



European Institute for  
Gender Equality



© Hanna Syvak / adobestock.com

Beijing Platform for Action +30

**Impact driver:** Marking milestones  
and opportunities for gender  
equality in the EU



An EU Agency



**Impact driver:** Marking milestones  
and opportunities for gender  
equality in the EU





European Institute for  
Gender Equality

## European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) produces independent research and shares best practice to promote gender equality and eliminate discrimination based on gender. As the EU agency for gender equality, we help people achieve equal opportunities so everyone can thrive, independent of their gender and background.

We combine research, data and tools to help policymakers design measures that are inclusive, transformative and promote gender equality in all areas of life. We communicate our expertise and research effectively. We work closely with partners to raise awareness. We do this at the EU and national levels, and with EU candidate and potential candidate countries.

Cite this publication:

EIGE (2025), *Impact driver: Marking milestones and opportunities for gender equality in the EU*, Publications Office of the European Union, Luxembourg.

This report is based on the study to review the implementation of the Beijing Platform for Action in the EU (Beijing + 30), which was contracted by EIGE to PPMI Group UAB.

© European Institute for Gender Equality, 2025

Reproduction is authorised provided the source is acknowledged.

Reuse is authorised provided the source is acknowledged, the original meaning is not distorted, and EIGE is not liable for any damage caused by that use. The reuse policy of EIGE is implemented by Commission Decision 2011/833/EU of 12 December 2011 on the reuse of Commission documents (OJ L 330, 14.12.2011, p. 39 – <https://eur-lex.europa.eu/eli/dec/2011/833/oj>). Unless otherwise noted, the reuse of this document is authorised under the Creative Commons Attribution 4.0 International (CC-BY 4.0) licence (<https://creativecommons.org/licenses/by/4.0/>). This means that reuse is allowed provided appropriate credit is given and any changes are indicated.

EIGE does not own the copyright in relation to the following elements:

P. 1: © Hanna Syvak/adobestock.com

Luxembourg: Publications Office of the European Union, 2025

PDF ISBN 978-92-9486-300-3  
doi:10.2839/8280076  
MH-01-25-030-EN-N

European Institute for Gender Equality  
Gedimino pr. 16, LT-01103 Vilnius  
LITHUANIA

Tel. +370 52157444

Web: [eige.europa.eu](https://eige.europa.eu)

Email: [eige.sec@eige.europa.eu](mailto:eige.sec@eige.europa.eu)

Follow us



## Contributors:

- Study team of PPMI Group UAB: Cecilia Francisco Carcelén, Hedvika Janečková, Simon Carpentier, Yuliia Shevchenko, Sofia Jamal, Camée Ptak, Amelie Eckersley, Sara Anselmo, Camilla Mattaliano Belforti and Hanna Siarova.
- Other contributors: Susan Buckingham (independent researcher), Professor Sara De Vido (Ca' Foscari University of Venice), Professor Jane Freedman (Paris 8 University), Dr Elisabeth Klatzer (independent researcher), Dr Courtney McNamara (Newcastle University), Dr Liza Mügge (University of Amsterdam), Professor Claudia Padovani (University of Padova) and Dr Daria Popova (University of Essex).
- Additional contributions: the Polish Presidency of the Council of the European Union, the European Commission, in particular the Gender Equality Unit at the European Commission's Directorate-General for Justice and Consumers, the Commission's high-level group on gender mainstreaming, and the members of EIGE's Experts' Forum provided their feedback on the report.

# Contents

Executive summary .....	11
Introduction .....	20
1. Institutional developments at the EU level since 2019 .....	22
1.1. Structures for the promotion of gender equality in the EU .....	22
1.2. Legislative developments and trends .....	26
1.3. Policy developments and trends .....	28
1.4. Developments and trends in gender mainstreaming .....	30
2. Policies and developments in the 12 critical areas of concern in the EU since 2019 .....	39
2.1. Women and poverty (area A) .....	39
2.2. Education and training of women (area B) .....	47
2.3. Women and health (area C) .....	56
2.4. Violence against women (area D) .....	67
2.5. Women and armed conflict (area E) .....	78
2.6. Women and the economy (area F) .....	85
2.7. Women in power and decision-making roles (area G) .....	95
2.8. Institutional mechanisms for the advancement of women (area H) .....	104
2.9. Human rights of women (area I) .....	114
2.10. Women and the media (area J) .....	122
2.11. Women and the environment (area K) .....	129
2.12. The girl child (area L) .....	138
3. Beyond the Beijing Platform for Action + 30: recommendations for action .....	147
References .....	159
Legislation and related documents .....	210
EU level .....	210
National level .....	213
Annex 1. Beijing Platform for Action objectives and targets for the sustainable development goals .....	214
Annex 2. Methodology for tracking gender equality mainstreaming in the EU budget .....	216
Annex 3. Gender equality and gender mainstreaming in the 'union of equality' strategies .....	218
Annex 4. Additional supporting information .....	220
Annex 5. EIGE's data collection on institutional mechanisms for gender equality and gender mainstreaming (area H) .....	223
Annex 6. EIGE's work on harmonising the collection of administrative data at the EU level on violence against women .....	228

# List of figures

Figure 1. Political structures supporting gender equality in the European Parliament	24
Figure 2. EU directives in the area of gender equality since 2019	27
Figure 3. Gender equality strategy for 2020–2025: objectives and focus areas	29
Figure 4. People AROPE, by sex and country (% of total population, 2018 and 2023)	41
Figure 5. People AROPE, by subgroup (% of population, EU, 2018 and 2023)	42
Figure 6. People aged 18–74 years providing childcare and doing housework every day, by sex (% of respondents, EU, 2024)	43
Figure 7. Gender equality objectives of the European education area	48
Figure 8. Graduates in tertiary education, by sex and field of education (% EU, 2022)	50
Figure 9. Individuals' level of digital skills, by sex (% of population aged 16–74 years, EU, 2015–2023)	52
Figure 10. People not participating in formal or non-formal education and training due to family reasons, by sex and country (% of population aged 18–69 years, 2022)	53
Figure 11. Healthy life years, by sex (years, EU, 2018–2021)	60
Figure 12. Breast cancer screening rates among women, by country (% of population aged 50–69 years, 2022)	64
Figure 13. Main provisions of the directive on combating violence against women and domestic violence	68
Figure 14. Overview of the EU legal and policy framework to tackle human trafficking	69
Figure 15. Ever-partnered women aged 18–74 years who have experienced violence by an intimate partner, by occurrence of last episode and country (% 2021–2024)	70
Figure 16. Total number of recorded offences of rape and sexual assault (EU, 2019–2022)	73
Figure 17. Percentage of ever-working women aged 18–74 years who have experienced sexual harassment at work, by occurrence of last episode and country (% 2021–2024)	73
Figure 18. Percentage of women aged 16–29 years reporting experiences of cyber harassment in the past 12 months, by country (% of the population, 2020)	74
Figure 19. Percentage of women aged 17–84 years who have experienced stalking, by occurrence of last episode and country (% 2021–2024)	76
Figure 20. Women's representation in EU institutions and agencies that address security concerns, 2025	82
Figure 21. Proportion of women as full-time members of national armed forces (% EU, 2014 and 2021)	82
Figure 22. Total number of asylum applications, by sex (EU, 2019–2023)	84
Figure 23. Overview of the new directives promoting gender equality in the labour market	87
Figure 24. Gender employment gap, by country (pp, EU, 2018 and 2023)	88
Figure 25. Gender employment gap by the number of children, citizenship, age and education level (pp, EU, 2018 and 2023)	89
Figure 26. Part-time employment among those aged 20–64 years, by country and sex (% of total employment, EU, 2023)	92
Figure 27. Seats held by women in the single/lower house of the national/federal parliaments, by country (% of seats, pp difference, 2018 and Q4 2024)	97
Figure 28. Forms of violence experienced by women parliamentarians in Europe (% of all women parliamentarians surveyed, 2018)	100
Figure 29. Positions held by women and men on the boards of the largest listed companies, by country (% of board members, first six months of 2024)	102
Figure 30. Positions held by women in the decision-making bodies of the national central banks, by country (% of members, pp difference, 2019 and 2024)	103
Figure 31. Provisions of the equality bodies directives	105

