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# International Women's Day



**8 March 2009**

**Women in the European Parliament**

## Women in the European Parliament

In 1952 women made up 6% of the Assembly. This figure had risen to 16% by 1979, when the first direct elections were held and Simone Veil became the first President of the European Parliament. By the time the second woman President, Nicole Fontaine was elected in 1999, women MEPs made up 31% of Parliament. This percentage has remained more or less the same up until today.

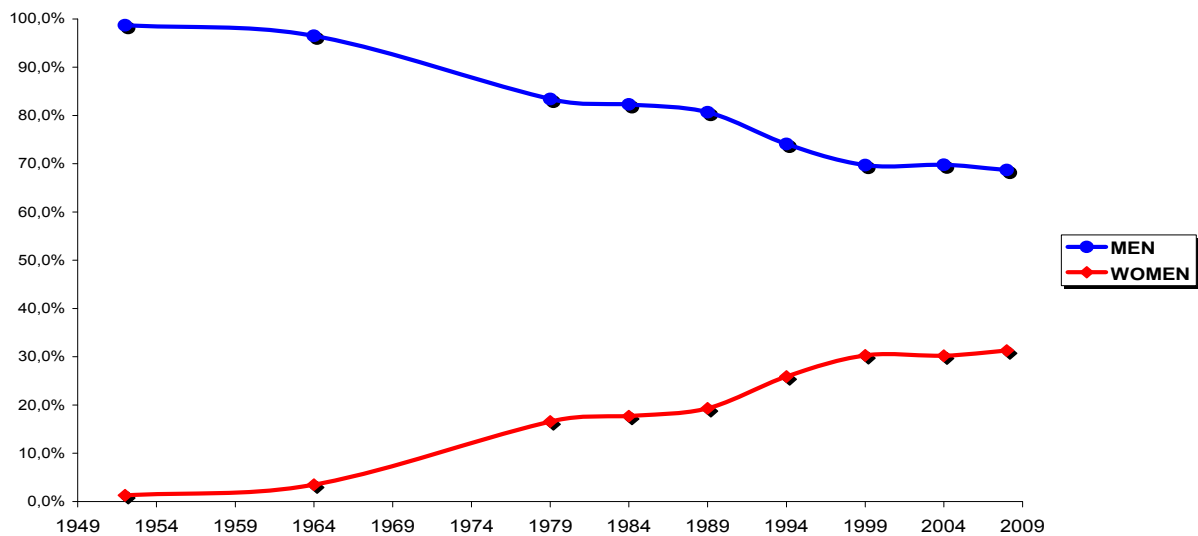


Simone VEIL (FR),  
First President of the directly  
elected European Parliament  
(1979 - 1982)

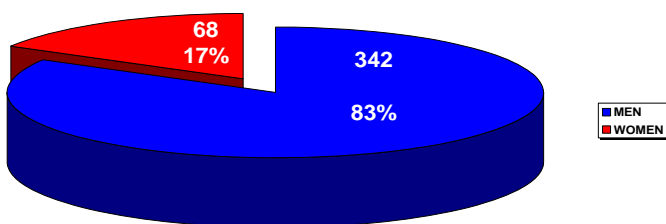


Nicole FONTAINE (FR),  
President of the European  
Parliament  
(1999 - 2002)

