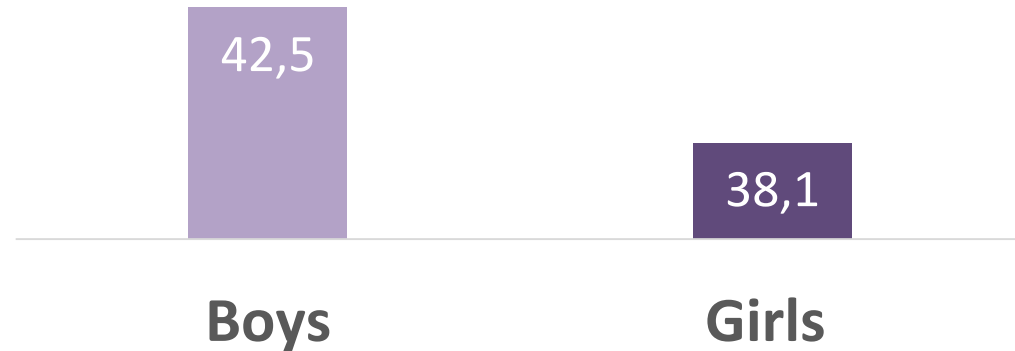
Unconscious gender bias



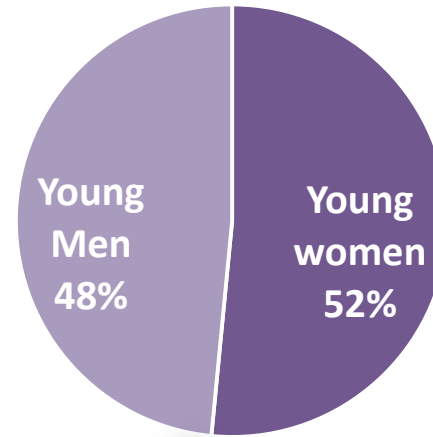
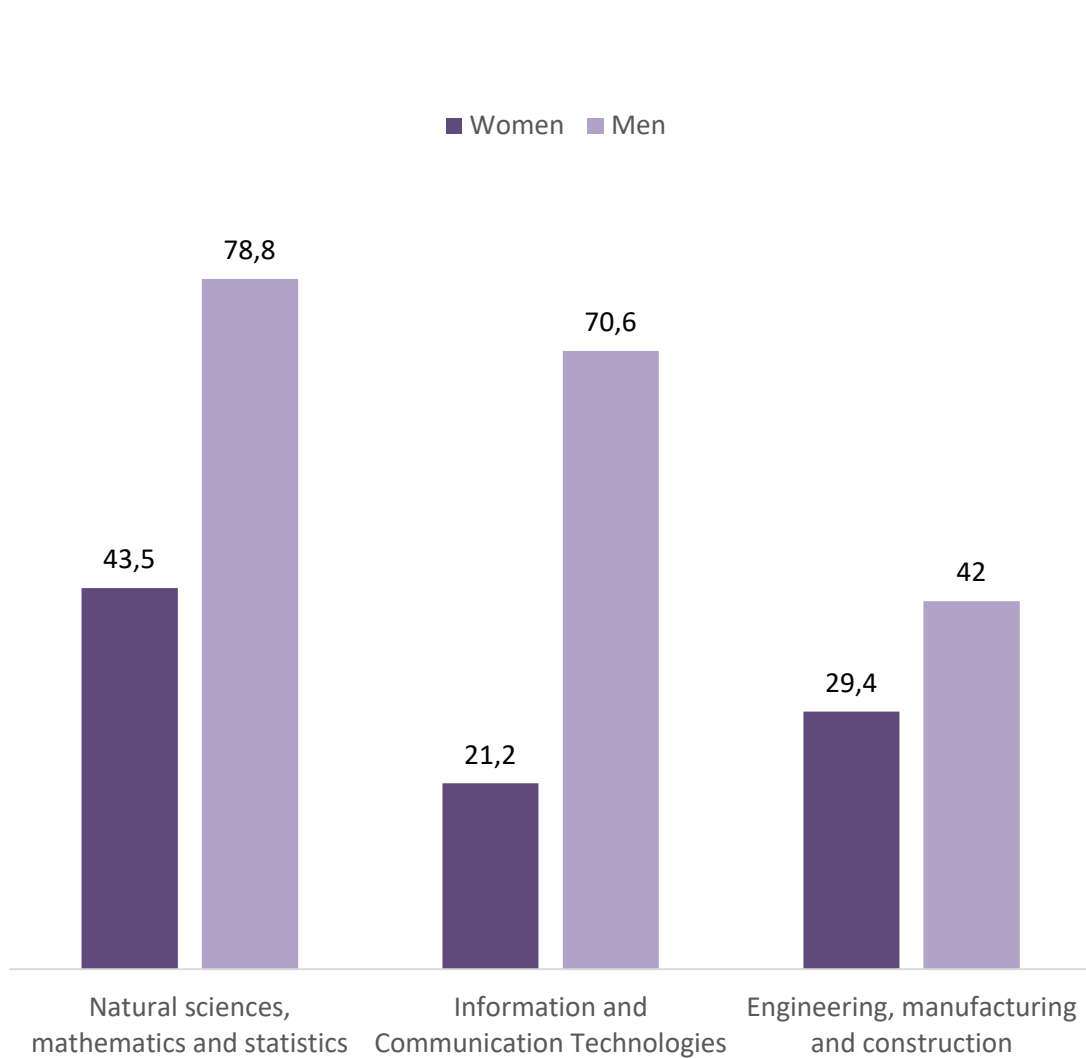
73 % of boys aged 15-16 feel comfortable installing softwares by themselves, compared with 49 % of girls



15-year-olds (boys and girls) top performers in science expect to work in scientific professions at the age of 30



Are young women ready for the twin transitions: green & digital?

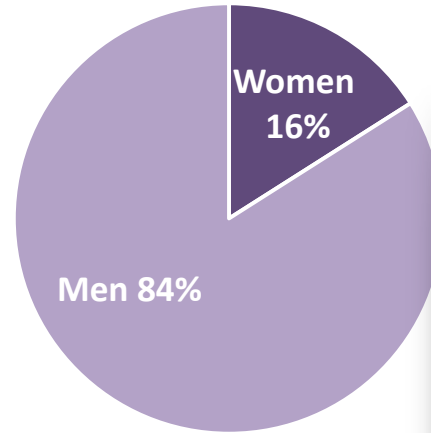


Upper secondary, post-secondary non-tertiary and tertiary education
(20 – 24 years old)

BUT! Girls don't pursue STEM education

Twin Transition demands news skills

Gender gap among Artificial Intelligence professionals (EU27)