Figure 32. Average score for each indicator in relation to its theoretical maximum (% of the EU-25 and the EU-27, 2021 and 2024)	107
Figure 33. Status of commitment to the promotion of gender equality (H1, governmental commitment only: H1a–H1e, 2024)	108
Figure 34. Commitment, structures and methods for gender mainstreaming (H3, total score out of 14, 2024)	110
Figure 35. Governments' commitment to <i>ex ante</i> gender impact assessments (2024)	111
Figure 36. Gender budgeting in ministerial budgets (2024)	111
Figure 37. Overview of the European Parliament's recent resolutions to address women's human rights	116
Figure 38. Protection of LGBTIQ rights across Member States since 2019	120
Figure 39. Women employed in media-related sectors of activity (pp difference, EU, 2019 and 2022)	124
Figure 40. Proportion of women among employee representatives, executives, board members, non-executives, chief executives and presidents in national public broadcasters (% , EU, 2019 and 2023)	125
Figure 41. Frequency of sustainable behaviour, by sex and type of activity (% of respondents aged 18–74 years, EU, 2024)	132
Figure 42. Proportion of women among the highest-ranking civil servants in ministries with jurisdictions covering the environment, transport and energy, by country (% , EU, 2019 and 2023)	136
Figure 43. European child guarantee	139
Figure 44. Girls' and boys' educational performance in basic skills (mean score, EU-26, 2022)	141
Figure 45. Frequency of girls and boys (aged 16–18 years) performing general house maintenance tasks (e.g. repairs, gardening and service arrangement) (% , EU, 2024)	142
Figure 46. Frequency of girls and boys (aged 16–18 years) performing household chores (e.g. cooking, laundry and cleaning) (% , EU, 2024)	143
Figure 47. 15-year-olds reporting multiple health complaints more than once a week (% , EU, 2014–2022)	143
Figure 48. 15-year-olds who reported feeling lonely 'most of the time' or 'always', by sex and country (% , EU, 2021–2022)	143
Figure A1. Council of the European Union conclusions in the area of gender equality (2019–2024)	220
Figure A2. Indicators for monitoring institutional mechanisms for the promotion of gender equality and gender mainstreaming, 2024	224
Figure A3. Questions included in the scoring of sub-indicator H2a	227

## List of tables

Table 1. Personnel resources working on gender equality, by type of body, 2024	109
Table A1. BPfA objectives and SDG targets	214
Table A2. Assessment criteria for assigning scores in the gender tracking methodology	216
Table A3. 'Union of equality' strategies and other related strategies since 2019	218
Table A4. Legislative quotas in Member States applied to the single/lower house of the national/federal parliament (2023)	220
Table A5. Quotas in place in Member States to promote gender balance on corporate boards (2023)	221
Table A6. Overview of support and protection services for victims of violence against women in the EU (2022)	222
Table A7. Overview of EIGE's 13 indicators for measuring intimate partner / domestic / any violence	228

## List of boxes

Box 1. Other structures supporting the Commission in the area of gender equality	23
Box 2. Fighting energy poverty among women in Mediterranean areas	45
Box 3. Addressing period poverty in France	46
Box 4. Advancing gender equality in academia and the careers of women in research	51
Box 5. Addressing the skilled labour demands of the green transition to support women	52
Box 6. Supporting women in academia juggling professional and care responsibilities	54
Box 7. Addressing gender bias in learning materials	54
Box 8. Providing teachers with practical tools to tackle gender stereotypes in classrooms	55
Box 9. Preventing gender-based violence in higher education and research institutions	56
Box 10. Expanded use of AI improves the successful diagnosis rate for breast cancer	60
Box 11. Expanding prevention screening programmes in Poland	64
Box 12. Advocacy and legal support against obstetric violence in Belgium and Italy	65
Box 13. Recognition of femicide as a distinct crime in Malta, Cyprus, Belgium and Croatia	70
Box 14. Strengthening legal measures against domestic violence	71
Box 15. Examples of efforts to tackle intimate partner violence in Member States during the COVID-19 pandemic	72
Box 16. Raising awareness about human trafficking and the exploitation of women	77
Box 17. Women in military conscription in the EU	83
Box 18. Supporting migrant women and girls who experience sexual and gender-based violence	85
Box 20. Expanding inclusion and diversity practices in the workplace	90
Box 21. Addressing the gender pay gap in Ireland	90
Box 22. Promoting entrepreneurship among women in Italy	91
Box 23. Fostering a better work–life balance in Greece while creating formal employment in the care sector	93
Box 24. Efforts to promote equal representation and participation of women in politics	98
Box 25. Examples of projects aiming to support women leaders	101
Box 26. Gender quotas in sports leadership	104
Box 27. Equality bodies and the pay transparency directive	109
Box 28. Gender mainstreaming in the RRP	111
Box 29. Examples of GRPP in Belgium and Spain	112
Box 30. Example of the promotion of gender equality at the municipal level in Luxembourg	112