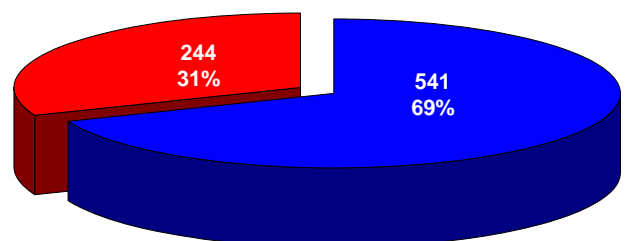
### MEPs 1952-2009\*



MEPs in 1979

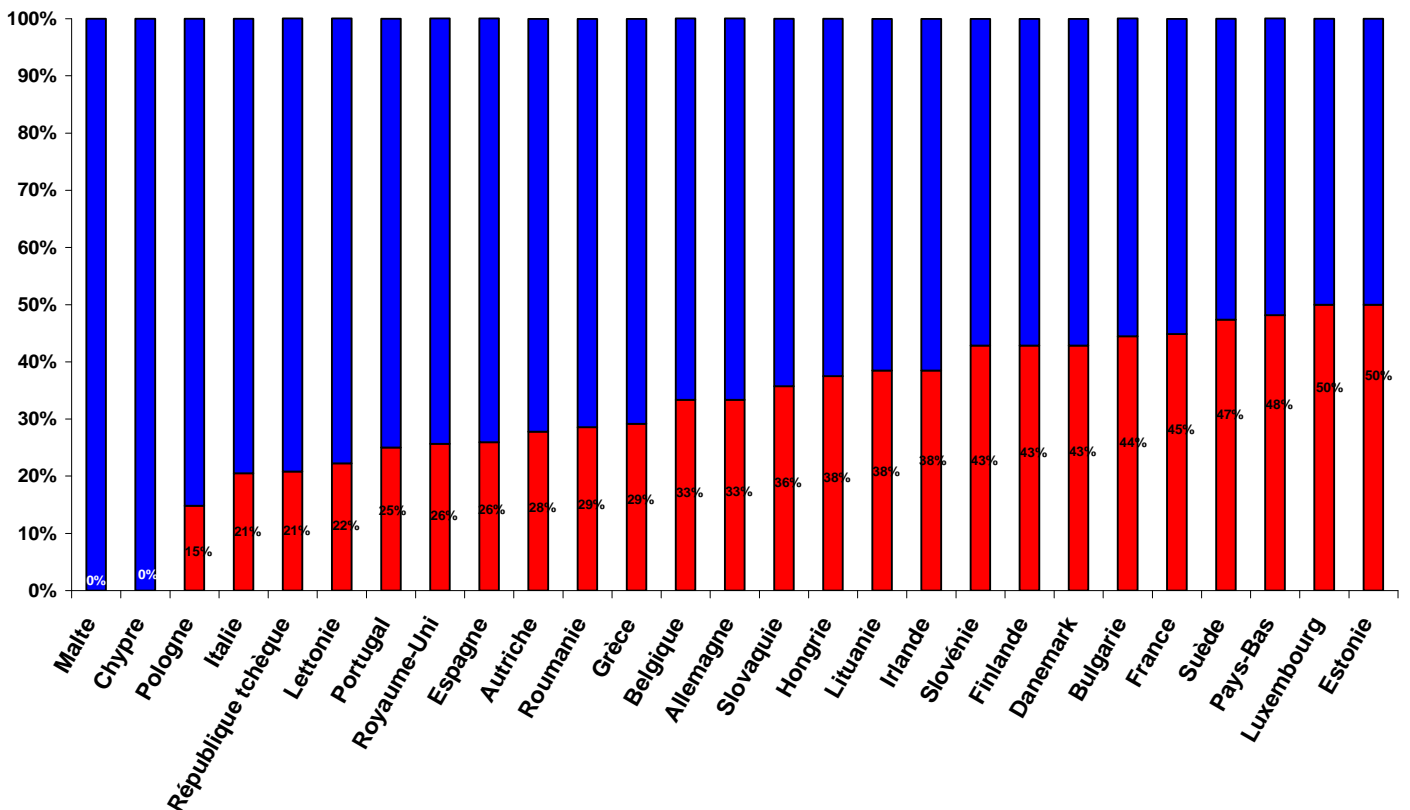
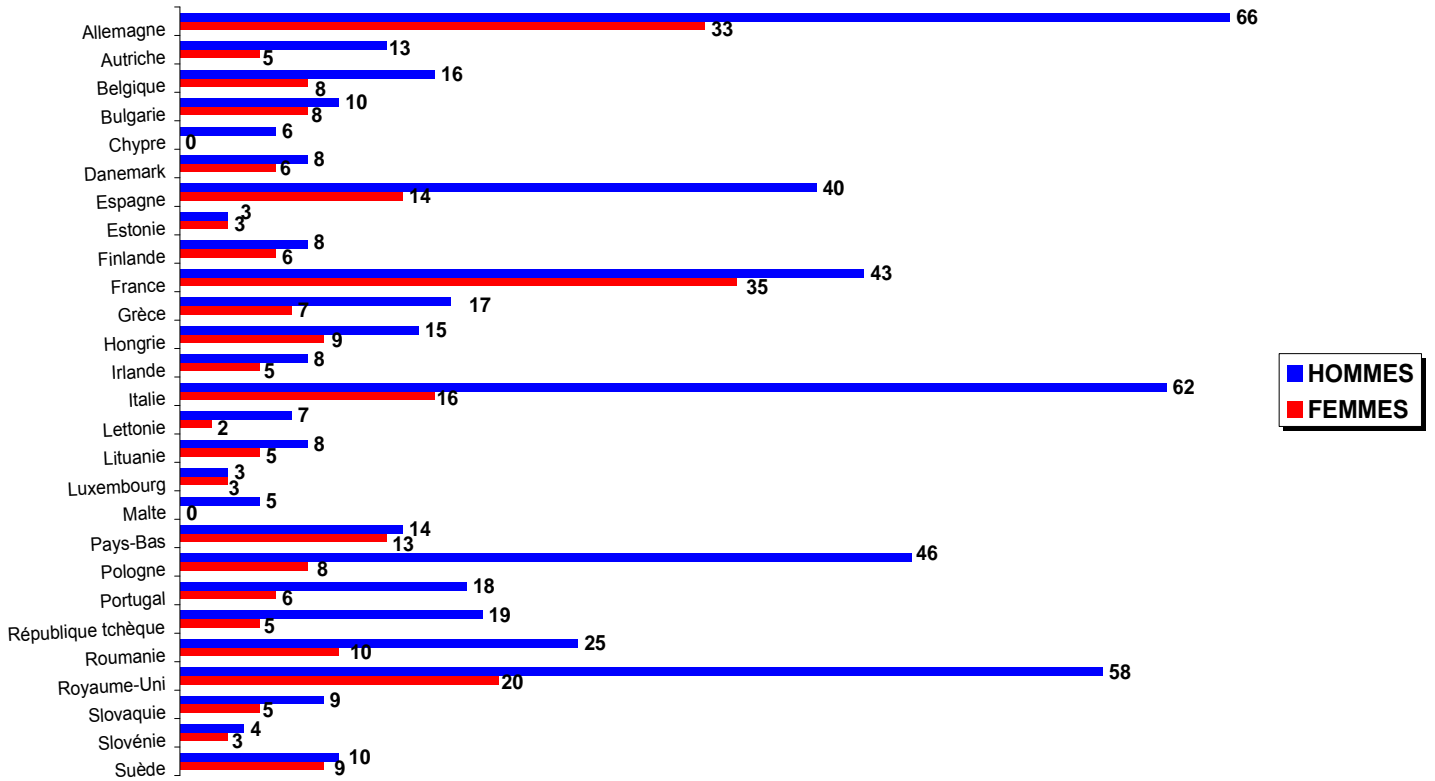