And girls identify more risks of cyber-violence



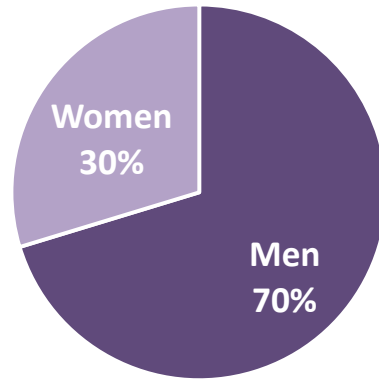
AI and machine learning process risk reproducing gender stereotypes

The male-dominated AI sector is at high risk of Gender stereotypes in AI as well as high-security risks which are factors discouraging female talent and hindering their participation

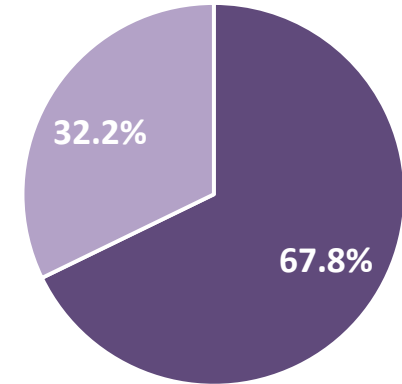
Who's making decisions about our youth's future?



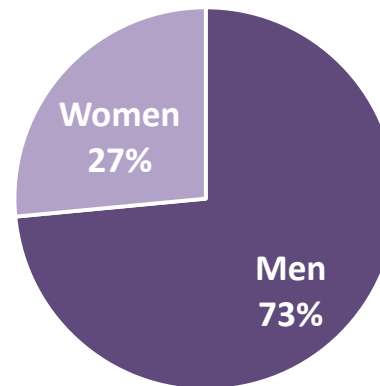
Members of national parliamentary committees dealing with environment-related issues



National government ministers with an environment-related portfolio



Parliamentary committees dealing with transport



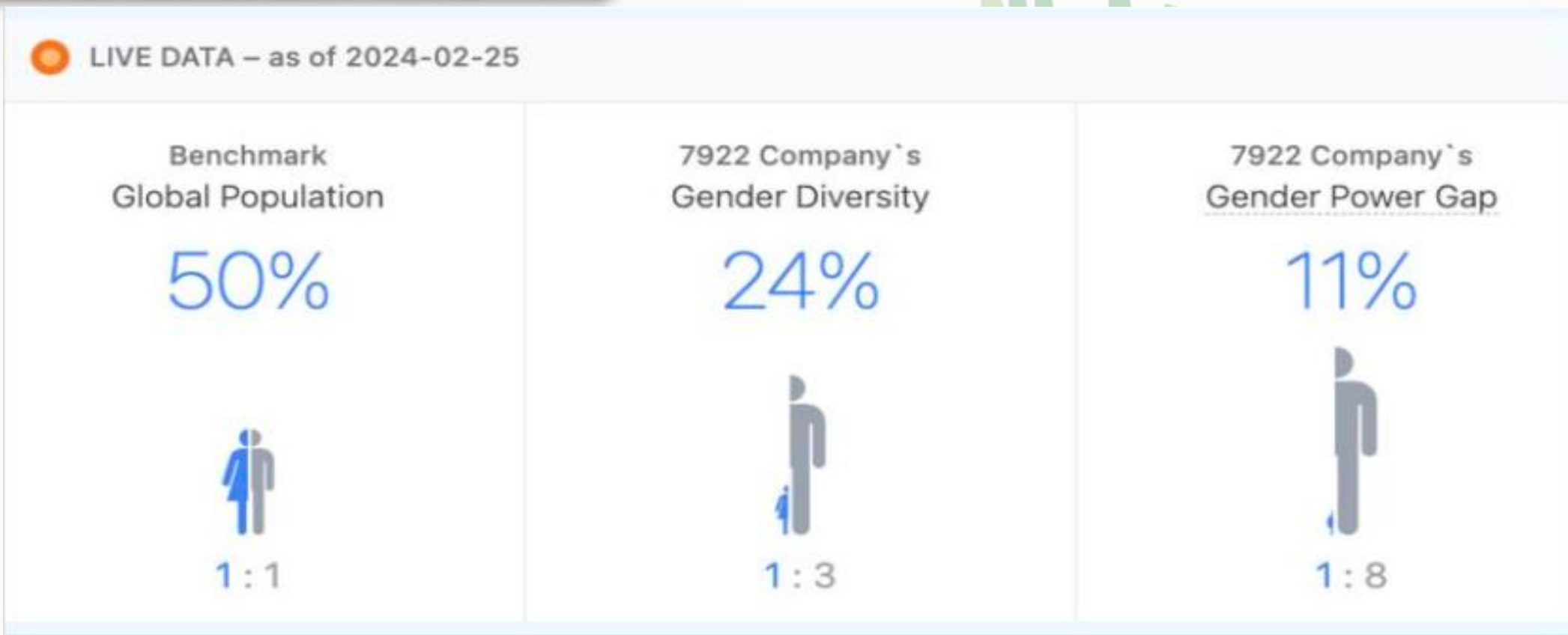
HOW DO WE MOVE FORWARD?

THE EIGE KEY MESSAGE

1. Eliminating gender stereotypes: where gender equality becomes a transformative part of the twin transitions
2. Education and training systems need to be adapted to our new socio-economic reality where decision-making mechanisms involve women
3. We need to adopt Gender Mainstreaming at all stages of the policy cycle.

steps





Source: ExecuShe, 2024

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The EIGE's role: tools for available for the elimination of gender gaps