Box 31. An example of data collection and dissemination efforts concerning women’s green entrepreneurship	113
Box 32. Funding for women’s rights and gender equality organisations	114
Box 33. Progress towards the decriminalisation of abortion in Malta	118
Box 34. National efforts to ensure safe access to abortion clinics	118
Box 35. Addressing gender-based violence against Roma women	119
Box 36. Legislative advances in the protection of LGBTIQ rights	121
Box 37. Separating spousal income for the allowance for disabled adults in France	121
Box 38. How Germany ensures social security for freelance journalists	126
Box 39. Promoting a fair portrayal of women and men in the media	126
Box 40. The Algorithm Register of the Dutch government	128
Box 41. Intersectionality on screen: GLAAD’s annual TV representation report	128
Box 42. Enhancing the accessibility of gender data in the media	129
Box 43. Strengthening women’s employment in the transport sector	134
Box 44. Empowerment of women entrepreneurs in the energy sector and support for lone-mother households	135
Box 45. Leading the digital transformation and creating sustainable and gender-responsive industrial policies	135
Box 46. Supporting gender mainstreaming in DRR	138
Box 47. European Week of Action for Girls	140
Box 48. Educational toolkits to help address gender stereotypes	142
Box 49. Initiatives to improve the participation of girls in STEM	142
Box 50. Austria’s approach to CSE	145
Box 51. Enhanced protection and support for child victims of domestic violence in Portugal	145
Box 52. Supporting teachers in addressing bullying and discrimination towards girls and boys	145
Box 53. Engaging young people in discussions about women’s rights and gender equality	146

## Member State codes

<b>BE</b>	Belgium	<b>LT</b>	Lithuania
<b>BG</b>	Bulgaria	<b>LU</b>	Luxembourg
<b>CZ</b>	Czechia	<b>HU</b>	Hungary
<b>DK</b>	Denmark	<b>MT</b>	Malta
<b>DE</b>	Germany	<b>NL</b>	Netherlands
<b>EE</b>	Estonia	<b>AT</b>	Austria
<b>IE</b>	Ireland	<b>PL</b>	Poland
<b>EL</b>	Greece	<b>PT</b>	Portugal
<b>ES</b>	Spain	<b>RO</b>	Romania
<b>FR</b>	France	<b>SI</b>	Slovenia
<b>HR</b>	Croatia	<b>SK</b>	Slovakia
<b>IT</b>	Italy	<b>FI</b>	Finland
<b>CY</b>	Cyprus	<b>SE</b>	Sweden
<b>LV</b>	Latvia	<b>EU-27</b>	27 EU Member States

# Abbreviations

<b>AI</b>	artificial intelligence	<b>FEMM</b>	
<b>AROPE</b>	at risk of poverty or social exclusion	<b>Committee</b>	European Parliament Committee on Women's Rights and Gender Equality
<b>BPfA</b>	Beijing Platform for Action	<b>FGM</b>	female genital mutilation
<b>CARE</b>		<b>FRA</b>	European Union Agency for Fundamental Rights
<b>Survey</b>	Survey of Gender Gaps in Unpaid Care, Individual and Social Activities	<b>GAP</b>	gender action plan
<b>CEDAW</b>	Committee on the Elimination of All Forms of Discrimination against Women	<b>GRPP</b>	gender-responsive public procurement
<b>COP</b>	Conference of the Parties	<b>ILO</b>	International Labour Organization
<b>CPR</b>	common provisions regulation	<b>IPU</b>	Inter-Parliamentary Union
<b>CSE</b>	comprehensive sexuality education	<b>ISCED</b>	International Standard Classification of Education
<b>CSO</b>	civil-society organisation	<b>LFS</b>	Labour Force Survey
<b>DG</b>	director-general	<b>LGBTIQ<sup>(1)</sup></b>	lesbian, gay, bisexual, trans, intersex, queer
<b>DRR</b>	disaster risk reduction	<b>MEP</b>	Member of the European Parliament
<b>DSA</b>	Digital Services Act	<b>MFF</b>	multiannual financial framework
<b>ECEC</b>	early childhood education and care	<b>NATO</b>	North Atlantic Treaty Organisation
<b>EEAS</b>	European External Action Service	<b>NGO</b>	non-governmental organisation
<b>EESC</b>	European Economic and Social Committee	<b>OECD</b>	Organisation for Economic Co-operation and Development
<b>EIGE</b>	European Institute for Gender Equality	<b>PACE</b>	Parliamentary Assembly of the Council of Europe
<b>EPSCO</b>	Employment, Social Policy, Health, and Consumer Affairs Council	<b>PISA</b>	programme for international student assessment
<b>EPSR</b>	European Pillar of Social Rights	<b>pp</b>	percentage point(s)
<b>Equinet</b>	European Network of Equality Bodies	<b>RRP</b>	recovery and resilience plan
<b>ERDF</b>	European Regional Development Fund	<b>SDG</b>	sustainable development goal
<b>ESF+</b>	European Social Fund Plus	<b>SRHR</b>	sexual and reproductive health and rights
<b>ETUC</b>	European Trade Union Confederation	<b>STEAM</b>	science, technology, engineering, arts and mathematics
<b>EU-OSHA</b>	European Agency for Safety and Health at Work	<b>STEM</b>	science, technology, engineering and mathematics
<b>Eurofound</b>	European Foundation for the Improvement of Living and Working Conditions	<b>TPD</b>	temporary protection directive
<b>EU-SILC</b>	EU Statistics on Income and Living Conditions	<b>UNFCCC</b>	UN Framework Convention on Climate Change
		<b>WHO</b>	World Health Organization
		<b>WPS</b>	women, peace and security

<sup>(1)</sup> This report uses the abbreviation LGBTIQ following the terminology used in the Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – A union of equality: LGBTIQ equality strategy 2020–2025, COM(2020) 698 final of 12 November 2020, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:52020DC0698>. It represents an inclusive umbrella term for people whose sexual orientation differs from heteronormativity and whose gender identity falls outside binary categories. The language used to represent this very heterogeneous group continuously evolves towards greater inclusion, and different actors and institutions have adopted different versions of the abbreviation (LGBT, LGBTQI and LGBTI). The report uses institutions' chosen abbreviations when describing the results of their work.

# Executive summary

## Gender equality: key to the EU's success in uncertain times

The EU is navigating profound global and internal challenges that require coordinated, forward-thinking solutions. Economically, the EU is facing a slowdown in growth and challenges to its competitiveness, exacerbated by an ageing population and a shrinking workforce. These pressures highlight the urgent need for sustained innovation and investment. Geopolitical tensions, including the Russian war of aggression against Ukraine, have exposed critical vulnerabilities, particularly in energy dependence. Similarly, the global race for technological leadership has revealed innovation weaknesses in the EU. At the same time, strengthening anti-democratic forces are testing the EU's commitment to democratic principles, human rights and gender equality.

Gender equality emerges as a critical enabler of EU success in addressing these challenges and achieving its objectives in uncertain times. Empowering women and ensuring their full participation across all sectors can significantly enhance productivity and competitiveness. Diverse leadership and gender-balanced teams drive innovation and are essential to close gaps in high-growth sectors, such as digital technology and the green transition industries. Promoting inclusive digital and green transitions will strengthen the EU's global standing and help deliver on commitments to gender equality and sustainability – imperatives for safeguarding the EU's prosperity. Moreover, addressing gender disparities in employment and education will unlock a broader talent pool, mitigating demographic pressures. Gender-responsive policies in areas such as childcare, long-term care and flexible work arrangements, along with the equitable distribution of unpaid care work between women and men, will also strengthen social cohesion and economic resilience, framing care as a cornerstone of Europe's economy. These policies are not only vital for achieving gender equality, but also essential for fostering a more resilient society – particularly in the polycrisis context. The EU's

2024 Gender Equality Index score of 71.0 (out of 100) shows that the EU is getting closer to achieving gender equality, but progress is slow and the goal is, as yet, far from realised.