MEPs in 2009\*



\* Source: EUROPARL website as of 25.02.2009

## Députés par Etat membre 2009



## Women in the EP: Vice-Presidents and Quaestors

### 5 Vice-Presidents

Rodi KRATSA  
TSAGAROPOULOU  
(GR-EPP/ED)



Mechtild  
ROTHER  
(DE-PSE)



Luisa  
MORGANTINI  
(IT-GUE/NGL)



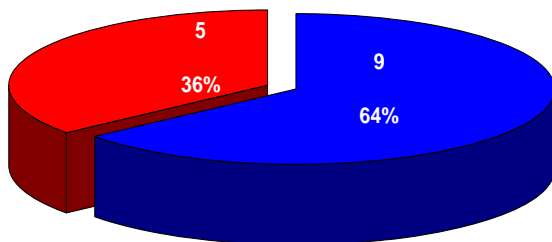
Martine ROURE  
(FR-PSE)



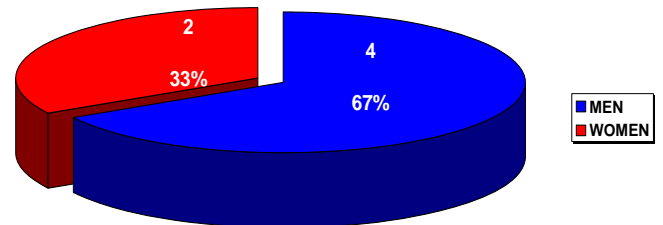
Diana WALLIS  
(UK-ALDE)



### EP Vice-Presidents



### EP Quaestors



■ MEN  
■ WOMEN

### 2 Quaestors



Astrid LULLING  
(LU-EPP/ED)



Mia DE VITS  
(BE-PSE)

## The High-Level Group on Gender Equality and Diversity

The High-Level Group was established by the Bureau in 2004 as a follow-up to Parliament's Resolution on Gender Mainstreaming in the European Parliament<sup>1</sup>. The Group is responsible for promoting and implementing gender mainstreaming within Parliament's internal structures and bodies and for the organisational and procedural measures needed to pursue these activities.

The Group monitors gender mainstreaming in EP activities across the board: committee work, budget, information and communication policy and other areas. During the current parliamentary term, the HLG has mainly focused on the following areas: mainstreaming gender issues in the work of parliamentary committees; staff policy; and gender-neutral language.

In keeping with the overall scope of equality and diversity policy, at its meeting of 12 November 2007, the Bureau changed the name of this working party to the High-Level Group on Gender Equality and Diversity.

The HLG acts as a horizontal, overarching body and cooperates closely with other European Parliament bodies, in particular the Conferences of Committee and Delegation Chairs and the Committee on Women's Rights and Gender Equality.

The Group, chaired by Rodi Kratsa-Tsagaropoulou, Vice-President responsible for gender equality, is composed of Luisa Morgantini, Vice-President in charge of Human Rights; Mario Mauro and Miguel Angel Martinez Martinez, Vice-Presidents in charge of staff policy; Astrid Lulling, Quaestor; Anna Záborská, Chair of the Committee on Women's Rights and Gender Equality; Gerardo Galeote, Chair of the Conference of Committee Chairs; Raimon Obiols I Germà, Chair of the Conference of Delegation Chairs. The HLG is assisted by the Secretary-General.



<sup>1</sup> EP Resolution of 13 March 2003 - 2002/2025 (INI)