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Gender mainstreaming

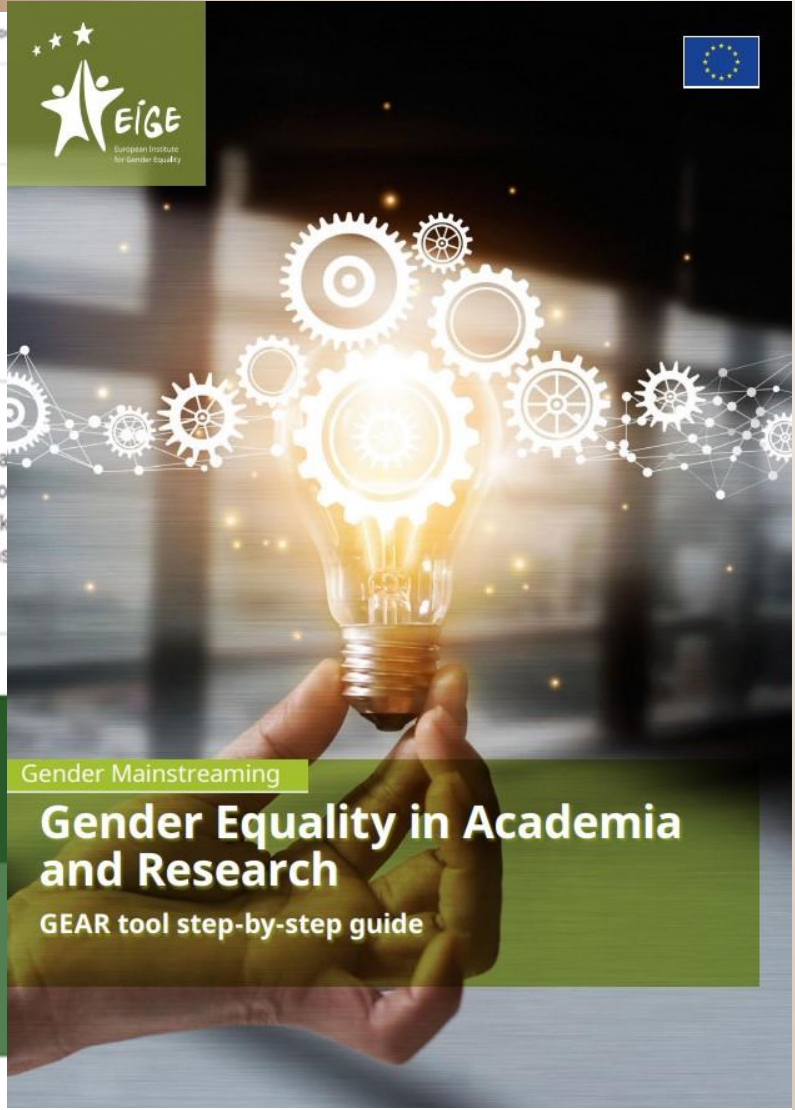
If you want to learn how gender equality relates to your area of work, you have a range of policy areas, ranging from fisheries to culture. We also give recommendations and tools to help you integrate a gender perspective into all stages of policymaking process. Feel free to use them to make your organisation more gender-sensitive.

What is gender mainstreaming? →

Relevance of gender in 21 EU policy areas →

Gender perspective in all stages of policymaking →

Good practices on gender mainstreaming from the EU →



Gender Mainstreaming
Gender Equality in Academia and Research
GEAR tool step-by-step guide



Why GEAR Tool?

| Facts | EU27 |
|---|--------|
| PhD women graduates | 48.1 % |
| PhD women graduates <i>ICT</i> | 22.4 % |
| Women in grade A positions | 26.2 % |
| Women in grade A positions <i>Engineering & Technology</i> | 18.0 % |
| Women Heads of Higher Education Institutions | 23.6 % |
| Women board leaders | 24.5 % |
| Women board members | 31.1 % |
| Patent applications submitted by woman | 10.7 % |
| Publications with gender dimension in their R&I content | 1.8 % |

Source: **SHE FIGURES 2021**
Gender in Research and Innovation
Statistics and Indicators



Figure 6.1 Proportion (%) of men and women in a typical academic career, students and academic staff, EU-27 & EU-28, 2015-2018

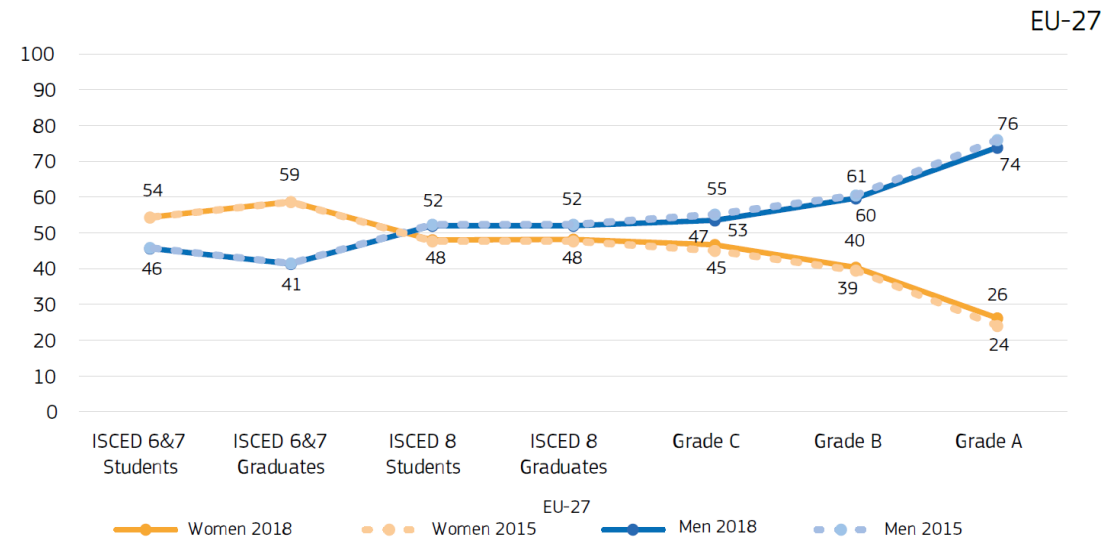
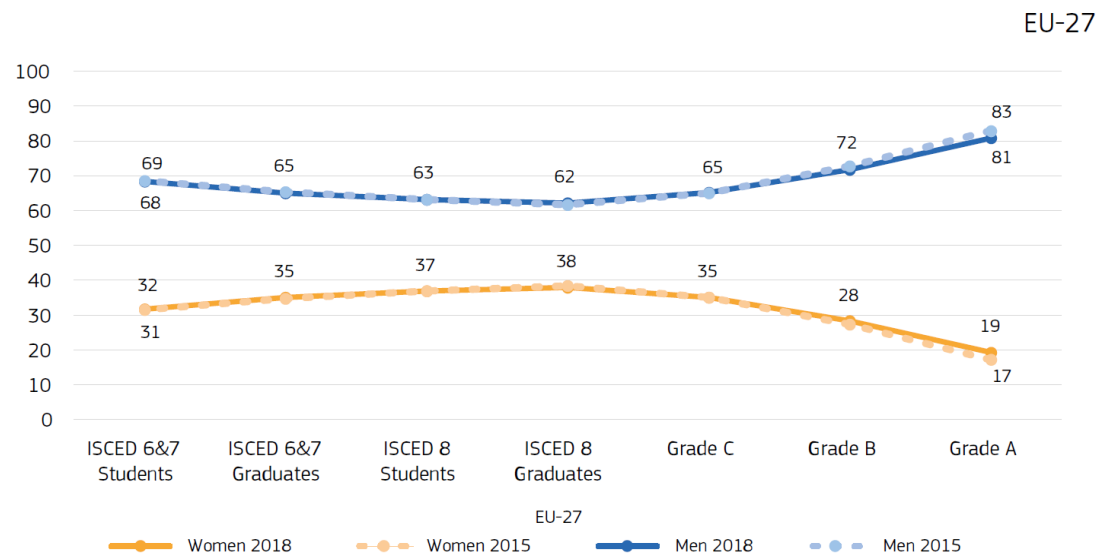


Figure 6.2 Proportion (%) of men and women in a typical academic career in science and engineering, students and academic staff, EU-27 & EU-28, 2015-2018