As the EU strives to uphold the common values set out in Article 2 of the Treaty on European Union and to strengthen internal unity, advancing gender equality also reinforces trust and shared values. By keeping gender equality central to its priorities, the EU can address immediate challenges and build a foundation for an equitable and prosperous future for all. This report aims to provide the evidence needed for change and inspire a collective commitment to transforming the EU into a place where everyone can thrive and enjoy gender equality.

## Sixth general review of the implementation of the Beijing Platform for Action in the EU

In this context, the **Beijing Platform for Action (BPfA)**, established at the fourth UN World Conference on Women in 1995, remains more relevant than ever. It serves as a reference framework for eliminating gender inequalities and advancing women's empowerment across its 12 critical areas of concern. With unanimous support from all EU Member States, the BPfA plays a crucial role in shaping the gender equality policies of the EU and its Member States.

To mark the 30th anniversary of the BPfA in 2025, the UN Commission on the Status of Women will review global and regional progress on gender equality, including within the EU. This milestone provides an opportunity to reflect on the advances made, to align these advances with the sustainable development goals and to identify synergies that can drive a fair and sustainable future. Within this framework, the European Institute for Gender Equality continues to provide essential support, offering annual thematic reviews that inform and guide EU-wide progress towards the achievement of the BPfA's objectives, ensuring gender equality

remains central to addressing Europe's most pressing challenges.

This report is the sixth general review of all 12 areas of concern of the implementation of the BPfA in the EU, 30 years after its establishment ('BPfA + 30'), and covers 2019–2024. It reviews the progress made by the EU in gender equality since the previous general BPfA review in 2019, highlighting both opportunities and challenges that persist or have emerged in recent years. These challenges include issues brought about by digitalisation and multiple crises, such as the COVID-19 pandemic, the Russian war of aggression against Ukraine and ongoing pushback against gender equality.

This executive summary of findings from the BPfA + 30 review is organised around seven key themes. These highlight key findings that emerge from the review, which cut across multiple areas of the BPfA and are closely interconnected:

- 1) thriving in a gender-equal and inclusive economy;
- 2) providing gender-responsive social protection and services;
- 3) eradicating gender-based violence, stigma and stereotypes;
- 4) fostering parity democracy, accountability and gender-responsive institutions;
- 5) shaping a digital transformation that promotes gender equality;
- 6) advancing a socially fair green transition that leaves no woman or girl behind;
- 7) achieving peaceful and inclusive societies and advancing gender equality across the world.

## 1. Thriving in a gender-equal and inclusive economy

Since the previous general BPfA review of all 12 areas of concern, the EU has made substantial strides in promoting gender equality within the economic sphere. Notable advancements include the introduction of three landmark directives on work–life balance, gender balance on corporate boards and pay transparency. These legislative measures signal a solid

commitment to tackling gender disparities in caregiving responsibilities, decision-making and pay. The European care strategy was also launched by the Commission to ensure high-quality, affordable and accessible care services with better working conditions and work–life balance for carers, most of whom are women.

Employment rates among women and men have demonstrated resilience in the face of recent challenges, including the COVID-19 pandemic and economic downturns. However, gender gaps persist. In 2023, 80 % of men aged 20–64 years were employed, compared with 70 % of similarly aged women. Slowly rising employment does not guarantee equal opportunities for all groups. Disadvantaged communities such as Roma face severe employment disparities. In 2021, only 28 % of Roma women aged 20–64 years were employed, compared with 58 % of Roma men, resulting in a high prevalence of intergenerational poverty and extreme social and economic exclusion of Roma women.

Time poverty, worsened by increased caregiving demands during the pandemic, is further affecting women's ability to balance work and family responsibilities, and often results in reduced hours or exit from the workforce. Similarly, while there was a small reduction of 1.7 pp in the gender pay gap in the EU since 2019, it remained at 12 % in 2023.

Gender stereotypes, reinforced by familial, cultural and institutional influences, exacerbate gender segregation in various sectors. Significant gender disparities remain in the digital and green economies. This is especially apparent in ICT, where women make up only one fifth of the workforce. This under-representation limits women's access to high-paying jobs and their advancement in fields such as artificial intelligence (AI) and renewable energy, where women constitute just one third of specialists. Similar gaps exist in entrepreneurship, with women making up only 19 % of ICT entrepreneurs and 10 % of start-up founders. Gender biases in investment and a lack of financial support for women contribute to the under-representation of women in entrepreneurship and innovation. Moreover,

unequal access to financial resources creates gender disparities in financial confidence and the ability to engage with financial products and build wealth in the long term.

Despite progress in the past five years, women's representation in economic leadership remains low. In the EU, only one in three ministers overseeing economic portfolios such as finance and trade is a woman. Since 2019, a woman has led the European Central Bank; however, women hold just 2 of 26 seats on its governing council. Meanwhile, the boards of the largest publicly listed companies in the EU consist of 34 % women. This reflects a 6 pp increase from 28 % in 2019. While progress has been slow, countries that have adopted corporate quotas and/or targets are seeing rapid gains. These improvements could accelerate as Member States implement the targets of the new directive on gender balance on corporate boards into national law.

To create a more equitable and inclusive economy, it is essential to address gender gaps as the digital and green transitions reshape the labour market. Key actions include offering targeted support for women in science, technology, engineering and mathematics (STEM) and ICT, tackling barriers to entry and retention, promoting lifelong learning and addressing the under-representation of women in entrepreneurship. Enhancing financial literacy and improving women's access to capital will enable them to engage more confidently with investments and business opportunities. Enhancing working conditions in the care sector and encouraging more men to take on both paid and unpaid caregiving roles could help to challenge stereotypes and meet the growing demand for care as the EU population ages. Strengthening work–life balance policies, expanding flexible working options, ensuring equal parental leave and encouraging companies to adopt gender equality plans with more transparent human resources practices will contribute to building a more inclusive economy. In addition, increasing pay transparency and ensuring that companies report on gender pay gaps will be critical to closing wage disparities and fostering greater

accountability regarding the achievement of gender equality within the economic sphere.