## Women in the EP Political Groups

### 3 Chairs of Political Groups



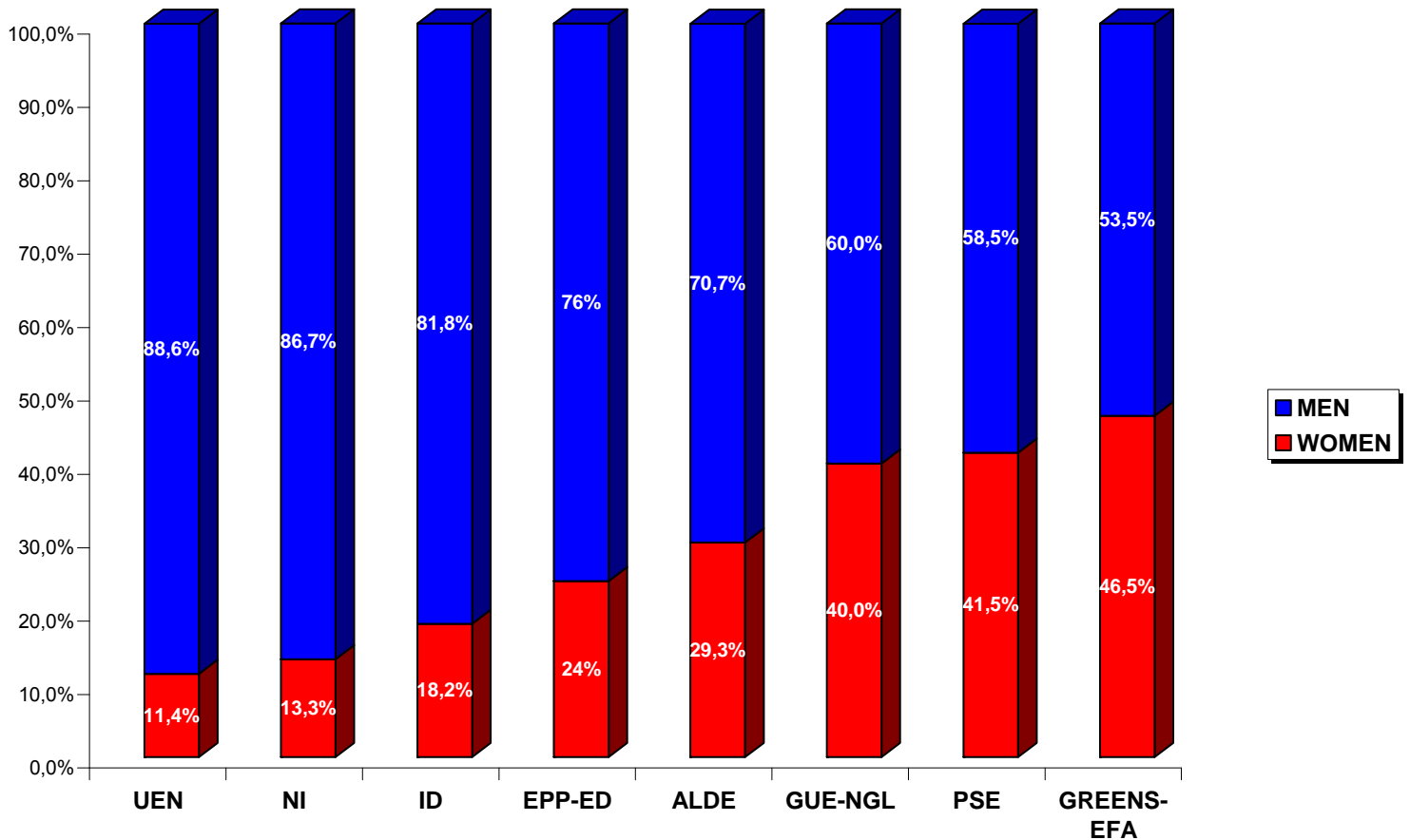
Cristiana MUSCARDINI - IT  
UEN co-Chair



Monica FRASSONI - IT  
GREENS-EFA co-Chair



Hanne DAHL - DK  
ID co-Chair



## Women in the EP: Chairs of Parliamentary Committees

### 6 Chairs of Parliamentary Committees and Sub-Committees



Pervenche  
BERÈS  
(FR-PSE)  
  
Economic and  
Monetary Affairs



Angelika  
NIEBLER  
(DE-EPP/ED)  
  
Industry,  
Research and  
Energy



Arlene  
MCCARTHY  
(UK-PSE)  
  
Internal Market and  
Consumer Protection



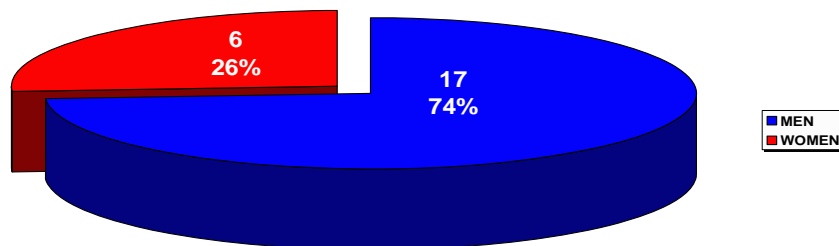
Katerina  
BATZELI  
(GR-PSE)  
  
Culture and  
Education



Anna  
ZÁBORSKÁ  
(SK-EPP/ED)  
  
Women's Rights and  
Gender Equality



Hélène  
FLAUTRE  
(FR-GREENS/EFA)  
  
Human Rights  
(Sub-Committee)



**The Committee on Women's Rights and Gender Equality** plays a major role in promoting the policy of equality between men and women, in particular in the legislative sphere.

The Committee originates from the creation in 1979 of an Ad-Hoc Committee on Women's Rights and Equal Opportunities. In 1984 a permanent Committee was set up.

For the current parliamentary term (2004 - 2009), the Committee on Women's Rights and Gender Equality, has been chaired by Anna Záborská (SK; EPP/ED). The Committee is responsible for: the definition, promotion and protection of women's rights in the Union and related Community measures; the promotion of women's rights in third countries; equal opportunities policy, including equality between men and women with regard to labour market opportunities and treatment at work; the removal of all forms of discrimination based on sex; the implementation and further development of gender mainstreaming in all policy sectors; the follow-up and implementation of international agreements and conventions involving the rights of women; and information policy on women.

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## EU Gender Equality Law

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**1975: Equal Pay Directive 75/117/EEC**

Provides that sex discrimination in respect of all aspects of pay should be eliminated (repealed by Recast Directive 2006/54/EC).

**1976: Equal Treatment Directive 76/207/EEC**

Provides that there should be no sex discrimination, either direct or indirect, nor by reference to marital or family status, in access to employment, training, working conditions, promotion or dismissal.

**1978: Social Security Directive 79/7/EEC**

Requires equal treatment between women and men in statutory schemes for protection against sickness, invalidity, old age, accidents at work and occupational diseases and unemployment.

**1986: Occupational Social Security Directive 86/378/EEC**

Aimed to implement equal treatment between women and men in occupational social security schemes. Amended in 1996.

**1986: Self-employment Directive 86/613/EEC**

Applies the principle of equal treatment between women and men to self-employed workers, including in agriculture and provides protection for self-employed women during pregnancy and motherhood.