Main policy developments at the EU level and initiatives in EU Member States

Approaches/methods and tools/instruments for integrating gender in academia and research

- *Work-life balance and organisational culture*
- *Gender balance in leadership and decision-making*
- *Gender equality in recruitment and career progression*
- *Integration of the gender dimension into research and teaching content*
- *Measures against gender-based violence including sexual harassment*
- *Measures mitigating the effect of COVID-19*
- *Training: awareness-raising and capacity-building*
- *Monitoring and evaluation*
- *GEP development and implementation*
- *Gender-sensitive research funding procedures*

The integration of gender equality into research organisations of EU Member States

- *Overview of laws, policies and initiatives promoting gender equality in (public) research*
- *Policies to integrate gender equality in research and higher education institutions*
- *Incentive measures supporting the integration of gender into research*
- *Key Actors*
- *Gender Equality initiatives by RPOs (including HEIs)*
- *Promising practices*



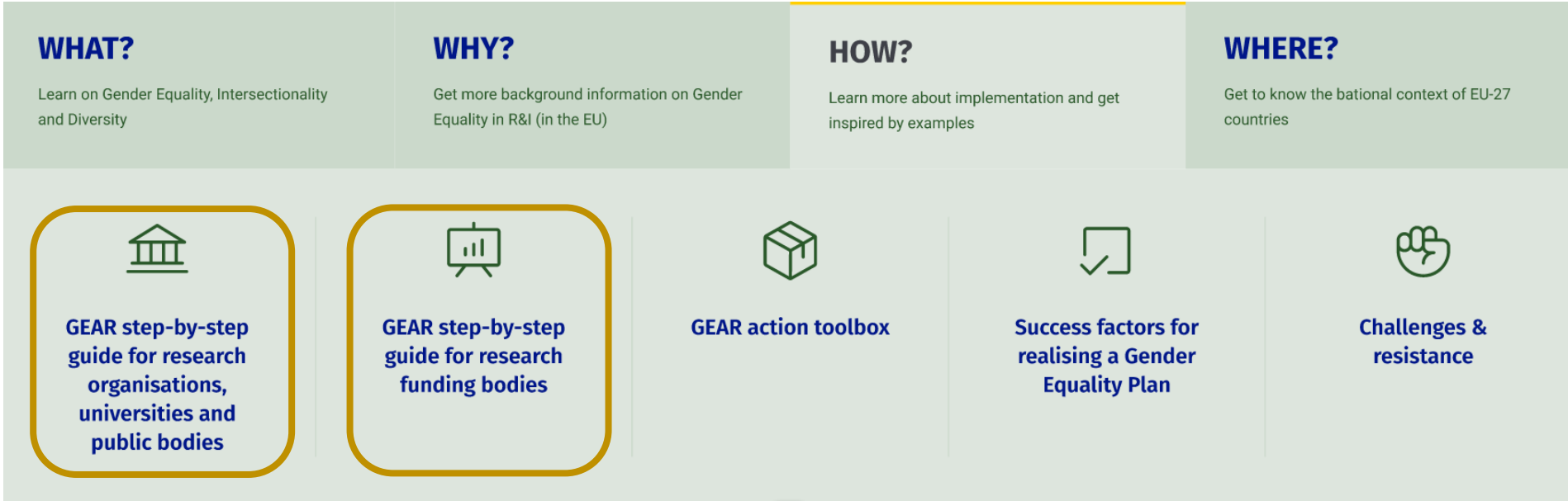
Using updates information from EU Countries

Main Resources
video and webinars





Functionality



Access points for different users

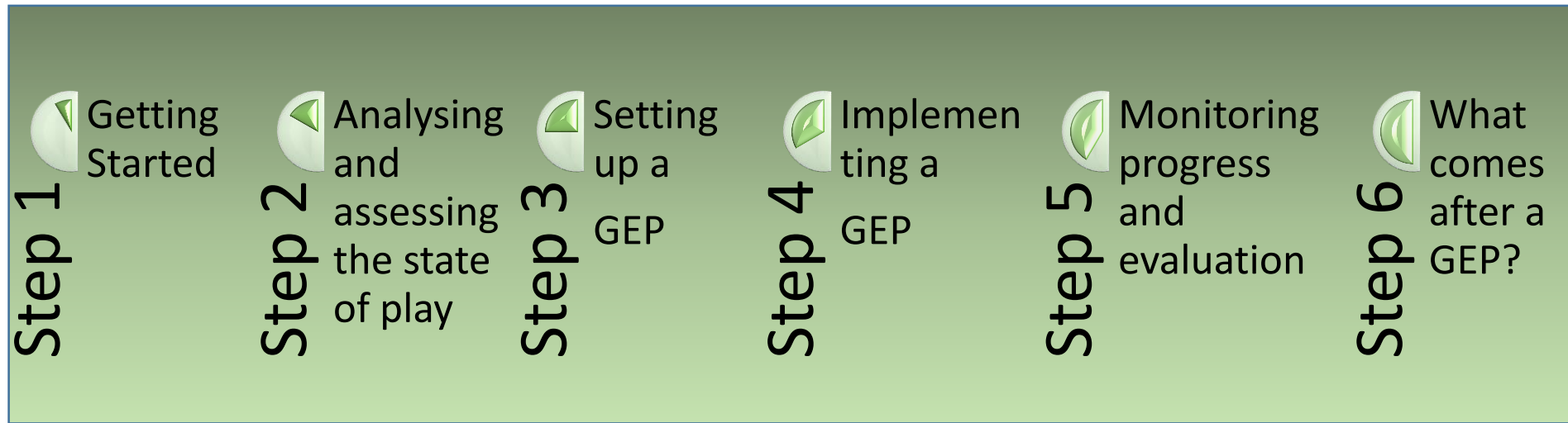
The action toolbox has a separate search function (working as a filtering function), allowing users to select a specific set of promising organisational practice examples, by topic, Country, type of organization, or using text search.

A free search function works with keywords, as well!





Content Step by Step Guide



For Research Organisations,
Universities and Public Bodies

For Research Funding Bodies





Promoting gender equality through public procurement

This practical toolkit to implement gender-responsive public procurement (GRPP) across the different stages of the procurement cycle is designed for contracting authorities at all levels, including EU institutions, bodies and agencies. It will also support policymakers and practitioners working towards gender equality and gender mainstreaming.

[More about who this tool is for →](#)



Gender Budgeting: Step-by-step toolkit

Guidance for mainstreaming gender into the EU Funds

This step-by-step toolkit aims to assist managing authorities in the European Union to apply gender budgeting tools in the processes of the European Union Funds under shared management. It offers a variety of tools and highlights promising practices from different EU Member States.

[Why gender budgeting? →](#)



Is your parliament doing enough to advance gender equality?

