

Fact Sheet Gender Equality and Institutional Mechanisms

States which established regular reporting on gender equality to the legislative bodies grew from 64 % in 2005 to 93 % in 2012. During the same time period, gender equality experienced a decline in its status: fewer governments had cabinet ministers responsible for gender equality in 2012 compared with 2005 (a decrease from 88 % to 79 %) and more governments placed the highest responsibility for gender equality with deputy ministers and assistant ministers. One third of Member States do not have their governmental gender equality body located at the highest level of governmental structures despite the recommendation of the Council (2009) to do so.

Developments in the status of governmental responsibility for promoting gender equality (GE) in the EU

1.96 2.00 1.88 1.75 8.36 8.79

2005(25 Member States) 2012(28 Member States) TOTAL SCORE location of the highest responsibility for GE in the government existence of a governmental body for promoting GE Level of location of the governmental body Functions of the governmental body Existence of national action plans on GE and accountability of the government

Maximum score: 10 points

Note: max. 2 points for each category, max. 10 points in total.

Indicators 2a and 2b: Personnel resources

Notwithstanding the positive trends in institutional settings over the last decade, governmental gender equality bodies are seriously hampered by complex and expanding mandates and insufficient personnel resources to address them. Since 2005, the personnel resources of governmental gender equality bodies have decreased in 14 Member States. In 2012, following Directive 2002/73/EC, all Member States had set up independent bodies for the promotion of equal treatment, although this was not yet the case in 2005. Only five Member States have a separate designated body for the promotion of equal treatment of women and men. Other Member States demonstrate a trend to merge equality bodies for the promotion of equal treatment of women and men with bodies for equal treatment on several grounds, one of which is sex. Since it is difficult to properly identify resources dedicated to gender equality as opposed to other grounds, the information on the number of personnel working on anti-discrimination solely on the grounds of sex was not available in many Member States in 2005 and 2012.

Resources for gender equality and anti-discrimination on the grounds of sex are less visible in designated bodies for the promotion of equal treatment

Human resources increased Human resources decreased Data are not available Governmental gender equality body Designated bodies for the promotion of equal treatment (employees working on the grounds of sex)

36 % 18 % 71 % 14 %

Note: Difference in human resources of governmental gender equality bodies in 2005 and 2012, employees per population (1 000 000).

Human resources for governmental gender equality bodies decreased in more than half of the Member States

-5 0 5 10

LU SE EL CY PL FR SI IE HU LV NL CZ DK IT FI SK LT AT BE UK PT ES EE DE BG HR MT RO

Note: Difference in human resources of governmental gender equality bodies in 2005 and 2012 by Member State, employees per population (1 000 000).

Indicator 3: Gender mainstreaming

The percentage of Member States which introduced a legal obligation or other type of formal commitment to gender mainstreaming increased from 36 % in 2005 to 47 % in 2012. Moreover, nearly all Member States have formal interministerial structures for implementing gender mainstreaming. However, only two Member States used gender mainstreaming widely for drafting laws, policy programmes, action plans and projects in 2012. The existence of a legal obligation to gender mainstreaming does not guarantee its systematic and effective implementation in practice.

The use of gender mainstreaming methods and tools is still rare and not properly institutionalised. Gender impact assessment is at the initial stage of application in the majority of Member States. In 2012, only eight Member States had established a legal commitment to gender budgeting and only three Member States used gender budgeting widely. Comparatively few Member States carried out regular training and capacity building on gender equality which was mostly targeting the employees of governmental gender equality bodies.

Use of gender mainstreaming methods and tools, percentage of Member States, 2005 and 2012

36 % 47 % 44 % 32 % 40 % 40 % 12 % 29 %

2005 2012 2005 2012 2005 2012 2005 2012 Legal obligation towards gender mainstreaming Gender impact assessment in law drafting is used Gender impact assessment of policy programmes/projects is used Gender budgeting is used

Indicator 4: Production and dissemination of statistics disaggregated by sex

A major precondition for effective gender equality policies and legislation is the availability of high-quality statistics disaggregated by sex. The new indicator includes the following:

- government commitment to the production of statistics disaggregated by sex;
- government commitment to the dissemination of statistics disaggregated by sex;
- methods in use for the dissemination of gender statistics.

Two thirds of Member States have a national legal obligation to regularly collect and disseminate statistics disaggregated by sex. National statistics bodies or other national authorities of the majority of Member States produce publications on gender statistics, usually on a regular basis. Two thirds of Member States have a dedicated website for gender statistics. However, in some policy fields, such as gender-based violence, sex-disaggregated data are not always available at the national level. At EU level, differences in definitions and data collection methods mean these data cannot be used in a comparable way. Moreover, there is a need to ensure that sex-disaggregated data are collected in line with key strategies at EU level. For example, the assessment of the implementation of Europe 2020 is seriously challenged by a lack of data in policy areas such as research and development, innovation and technologies, climate change and energy. Finally, although collecting sex-disaggregated statistics is a prerequisite to gender mainstreaming, there is still a need to move from collection to utilisation. Indeed, available gender statistics are not always being used as much as they might be to monitor and evaluate the implementation of gender mainstreaming, including gender impact assessment and gender budgeting, in various policy areas.

Commitment to the production and dissemination of sex-disaggregated data, 2012

21 Member States 21 Member States 19 Member States 24 Member States

Production Dissemination Website Publications Regular
commitment Gender statistics

RECOMMENDATIONS

Institutional structures

Strengthen the institutional structures by:

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ensuring that there is a governmental body responsible for gender equality, located at the highest possible level in the government, falling under the responsibility of a cabinet minister, with adequate responsibility and means for action;

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ensuring that gender equality remains a policy priority, is mainstreamed in other policy areas and complements the work of addressing cases of discrimination based on sex;

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setting clear and measurable strategic objectives for gender equality with specific targets and timeframes, ensuring that the governmental body's mandate and capacity allow it to influence the development of all government policies, to formulate and review legislation and to coordinate and monitor the implementation of government decisions;

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establishing or strengthening an advisory board on gender equality or another permanent entity involving relevant branches of government, women's NGOs and other civil society organisations, researchers and social partners on a regular basis.

Gender mainstreaming

Promote the effective implementation of gender mainstreaming via:

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an inter ministerial structure and focal points in every ministry;

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legal obligations for the use of gender mainstreaming tools and methods, including training for gender main-streaming, gender impact assessment, gender budgeting, monitoring and evaluation;

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appropriate budgets to have these carried out;

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raising awareness on the benefits of gender mainstreaming;

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strengthening the legal and institutional commitment to improving the gender competences of civil servants across the different sectors.

Sex-disaggregated data

Promote the collection and dissemination of gender statistics by:

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having legal obligations or binding structural agreements with statistics institutions and/or other organisations on the collection and publishing of statistics disaggregated by sex;

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producing statistics and establishing new indicators where they are lacking in areas such as gender-based violence, attitudes on gender roles and intersecting inequalities (data disaggregated by sex and also by other grounds for discrimination, such as ethnicity, age, etc.);

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ensuring that gender statistics represent relevant gender issues, by consulting different stakeholder groups when developing indicators;

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ensuring that gender statistics are freely available to policymakers, researchers, NGOs, social partners and all citizens;

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considering the establishment of targets and indicators in the action plans for gender equality to measure progress and evaluate developments.