## 2. Providing gender-responsive social protection and services

Over the past five years, the EU has introduced key policies to strengthen gender-responsive social protection and services. Providing support to parents by better reconciling family aspirations and paid work, notably by ensuring access to high-quality early childhood education and care and long-term care services, has been high on the EU policy agenda. Initiatives such as the European child guarantee aim to ensure that Member States provide essential services for girls and boys at risk of poverty. In addition, two Council recommendations have promoted safety nets and social protection for non-standard workers and the self-employed. The adequate minimum wages directive, adopted in 2022, establishes a framework for adequate minimum wages. This benefits many women, who are often in low-wage jobs. The Commission's gender equality strategy for 2020–2025 and, in particular, various European Parliament resolutions have underlined the importance of accessible services related to sexual and reproductive health and rights. These include contraception, menstrual products and abortion, which are fundamental to human dignity and gender equality. Significantly, France and Slovenia are examples of countries that have explicitly enshrined the right to abortion in their constitutions. This provides a benchmark for other Member States in safeguarding sexual and reproductive health and rights.

Between 2018 and 2023, the shares of women and men at risk of poverty or social exclusion fell marginally to 22 % of women and 20 % of men. However, women remain more vulnerable to poverty in its multiple dimensions, such as energy poverty, inadequate housing and limited access to finance. Roma women, lone mothers and older women are at the highest risk of income, energy and housing poverty.

Disparities in access to education persist due to gender biases and biased societal norms.

Gender stereotypes, perpetuated by families, teacher biases, gendered learning materials and media, continue to discourage girls from entering STEM fields. Such biases also deter boys from entering careers traditionally dominated by women in fields such as care and education. Educational disparities are especially stark in Roma communities, where 28 % of women and girls lack formal education, compared with 18 % of Roma men and boys. The implementation of comprehensive sexuality education also remains inconsistent across the EU, with only a few Member States addressing issues such as mutual consent and gender-based violence.

Access to abortion remains unequal across the EU, and in some Member States it is becoming increasingly difficult. Healthcare and care services also require improvements in accessibility, affordability and quality. Women living in rural areas, in particular, face limited access to healthcare. This affects older women in particular, who encounter compounded challenges due to their age and the scarcity of services. Economic barriers such as high costs contribute to unmet health needs, with women being slightly more likely than men to cite cost, waiting times or distance as obstacles. For migrant women, particularly those in an irregular situation, additional barriers such as complex administrative processes and fear of deportation further limit access to healthcare, especially for non-emergency care. By 2035, the population aged 65 years or older is expected to grow by 23 %. This contrasts with a projected increase of 7 % in employment in the care sector. This situation highlights an urgent need to address care demands, support the care workforce and improve their working conditions.

To foster comprehensive gender-responsive social protections, it is equally urgent to address issues such as the housing crisis and energy poverty in ways that acknowledge and tackle existing gender disparities. In particular, a robust anti-poverty strategy with clear targets and a well-rounded focus on reducing women's poverty will strengthen social protection across the EU. Finally, essential steps need to be taken to ensure that public services

promote gender equality in various areas. These include the call for high gender-responsive standards at the national level for reproductive and sexual healthcare, in line with international commitments (e.g. the BPfA and sustainable development goals), the implementation of gender-sensitive education curricula and the creation of national standards for comprehensive sexuality education and educational materials that eliminate gender stereotypes.

### 3. Eradicating gender-based violence, stigma and stereotypes

In 2023, the EU acceded to the Istanbul Convention, which entered into force for the EU on 1 October 2023. This was followed in 2024 by the adoption of the first EU directive to combat violence against women and domestic violence. These were historic landmarks in building a comprehensive legal framework against gender-based violence in the EU. The EU has also reinforced its fight against trafficking by delivering the revised anti-trafficking directive and the [EU strategy on combating trafficking in human beings \(2021–2025\)](#). Another milestone is that intersectional discrimination was legally defined at the EU level for the first time in the pay transparency directive.

Despite these achievements, significant challenges persist in fully addressing violence against women. For instance, cyberviolence against women and girls is a growing concern in the digital age. This manifests in various forms, from cyberstalking to the non-consensual sharing of intimate images. Reports of sexual assault and rape rose markedly between 2019 and 2022. Evidence points to a significant rise in attacks and murders specifically targeting transgender individuals in Europe. Roma women face high levels of discrimination and a heightened risk of gender-based violence. Women with disabilities also face high levels of gender-based violence and severe violations of their sexual and reproductive rights. Gender stereotypes and stigma continue to hinder gender equality. For instance, gender-based stigma impedes men from seeking mental

health support despite being almost four times more likely than women to die from intentional self-harm.

To build an EU free of gender-based violence, stigma and stereotypes, it is essential to prioritise the incorporation into national legislation of the EU directive on combating violence against women and domestic violence. Recognising femicide as an offence distinct from homicide and adopting a consent-based definition of rape across all Member States are key steps to ensuring justice and protection for victims of gender-based violence and sexual violence. Comprehensive and well-funded victim support services are also needed to address the diverse needs of victims of violence against women. Furthermore, the collection of comparable data and the harmonisation of definitions of gender-based violence are necessary to create a robust, coordinated response across Member States.

Efforts to combat gender-based cyberviolence require the enforcement of the Digital Services Act. This means ensuring that online platforms take proactive measures to prevent and address gender-based cyberviolence, such as cyberstalking, online harassment and the non-consensual sharing of intimate images. It also entails holding platforms accountable for monitoring harmful content, implementing effective reporting mechanisms and removing illegal or abusive material promptly to protect victims and reduce the prevalence of such violence. In addition, improving the legal framework on anti-discrimination would further strengthen protections and accountability across the EU.

Finally, tackling persistent stereotypes that harm women, girls, men and boys demands sustained efforts from a wide range of stakeholders, including governments, educational and media institutions, and civil society. These efforts should encompass public awareness campaigns and educational initiatives to promote gender equality and challenge harmful norms. Specifically, enhancing media literacy and tackling gendered disinformation are critical measures needed to counter the online spread of misogynistic

ideologies, particularly among young men and boys, who may resist policies and cultural shifts promoting gender equality. These efforts are vital to ensure that everyone in the EU can thrive without fear of gender-based violence, discrimination or harmful stereotypes.

#### 4. Fostering parity democracy, accountability and gender-responsive institutions

The European Commission of 2019–2024 was the most gender balanced in its history, with Ursula von der Leyen as the first woman to serve as Commission President. Building on the progress of the 2019–2024 term, the European Commission for the 2024–2029 term continues to make strides in achieving gender balance. Apart from the Commission President staying on for the 2024–2029 term, four of the six assigned Executive Vice-Presidents are women. After the 2024 elections, women made up 39 % of the European Parliament, a decrease from 41 % in the previous political term. This represents the first-ever decline in the proportion of women Members of the European Parliament, which had been consistently growing since 1979.