Less than a third of all parliamentarians in the EU are women. EIGE's new online tool gives ideas on needed changes. It helps to identify where parliaments stand on their way to gender equality and proposes steps for every parliament to improve.



Policies can reinforce inequalities by impacting women and men differently.

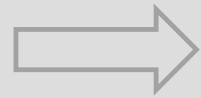
This step-by-step guide helps institutions identify where policies are causing or strengthening gender inequalities and how they can be effectively re-directed. It provides both a theoretical model of gender impact assessment and real, hands-on information from several EU Member States on its practical use.



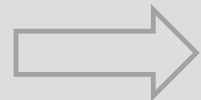
**More on Gender
Stereotypes: from ISTAT
National Survey**

Why studying gender-based stereotypes

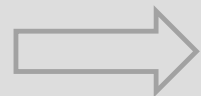
- Gender-based stereotypes limit the access of women and girls to education, work, career: prevent their full advancement
- **Istanbul Convention** focuses on stereotyping as a major cause of Violence Against Women and Girls (VAWG)



Understand the extend of stereotypes that corresponds to a specific society, country



Monitor the effectiveness of education policies



Assess the tolerance of violence, to be correlated with the results of prevalence survey

Istanbul Convention Article12

invites Parties “to **promote changes** in the social and cultural patterns of behaviour of women and men with a view to eradicating prejudices, customs, traditions and all other practices which are **based on the idea of the inferiority of women or on stereotyped roles for women**”

Article 14

focuses on the role of **education** to eliminate stereotypes

The Survey on gender role stereotypes and the social image of violence

2013

Italy ratified Istanbul Convention

→ National plan against VAW

2017

Agreement ISTAT - National Department Equal Opportunities

→ Integrated system of information on VAW

2018

The ad hoc module

2023

II edition of the survey - CAWI CATI

ONGOING

PROVISIONAL DATA

THEMATIC AREAS AND RESEARCH PURPOSES IN THE SURVEY

| Questions | Information gathered |
|--|--|
| GENDER ROLES STEREOTYPES | level of gender stereotyping among the population |
| INTIMATE PARTNER VIOLENCE Acceptability | Level of tolerance of IPV |
| INTIMATE PARTNER VIOLENCE Perceived prevalence and its causes | population's awareness, that might affect attitudes |
| REACTIONS TO VIOLENCE | familiarity with some services, awareness of the complexity of the pathway out of violence |
| SEXUAL VIOLENCE STEREOTYPES | how is pervasive the culture of violence (victim blaming) |

Acceptability of Intimate Partner Violence

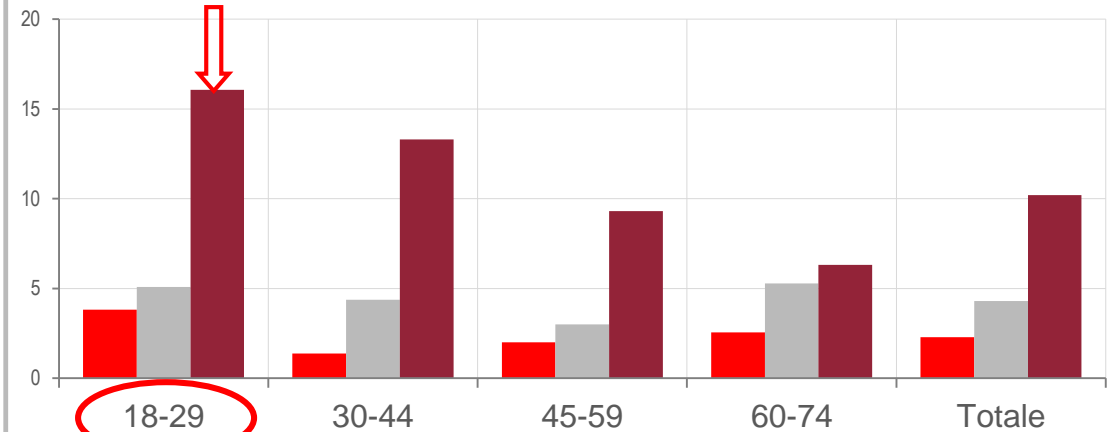
BEHAVIOURS ACCEPTABLE AT LEAST UNDER CERTAIN CIRCUMSTANCES. May-July 2023 (a). Percentage values.

| | |
|---|-------|
| A young man slaps his girlfriend because she flirted with another man | 2.3% |
| In a couple's relationship, it is normal that a slap might occasionally occur | 4.3% |
| A man habitually control his wife's/partner's mobile phone and activities on social media (Facebook, chats, etc.) | 10.2% |

control is acceptable
16.1% among aged 18-29

BEHAVIOURS ACCEPTABLE AT LEAST UNDER CERTAIN CIRCUMSTANCES, BY AGE. May-July 2023 (a), per 100 persons of same age

- A young man slaps his girlfriend because she flirted with another man
- In a couple's relationship, it is normal that a slap might occasionally occur
- A man habitually control his wife's/partner's mobile phone and activities on social media (Facebook, chats, etc.)



(a) PROVISIONAL DATA

Gender roles stereopyes

THE MOST COMMON STEREOTYPES ABOUT GENDER ROLES:

(% Persons agree strongly or somewhat)

| | |
|---|-------|
| Men are less suited to do housework | 21.4% |
| A woman to be complete must have children | 20.9% |
| For the man, more than for the woman, it is very important to be successful at work | 20.4% |

Often women have less stereotypes

The idea about they differ most from men is:

It is up to the man to provide for the family's financial needs

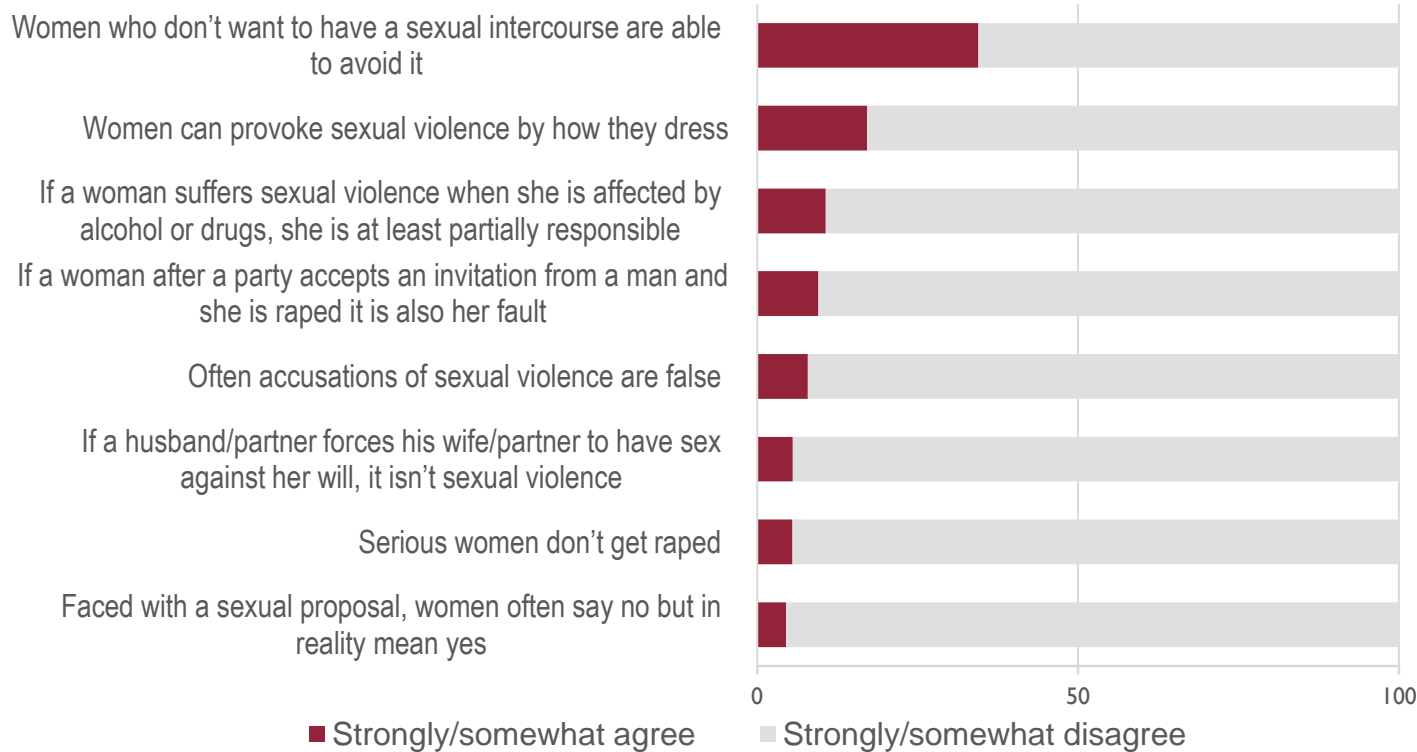
11.5% Women

23% Men

PROVISIONAL DATA

Prejudices about sexual violence

PEOPLE AGED 18-74 STRONGLY/SOMEWHAT AGREE WITH THE FOLLOWING STATEMENTS ABOUT SEXUAL VIOLENCE. May-July 2023 (a) per 100 persons



Stereotypes about sexual violence are still spread

48.7% agree with at least one stereotype

39.3% Men

29.7% Women

Women who don't want to have a sexual intercourse are able to avoid it

(a) Provisional data

Woman responsible for the suffered sexual violence: prejudice still common

Sexual violence can be provoked by how women dress

19.7% Men

14.6% Women

Women and men share the idea assigning the responsibility to the woman under certain circumstances:

If she affected by alcohol or drugs

10.7%

If after a party she accepts an invitation from a man

9.5%

THE WOMAN IS AT LEAST PARTIALLY RESPONSIBLE

Provisional data

Information help to develop awareness

The violence (physical and/or sexual) that women suffer from their partners/husbands **is a phenomenon** ...

51.1% fairly common

28.8% very common

It is **more and more often talked about** because ...

| | |
|---|------|
| women feel less ashamed about it | 31.4 |
| greater attention of newspapers and TV | 23.2 |
| because it has increased | 17.9 |
| Initiatives and services supporting survivors | 15.8 |

Provisional data

Possible causes of violence:

83.3% considering women **to be property**

75.9% need **to feel superior** to their wife/partner

75.1% men's difficulty in **managing anger**

Suggestions

- Still long way to eradicate stereotypes
- Young and more educated are more open



- Invest in prevention, education
- Monitor attitudes
- Orient policies

- Population survey is a powerful tool



- Regular basis – 2023 edition ongoing
- Developed new questions
- Ongoing a survey for students aged 11-19

Are there some specific supports to improve women's empowerment?

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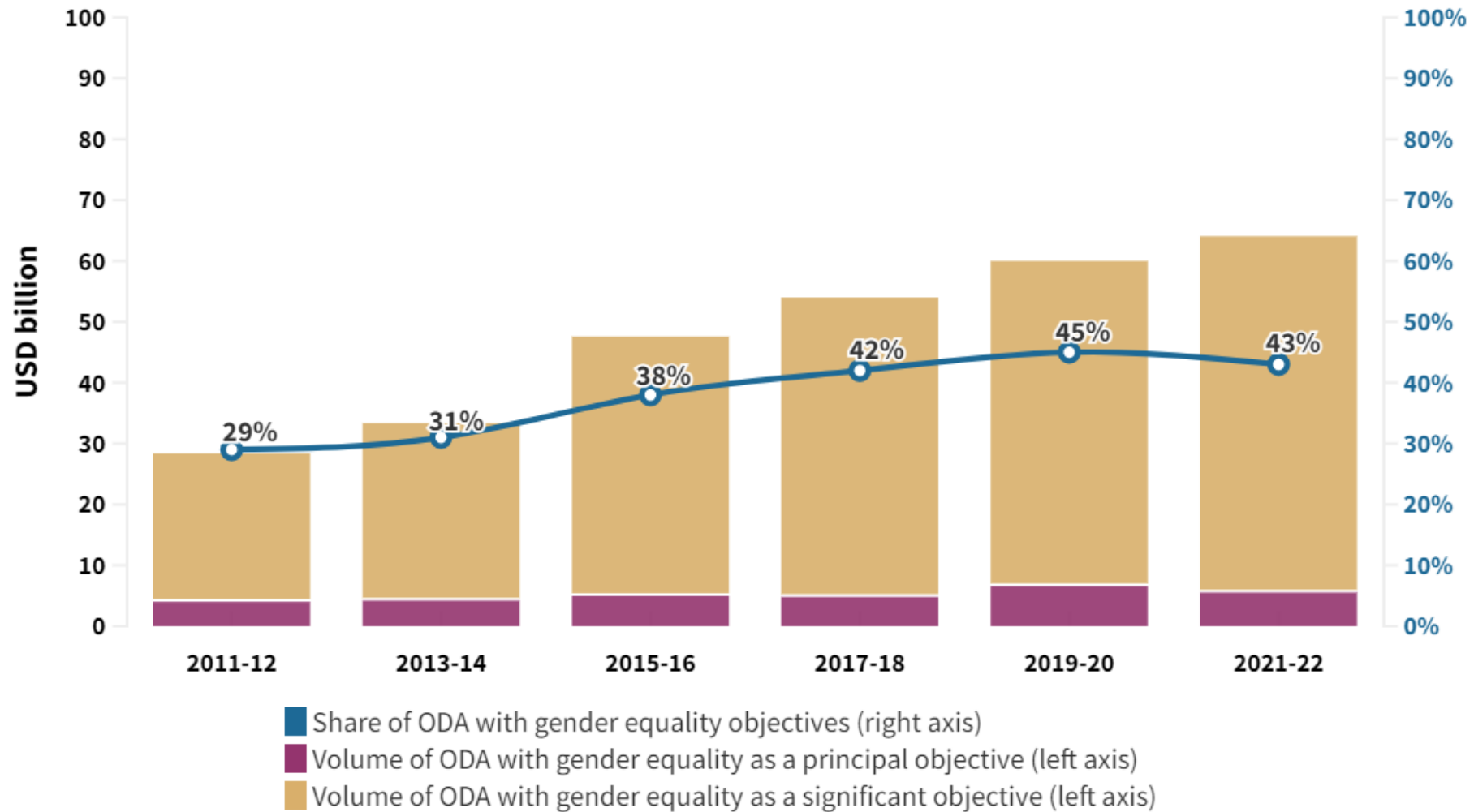
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ODA for gender equality 2011-2022

Volume and share of ODA with gender equality and women's empowerment as policy objectives (2011-2022).