**1992: Pregnant Workers Directive 92/85/EEC**

Requires minimum measures to improve safety and health at work of pregnant women and women who have recently given birth or are breast-feeding, including a statutory right to maternity leave of at least 14 weeks.

**1996: Parental Leave Directive 96/34/EC**

Provides for all parents of children up to a given age defined by Member States, to be given at least 3 months' parental leave and for individuals to take time off when a dependant is ill or injured.

**1997: Burden of Proof Directive 97/80/EC**

Required changes in Member States' judicial systems so that the burden of proof is shared more fairly in cases where workers made complaints of sex discrimination against their employers.

**2002: Equal Treatment in Employment Directive 2002/73/EC**

Amends the 1976 Equal Treatment Directive adding definitions of indirect discrimination, harassment and sexual harassment and requiring Member States to set up equality bodies to promote, analyse, monitor and support equal treatment between women and men.

**2004: Goods and Services Directive 2004/113/EC**

Extends gender equality legislation outside the employment field for the first time.

**2006: Recast Directive Equal Treatment in Employment and Occupation 2006/54/EC**

To enhance the transparency, clarity and coherence of the law, a directive was adopted in 2006 putting the existing provisions on equal pay, occupational schemes and "the burden of proof" into a single text.

## Women in the EP: Chairs of EP Delegations

### 14 Chairs of EP Delegations\*



Ria OOMEN-RUIJTEN  
(NL-EPP/ED) D-RU



Marianne MIKKO  
(ET-PSE) D-MD



Marie Anne ISLER BÉGUIN  
(FR-GREENS/EFA) D-SCA



Bilyana Ilieva RAEVA  
(BG-ALDE) DEEA



Doris PACK  
(DE-EPP/ED) DSEE



Erika MANN  
(DE-PSE) D-MX



Jana HYBASKOVA  
(CS-EPP/ED) D-IL



Ona JUKNEVICIENE  
(LT-ALDE) D-CAS



Béatrice PATRIE  
(FR-PSE) DMAS



Pia Elda LOCATELLI  
(IT-PSE) DNAT



Angelika BEER  
(DE-GREENS/EFA) D-IR



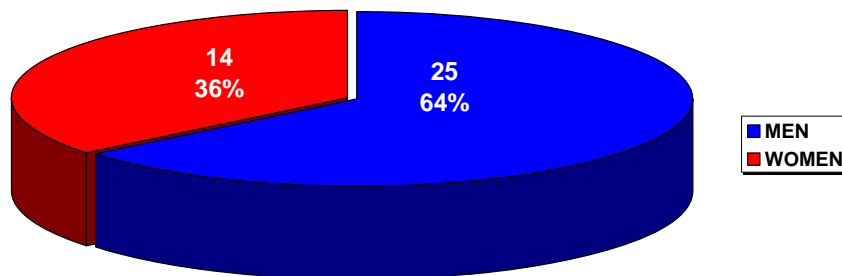
Neena GILL  
(UK-PSE) D-IN



Glenys KINNOCK  
(UK-PSE) ACP-UE

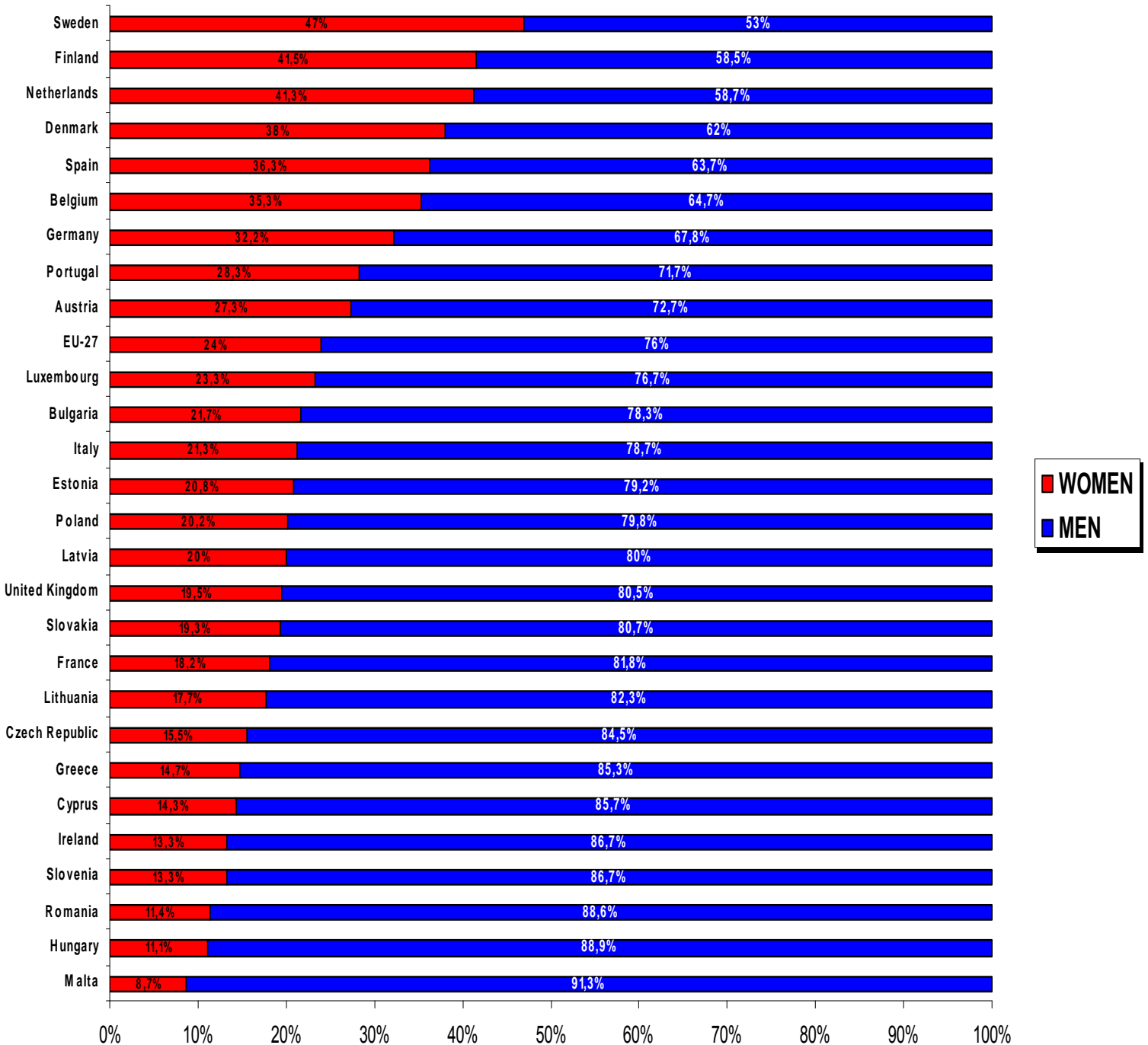


Baroness NICHOLSON OF  
WINTERBOURNE (UK - ALDE)  
IRAQ



\* including the Permanent ad-hoc Delegation for Relations with Iraq

## Women in EU-27 national Parliaments\*



\* Source: Inter-Parliamentary Union ([www.ipu.org](http://www.ipu.org)) on the basis of information provided by national Parliaments for the Lower (or Single) House as of 30.11.2008

## Women in the EP Secretariat\*

### 3 Directors-general



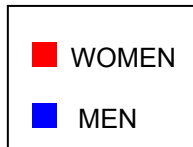
Juana Lahousse-Juárez  
Director-General  
DG TRAD



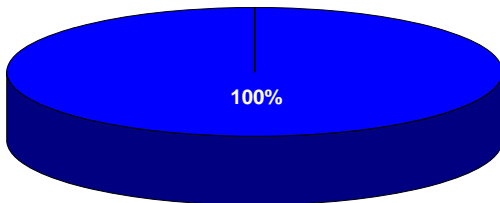
Francesca Ratti  
Director-General  
DG COMM



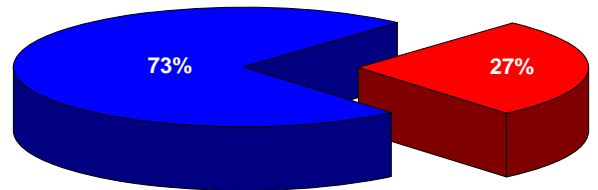
Olga Cosmidou  
Director-General  
DG INTE