Under the guiding theme of a ‘union of equality’ of the 2019–2024 Commission, key highlights of that Commission include the appointment of the first-ever Commissioner for Equality, and the adoption of the gender equality strategy for 2020–2025. This strategy signals a solid commitment to gender-targeted actions. It also highlights the mainstreaming of a gender equality perspective and intersectionality as the way to achieve gender equality across EU policymaking. Further institutional achievements at the EU level include the establishment of the Task Force on Equality to coordinate the equality policy agenda and ensure equality mainstreaming throughout the Commission, and the adoption of a methodology to track gender -equality-related expenditure as a cross-cutting objective of the EU’s long-term budget. These efforts underline the EU’s progress in institutionalising gender equality, affirming it as a core priority in EU governance and policymaking. In addition,

the introduction of the two parallel directives setting common standards for equality bodies marked a crucial milestone in advancing accountability for gender equality and non-discrimination in the Member States. EU institutions also took steps to protect women politicians, journalists and public figures from misogynistic and anti-democratic attacks. At the national level, the representation of women in parliaments has increased by 2 pp since 2018, reaching 33 % by the end of 2024. However, only seven Member States have achieved gender balance (BE, DK, ES, NL, AT, FI and SE). In six Member States (IE, EL, CY, HU, RO and SK), women constitute fewer than 25 % of members of parliament. Member States that have legislative gender quotas in place slightly outperform those without them, and the most significant impact is expected in the long run. In 2024, women continue to hold ministerial positions mainly in social affairs, health and education.

In 2024, most Member States have a senior minister responsible for gender equality. However, variations exist between Member States in terms of the levels of resources, effort and governmental structures dedicated to ensuring the effective promotion of gender equality and gender mainstreaming across all governmental work. For example, in three Member States (ES, FR and LU), the governmental body responsible for gender equality policy is located at the highest level of the government hierarchy, functioning as an entire ministry, while, in most other Member States, such governmental bodies are located within a department of a ministry, limiting their power and visibility in promoting gender equality. Over half of the Member States have an active action plan on gender equality and have gender focal points within ministries. However, across the Member States, there has been a noticeable decline in the use of gender mainstreaming tools such as gender impact assessments.

Anti-gender movements have grown in visibility and influence since 2019, particularly in the transnational digital space. Such movements are attempting to roll back women's rights in many Member States. Women in politics and women public figures

continue to face high levels of violence, including cyberviolence, aimed at limiting their participation in decision-making and in the public sphere. Women's rights organisations and activists face increasing attacks, hate speech and funding cuts. Growing evidence indicates that anti-gender discourses online are linked to radicalisation and extremism.

Fostering gender-responsive institutions across the EU requires gender equality and gender mainstreaming to be embedded as central priorities in policymaking and governance. This entails allocating adequate authority, resources and structures at the national and EU levels. Coordinating mechanisms dedicated to gender equality at all levels will enhance accountability and ensure consistency in policymaking. Specifically, strengthening gender mainstreaming and gender budgeting is essential for ensuring that policies and funding decisions consistently consider gender impacts and actively promote gender equality.

Achieving parity democracy calls for decisive measures to ensure the balanced participation of women and men in elections and decision-making processes, reflecting democratic principles. This includes implementing legislative gender quotas based on parity (50/50) to achieve equal representation in political decision-making. Equally important is fostering safe and supportive environments in which women's rights organisations and civil society can operate freely and ensuring that they receive sufficient funding. These efforts need to be reinforced by robust measures to address and prevent violence and harassment, both online and offline – in particular, violence targeting women in public roles, such as politicians, journalists and activists. These actions are indispensable to advancing gender equality in decision-making and safeguarding democratic values across the EU.

## 5. Shaping a digital transformation that promotes gender equality

The digital transition is at a pivotal moment. Significant efforts are under way to promote gender equality in a range of fields, from

education and work to health and communications. Central to this vision is the EU's 2022 Digital Decade policy programme. This aims to double the number of ICT professionals to 20 million by 2030, with a strong emphasis on gender balance and boosting the number of women in STEM. Initiatives such as the women in digital strategy – and the broader 2030 Digital Decade – are driving efforts to increase the representation of women in technology fields. Meanwhile, the new European innovation agenda is empowering women innovators through entrepreneurship and leadership programmes. The introduction of the Digital Services Act marked a substantial step forwards in combating gender-based violence online by requiring large platforms to mitigate exposure to harmful content. Advances in healthcare technology include AI solutions to ease caregiver burdens and AI-enhanced breast cancer detection. These highlight the potential of digitalisation to support care provision and to improve women's health outcomes.

A number of challenges hinder a gender-equal digital transition. Women remain under-represented in the ICT sector – especially in leadership roles – and face persistent pay gaps. Gender stereotypes and work cultures dominated by men, which can be characterised by long working hours and insufficient work–life balance policies, hinder women's entry into and retention in technology careers. Only 23 % of women with STEM degrees secure technology roles, compared with 44 % of men. Furthermore, many women drop out of technology careers between the ages of 30 and 44 years due to a lack of work–life balance culture in the workplace. The sector's gender disparities are mirrored in education, with women earning five times fewer degrees in ICT than men. As automation reshapes the labour market, job displacement is a risk for many roles. Meanwhile, women continue to face additional barriers, such as the predominant share of unpaid care work, that limit their opportunities for upskilling and retraining to enable the transition into emerging jobs.

The COVID-19 pandemic accelerated workplace digitalisation, but also exacerbated digital

disparities, disproportionately affecting carers' productivity and work–life balance. Teleworking is often concentrated in higher-paying jobs that require advanced qualifications, leaving many lower-wage frontline workers (a group in which women are over-represented) without such opportunities. For those with access to telework, maintaining work–life boundaries and the right to disconnect can be a real challenge. The digital workplace also creates new avenues for violence and harassment. Among teleworkers, women experience harassment or bullying at twice the rate of men (6 % of women compared with 3 % of men).

The increasing reliance on digital technologies, including AI, is transforming hiring, task allocation and performance evaluation processes. AI-driven recruitment processes risk perpetuating gender biases in candidate selection. Among teleworkers, 36 % of women and 31 % of men report experiencing increased use of digital technologies for surveillance, such as camera and keystroke monitoring to track their remote work. Women face a higher pressure, as they usually experience more caregiving interruptions.

While digitalisation in the healthcare sector appears promising, it still overlooks the needs of women and can perpetuate existing biases and health disparities. For example, many AI algorithms used in diagnostics and treatment are trained on datasets that primarily reflect men patients. This can lead to misdiagnoses for women, particularly of conditions such as cardiovascular disease, where symptoms often differ between women and men. Older women, in particular, face barriers to accessing digital health technologies, further widening the digital divide. In addition, the digital transition has introduced new forms of gender-based violence, such as cyber harassment.

To ensure a digital transition that promotes gender equality for all, there is an urgent need to address systemic digital inequalities and adopt gender-responsive approaches across the various domains of digital transformation. Diverse STEM role models need to be showcased, and education frameworks need to be strengthened to counter gender biases in career aspirations early in children's

development. Developments in AI need to adhere to the Artificial Intelligence Act and incorporate gender impact assessments and gender-based violence considerations to prevent discrimination and improve algorithmic accountability. Stringent controls on algorithmic systems will contribute to a safer digital environment.