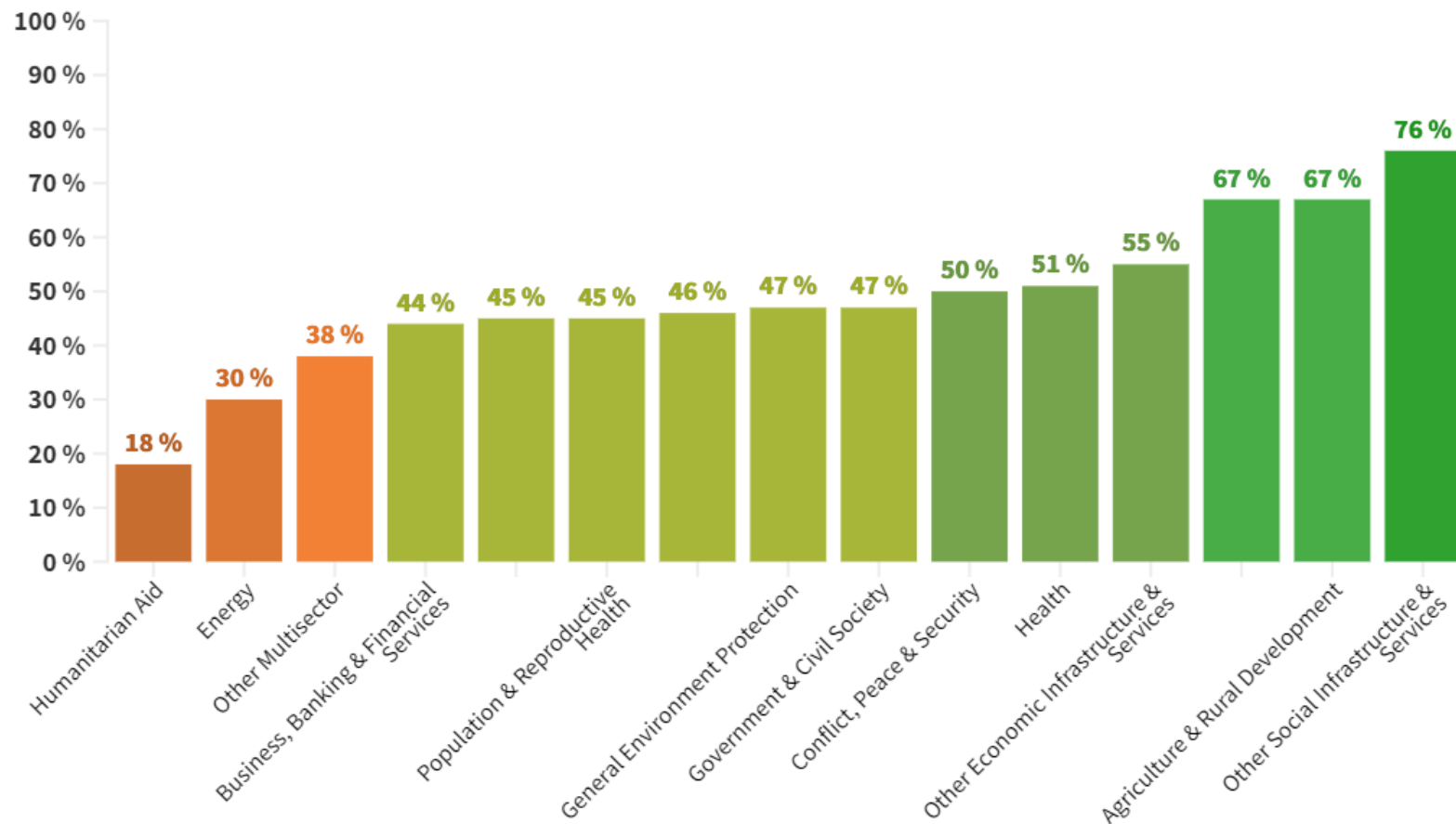
Source: [Creditor Reporting System, OECD-DAC statistics](#)

Note: Gender-focused includes both principal and significant.



Share of ODA per sector that includes gender equality objectives

Share of ODA with gender equality and women's empowerment as policy objectives, per sector (average, 2021-22).