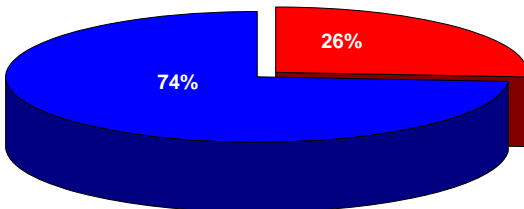
**Directors General in 2000**



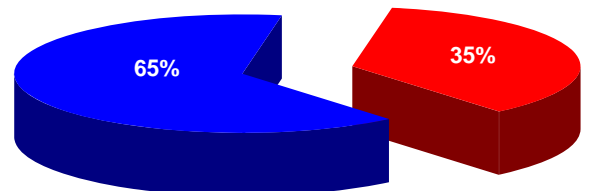
**Directors General in 2009**



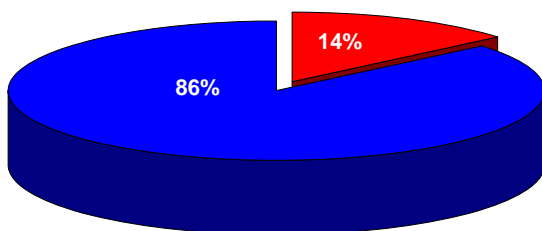
**Directors in 2000**



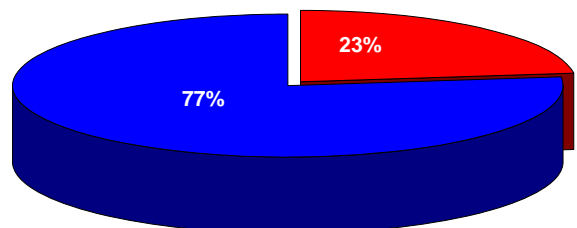
**Directors in 2009**



**Heads of Division in 2000**

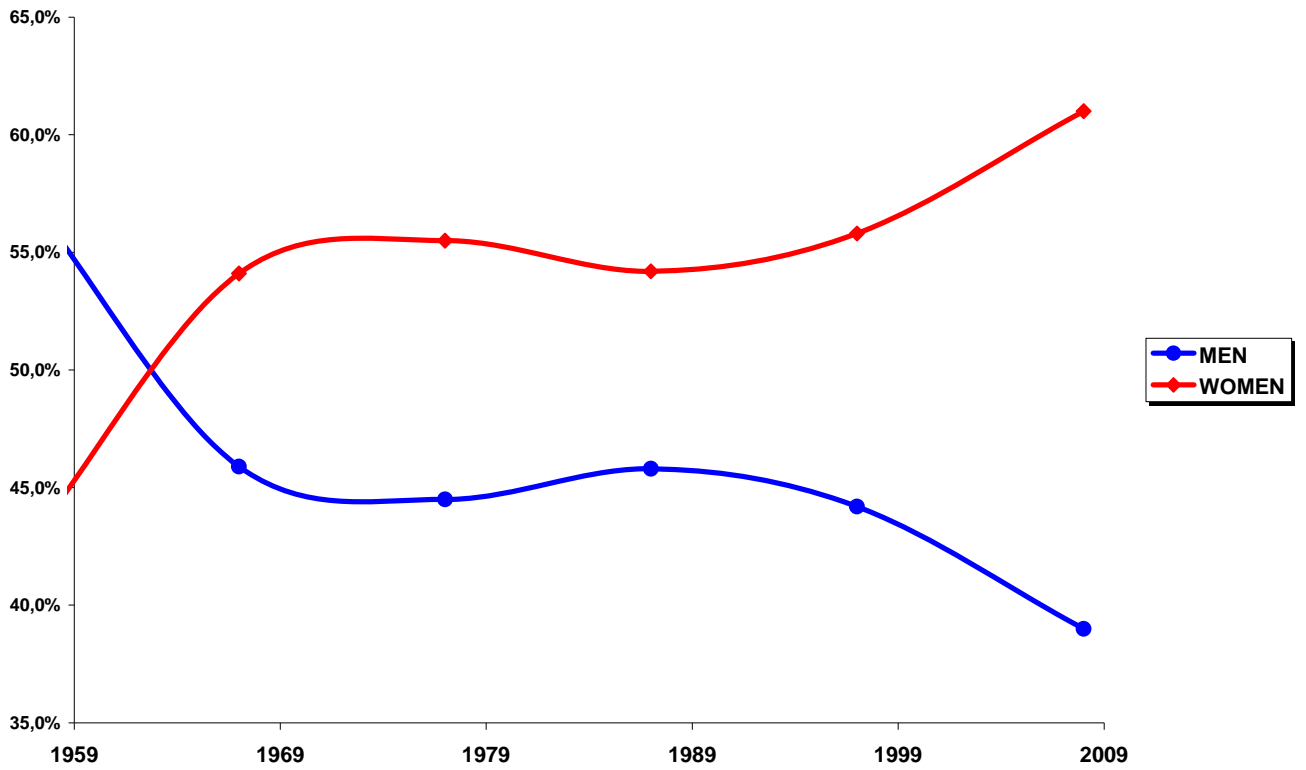


**Heads of Unit in 2009**

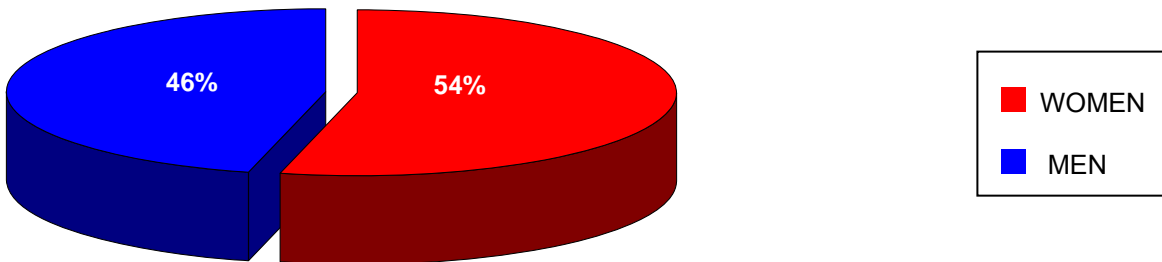


\* Source for year 2000: report by Mrs Lalumière. PE 318.444/BUR  
Source for year 2009: Streamline as of 01.01.2009

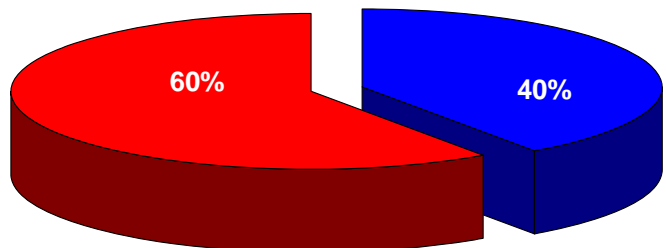
## EP staff 1957 - 2009



**EP staff in 2000**



**EP staff in 2009**



## Egalité des genres au Secrétariat général du PE

La politique d'égalité du Parlement européen s'est développée au fil des ans, depuis l'adoption en 1997 d'une nouvelle politique du personnel, la nomination en 1998 d'un Vice-Président chargé de l'égalité des genres et l'adoption de quatre rapports du Bureau sur le sujet.

Le 13 mars 2003, le Parlement a adopté une résolution sur une approche intégrée de l'égalité des femmes et des hommes au Parlement européen, qui définit un plan d'action global pour la promotion de l'égalité des genres au PE, tant au niveau politique qu'à celui de l'administration. Cette résolution a donné un nouvel élan à l'action du Parlement dans le domaine de l'égalité, sous l'égide du Groupe de Haut Niveau sur l'Egalité des genres (GHN).