Furthermore, the equal participation of women needs to be ensured in ICT and all professions related to the digital transition. This requires targeted training, mentorship and funding opportunities and the transformation of workplace cultures to foster gender equality. This transformation should address unconscious biases and establish flexible, supportive work environments with robust gender equality policies. Finally, it remains essential to expand digital literacy and lifelong learning opportunities, especially for older women and caregivers, while mitigating job displacement risks.

## 6. Advancing a socially fair green transition that leaves no woman or girl behind

The green transition is at a critical juncture. The climate and environmental crises are intersecting with gender inequalities to create some of the most pressing sustainable development challenges of our time. The European Green Deal, launched in 2019, aims to achieve climate neutrality in the EU by 2050 and recognises the need for a socially fair transition. However, it has faced criticism for omitting a comprehensive gender-transformative approach. Even so, increasing attention is being paid to gender inequalities in the green transition in the context of EU funds, such as the Just Transition Fund and the Social Climate Fund, and to gender inequalities in EU policies for transport and agriculture.

The social and environmental impacts of the green transition have a gendered dimension. Women are often more environmentally conscious than men, adopting eco-friendly practices in their daily lives. However, responsibilities such as managing household sustainability can reinforce traditional care

roles. This perpetuates the association of 'greenness' with femininity and deters men from participating in sustainable practices that are perceived as threats to masculinity. Young women are making significant contributions to climate activism. Despite this, in 2024, the representation of women in formal decision-making processes at the national level and in international climate negotiations remained limited. Globally, the EU's actions disproportionately have an impact on disadvantaged groups, including women in the Global South and Indigenous women, who face intensified risks of poverty, exploitation and gender-based violence as a result of climate change.

Women's economic vulnerabilities are exacerbated during climate crises, as they are more likely than men to have unstable jobs or to have lower incomes and fewer assets than men. Women's caregiving roles put them at the forefront of disaster response. Climate-induced stressors such as heatwaves, floods or droughts have been linked to higher rates of gender-based violence, often in relation to heightened (financial) stress or climate-related migration, including human trafficking. This highlights the need for climate adaptation measures that adopt a gender perspective. Moreover, gender stereotypes continue to limit women's access to sectors of strategic importance for the green transition. For instance, only 25 % of workers in the energy sector and 17 % in the transport sector are women.

To achieve a gender-responsive green transition, it is essential to prioritise a gender and intersectional perspective across climate and environmental policies. This includes embedding a gender-responsive approach into the implementation of the European Green Deal, ensuring its alignment with the gender equality strategy. This involves embedding gender considerations systematically, rather than treating them as optional, across all key areas of the green transition, including agriculture, energy and transport. Disaster risk reduction and climate adaptation plans require gender-specific needs to be addressed through comprehensive gender impact assessments, ensuring that women's perspectives are

integral to resilience planning. Moreover, recognising and supporting unpaid care work, which is predominantly carried out by women, is vital to addressing the interconnected challenges of climate change and care. At the same time, targeted measures need to address the rise in gender-based violence, which is exacerbated by climate-related crises. Finally, focused actions are needed to empower women in critical sectors of the green transition. These include providing targeted training, addressing workplace discrimination and actively promoting women's leadership.

## 7. Achieving peaceful and inclusive societies and advancing gender equality across the world

The EU women, peace and security agenda and gender equality action plan III (2021–2027) have enhanced the priority given to gender equality considerations in EU external actions. Under gender equality action plan III, the Commission pledged to direct 85 % of new actions in external relations towards gender equality. By 2024, 26 Member States had adopted a national action plan on women, peace and security, and the Commission had achieved gender parity in the senior positions in charge of security. Meanwhile, the representation of women in national armed forces has increased steadily over the past few years. There has also been an increase in appointments of dedicated gender advisers to EU civilian missions. Most missions now include gender equality concerns in their mandatory induction training. Moreover, the directive on violence against women and domestic violence has criminalised female genital mutilation, demonstrating the EU's commitment to eradicating this practice worldwide.

Nonetheless, the EU faces ongoing challenges in addressing increasing migration pressure due to the Russian war of aggression against Ukraine, other conflicts and climate change.

Women experience gender-based barriers to seeking asylum, and disproportionate discrimination and violence at border controls, in particular affecting racialised women. Many Member States still do not consider the needs of women asylum seekers and refugees. Only six Member States (BE, DK, EL, FR, HU and PT) explicitly acknowledge the risk of female genital mutilation as grounds for asylum. In addition, while the temporary protection directive facilitated the entry into the EU of millions of Ukrainians seeking refuge (many of whom were women and girls), many of them face unmet needs in sexual and reproductive healthcare.

Emerging security threats demand innovative approaches that integrate a gender perspective as an effective response to today's complex and rapidly evolving global environment. In the digital era, disinformation exacerbates misogynistic views and creates a fertile ground for violent extremism and anti-feminist, racist and anti-immigration hate speech. Similarly, climate change gives rise to new security challenges, such as gender-based violence against women both within and beyond the EU. Despite these pressing issues, women remain significantly under-represented in national security agencies, ministerial roles and cybersecurity across the EU.

Strengthening the implementation of the EU's women, peace and security agenda remains a critical priority. Achieving this involves conducting gender impact assessments on security policies to mitigate gender-based risks and ensure that EU defence policies uphold women's rights. Gender-responsive measures play a key role in protecting women refugees and asylum seekers, with a focus on securing adequate reception conditions, access to sexual and reproductive health services and protection from gender-based violence. Revisions to existing frameworks are essential to address these needs effectively.

# Introduction

## Gender equality: key to the EU's success in uncertain times

The EU is facing profound global and internal challenges, including changes to the economic landscape, geopolitical tensions, strengthening anti-democratic forces and a slowdown in innovation. Challenges such as these have exposed significant vulnerabilities, including energy dependence and a shrinking workforce, and have intensified internal debate among EU Member States. These challenges test the EU's commitment to democratic principles, human rights and gender equality and highlight that a sustained, coordinated path forwards is of the utmost importance. In these uncertain times, the EU requires forward-thinking solutions, investment and sustained innovation.

Gender equality is a key contributor to EU success in addressing these challenges. To safeguard the EU's prosperity, it is essential to deliver on commitments to gender equality and sustainability. Diverse leadership and gender-balanced teams drive innovation, and inclusive digital and green transitions will strengthen the EU's global standing. Significant enhancements in productivity and competitiveness can be achieved by empowering women and facilitating their full participation in society, particularly in high-growth sectors. Moreover, addressing gender disparities in employment and education will broaden the talent pool, ameliorating demographic pressures. Gender-responsive care policies will strengthen economic resilience and social cohesion, while also highlighting the importance of care work to Europe's economy. These policies are not only vital to achieving gender equality but also essential for fostering a more resilient and inclusive society – particularly in the face of polycrises, such as the COVID-19 pandemic, climate and environmental challenges, and the ongoing and increasing economic and security instability exacerbated by geopolitical tensions.