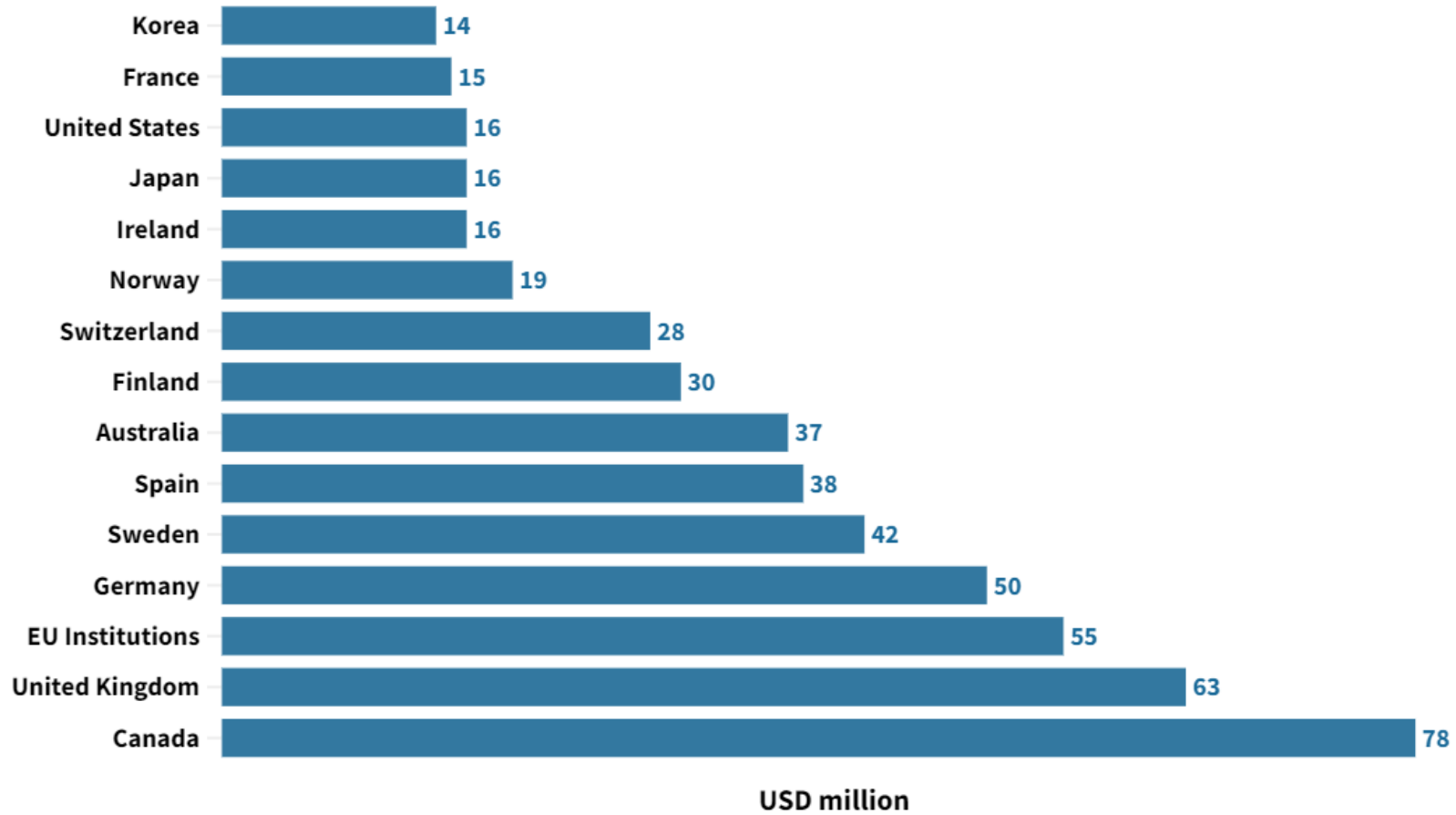


Source: [Creditor Reporting System](#), OECD-DAC statistics

Note: The sector Government and Civil Society refers to OECD/DAC CRS purpose code 151 Government & Civil Society General, which includes democratic governance, human rights and other purposes.

ODA to end violence against women and girls

Top 15 DAC members (average, 2021-22).

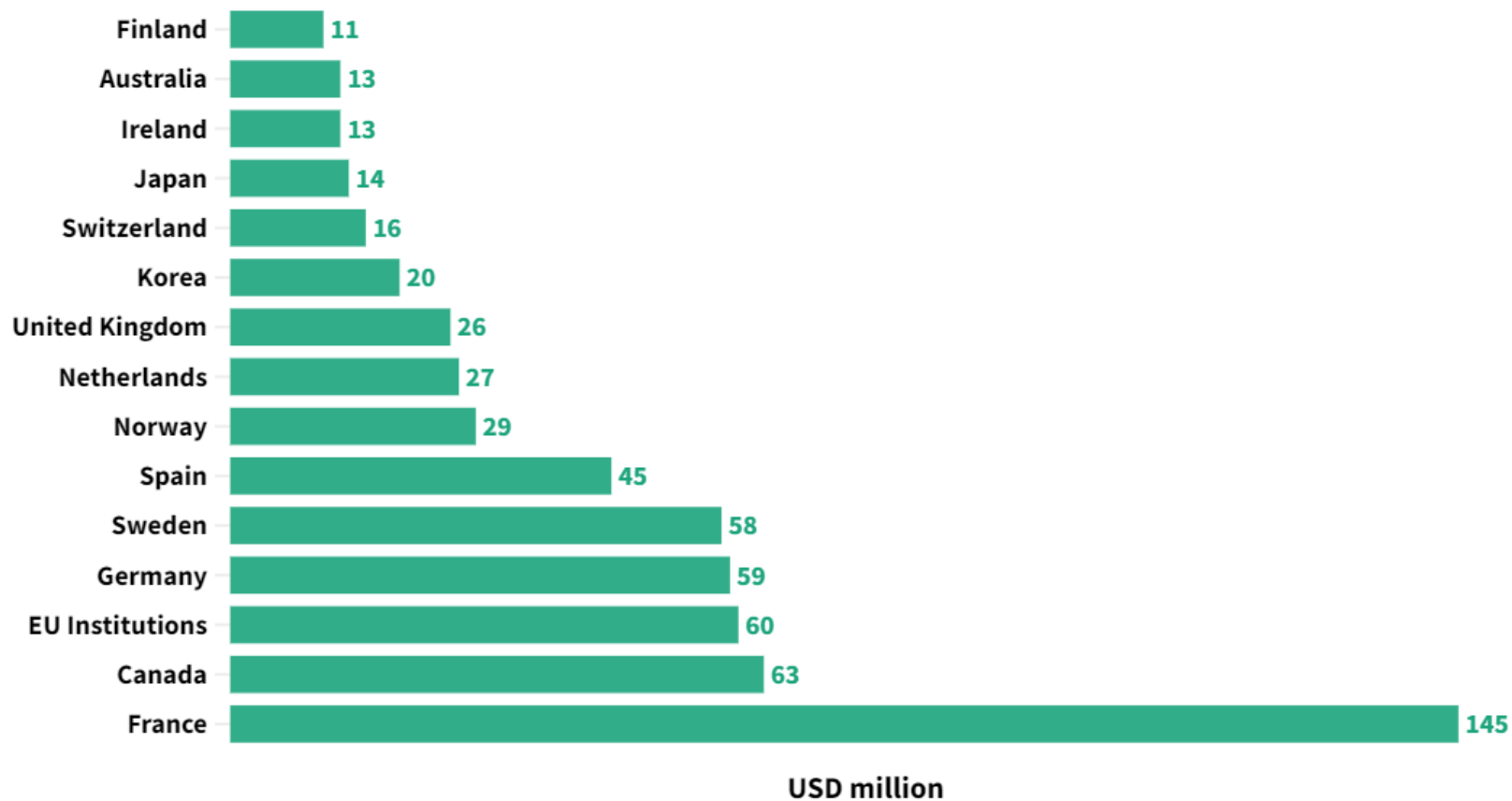


Source: [Creditor Reporting System](#), OECD-DAC statistics



ODA to women's rights organisations and movements, and government institutions

Top 15 DAC members (average, 2021-22).



Source: [Creditor Reporting System](#), OECD-DAC statistics

Artemisia Gentileschi



Minucia

We must make fundamental changes to the way we work and how we value caregiving if we are ever to achieve gender equality and couple equity.

Claudia Goldin

Thanks for your attention

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