Afin non seulement d'accompagner, mais aussi d'anticiper, les évolutions des sociétés européennes à l'égard de l'égalité, et ainsi d'assurer son rôle de modèle en matière de justice et de responsabilité sociales, le Parlement européen en tant qu'employeur, dans le cadre des références européennes et internationales, a su se doter de textes forts et volontaristes. La Déclaration de principes sur la politique de promotion de l'égalité et de la diversité, adoptée par le Bureau le 13 novembre 2006, fournit un cadre de référence. Conséquemment, le GHN a revu son titre et son mandat en intégrant l'ensemble des aspects de la diversité.

Le Secrétariat général du PE a parmi ses objectifs d'assurer une représentation équilibrée entre hommes et femmes à tous les niveaux de l'organigramme. Plusieurs rapports au Bureau vont dans ce sens, qui requièrent des efforts au niveau du management.

Des recommandations ont ainsi été formulées par Mme Kaufmann, alors Vice-Présidente responsable, dans son rapport adopté par le Bureau le 29 novembre 2006 : des résultats concrets sont observables pour lesquels un suivi est effectué.

En 2006-2007 les efforts se sont concentrés sur le management intermédiaire, là où l'écart entre les hommes et les femmes était le plus flagrant. En 2007, l'administration a ainsi lancé une action positive, sous la forme d'un programme pilote de formation pour les femmes potentiellement chef d'unité. Un deuxième cycle de formations a été organisé en 2008, en tenant compte des suggestions émanant de l'expérience pilote.

Un groupe de travail interservices sur le langage neutre du point de vue du genre a été constitué au printemps 2006 suite à la demande du GHN. Il a été chargé de mener une réflexion sur ce sujet, d'analyser le langage utilisé dans les documents et d'élaborer des lignes directrices. Le GHN, puis le Bureau, dans sa réunion du 19 mai 2008, ont accueilli favorablement ce document. Les services concernés sont désormais en charge d'appliquer ces lignes directrices, tant sur le plan interne que pour le matériel d'information et de communication externe.

2007, Année européenne de l'égalité des chances pour tous, et 2008, Année européenne du dialogue interculturel, ont été l'occasion d'augmenter la sensibilisation et la visibilité dans ce domaine. 2009 verra ces efforts poursuivis, et sera l'occasion d'assurer le suivi et l'approfondissement des actions entreprises au cours des années précédentes.

## **Bodies promoting gender equality within the EP Secretariat**

Within the EP's Administration there are a number of bodies and structures dealing with gender equality. Over the past years, some of these structures have been redefined and strengthened. Although they have different roles and tasks, their increasingly close cooperation is a key factor to moving forward with the equal opportunities agenda and achieving results.

### **The Equality and Diversity Unit (EDU)**

The Equality and Diversity Unit is the unit specifically in charge of equality issues within the EP Administration. Since 2004 it has been integrated in the Directorate Human Resources Strategy (DG Personnel),

The EDU contributes to devising, implementing and monitoring equality and diversity policies within the EP Secretariat. It provides assistance to the Vice-President responsible of equality and to the High-Level Group on Gender Equality and Diversity, the Appointing Authority, COPEC and other relevant bodies.

It promotes, coordinates and evaluates the implementation of the code of good practice for the employment of people with disabilities and coordinates the Traineeship Scheme for People with Disabilities.

The EDU organises awareness raising events and activities, devises and coordinates projects which promote work-life balance, assists staff in matters relating to equality and diversity and leads the Group of Equality and Diversity Coordinators in the Directorates-General.



### **The Advisory Committee on Equal Opportunities (COPEC)**

COPEC, the Joint Committee on Equal Opportunities, was set up in 1987 by the Secretary-General. It is composed of a Chair and 8 members. Its main task is to propose and monitor gender equality measures in the EP Secretariat.

COPEC has observers on all joint committees and an observer on the advisory committee for the selection of senior officials. COPEC is regularly consulted on all proposed measures and implementing rules concerning staff policy.

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## International Women's Day

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"The advancement of women and the achievement of equality between women and men are a matter of human rights and a condition for social justice and should not be seen in isolation as a women's issue."

Fourth World Conference on Women, Platform for Action, Beijing 1995

- 1857**            **On 8 March** the first recorded organized action was taken by working women in New York. Hundreds of women in the textile factories staged a strike to protest against low wages, long working hours, inadequate pay and inhumane working conditions.
- 1908**            **On 8 March** 15,000 women marched through New York demanding shorter working hours, better pay and the right to vote. The first **National Woman's Day** was celebrated in the United States the following year.
- 1910**            Inspired by these events, the Conference of the Socialist International in Copenhagen proposed to establish **International Women's Day** to honour the movement for women's rights.
- 1911**            **On 19 March** the first **International Women's Day** was held in Austria, Denmark, Germany and Switzerland. Less than a week later, the tragic 'Triangle Factory Fire' in New York killed more than 140 working women, most of them Italian and Jewish immigrants.
- 1917**            **On 8 March** Russian women began a strike for 'bread and peace' in response to the death of over two million Russian soldiers in the First World War.
- 1945**            At the end of the Second World War, the Charter of the United Nations was signed. This was the first international agreement to affirm the principle of equality between women and men.
- 1975**            The United Nations designated 1975 as International Women's Year.
- 1976-1985**      The UN Decade for Women. In 1977 the UN adopted a resolution proclaiming a United Nations Day for Women's Rights and International Peace.
- 1979**            The UN adopted the Convention on the Elimination of All Forms of Discrimination against Women.
- 1995**            The Fourth World Conference on Women adopted the Beijing Platform for Action.
- 2009**            Since 1996, **International Women's Day** has been given a specific theme. The 2009 theme is 'Women and men united to end violence against women and girls'.