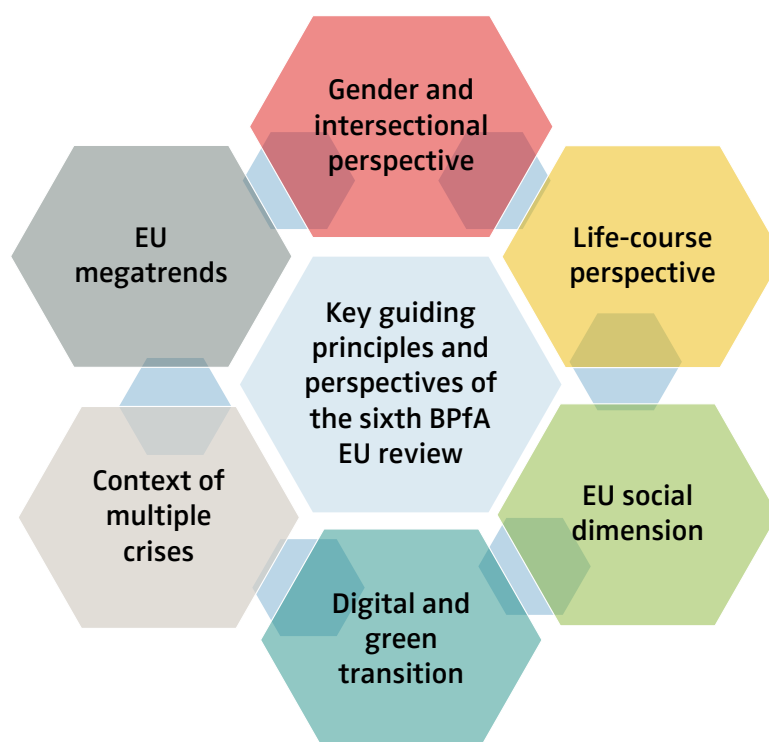
As the EU strives to uphold its core values and democratic principles and strengthen internal unity, advancing gender equality also reinforces trust and shared values. By keeping gender equality central to its priorities, the EU can more effectively address challenges and build a foundation for a fairer, more prosperous future for all. This report provides the evidence needed for change and to inspire a collective commitment to make the EU a place where everyone can thrive and enjoy gender equality.

## Sixth general review of the implementation of the Beijing Platform for Action in the EU

Established in 1995 at the UN World Conference on Women, the **Beijing Platform for Action (BPfA)** provides a roadmap for worldwide efforts to end discrimination against women and girls and to improve their status across 12 key areas. Supported unanimously by all Member States, the BPfA plays a crucial role in shaping the gender equality policies of the EU and its Member States.

To mark the 30th anniversary of the BPfA in 2025, the 69th session of the UN Commission on the Status of Women will review the progress made towards gender equality and women's rights globally, including within the EU. Given the EU's commitment to integrating the UN 2030 Agenda for Sustainable Development into all of its policies, 2025 also marks a pivotal moment at which to review progress towards the sustainable development goals (SDGs) and reflect on synergies that can drive a fair and sustainable future (see Annex 1).

Within this framework, the European Institute for Gender Equality (EIGE) continues to provide essential support, offering annual thematic reviews that inform and guide EU-wide progress towards the achievement of the BPfA's objectives, ensuring that gender equality remains central to addressing Europe's most pressing challenges.



This report is the sixth overarching review of the implementation of the BPfA objectives across all 12 areas of concern in the EU ('BPfA + 30'). The main objective of this report is to present an overview of the key EU policy developments and trends in gender equality across the 12 critical areas of concern of the BPfA since 2019. It offers evidence on progress, challenges and opportunities for future policy discussions and recommendations. The report also includes examples of legal and policy actions promoting gender equality at the EU and national levels.

The analysis focuses on the period following the previous general BPfA review of all 12 areas of concern, highlighting key findings from 2019 to 2024 or the most recent available findings. It

draws on a review of official BPfA indicators and additional EU-wide data. Where data and information are available, intersectional and life-course perspectives are also reflected.

The report takes into account the context of multiple crises and EU megatrends.

The report consists of three chapters. The first chapter provides an assessment of institutional developments related to gender equality at the EU level. The second chapter analyses major trends and developments in the BPfA's 12 areas of concern at the EU and national levels. Practical recommendations for action to address key gender equality challenges are presented in the final chapter.

# 1. Institutional developments at the EU level since 2019

This chapter presents the institutional, legal and policy context of gender equality in the EU. It provides an overview of the structures that support gender equality, key legislative developments since 2019, significant policy advances and the progress made in mainstreaming a gender perspective into major EU strategies, financial resources and selected policy areas. Further details on legislative and policy developments in the 12 critical areas of the BPfA are included in the progress review for each area in [Chapter 2](#).

## 1.1. Structures for the promotion of gender equality in the EU

### 1.1.1. EU institutions and bodies

#### 1.1.1.1. The commitment to gender equality was elevated with the appointment of a Commissioner for Equality and coordinated efforts across the Commission

In the 2019 political guidelines for the EU, the newly elected Commission President, Ursula von der Leyen, indicated that ‘equality for all and equality in all its senses’ was one of the major priorities of the Commission (European Commission: DG Communication and von der Leyen, 2019). To demonstrate this commitment, the Commission President appointed for the first time a **Commissioner for Equality**. The mandate of the Commissioner for Equality was

to develop EU anti-discrimination legislation, lead the gender equality strategy and implement the UN Convention on the Rights of Persons with Disabilities in the EU. The Commissioner’s mandate was also to step up the EU’s response to gender-based violence, support the EU’s accession to the Istanbul Convention and promote the work–life balance directive and other new directives (von der Leyen, 2019).

Following the 2024 European elections, von der Leyen was re-elected as Commission President and a new College of Commissioners was announced. In the new line-up, while equality was maintained as an explicit area of responsibility, it is no longer a stand-alone portfolio. It has been combined with preparedness and crisis management. In the area of equality, the mandate of the new Commissioner shows a continuation in promoting ‘a union of equality’ as central to the Commission’s work over the next five years (von der Leyen, 2024b).

In the Commission, several units across different directorates-general (DGs) contribute to achieving gender equality. DG Justice and Consumers is central to this effort. The **Gender Equality Unit** in DG Justice and Consumers oversees new legislation and policies on gender equality, the monitoring of the gender equality *acquis* and operational tasks relating to the planning, monitoring, coordination and central reporting of gender equality and gender mainstreaming activities (EIGE, n.d.-a). Other

units within the Commission also work on gender equality in internal EU policies <sup>(2)</sup>, policies relating to external action <sup>(3)</sup> and human resources <sup>(4)</sup>.

To support the Commissioner for Equality and the equality mainstreaming efforts within the DGs, in 2020 the Commission set up a **Task Force on Equality**, which is made up of equality coordinators and a secretariat. The role of the **equality coordinators** (who are representatives of the DGs and the European External Action Service (EEAS)) is to raise awareness of the importance of the equality policy agenda, to mainstream equality into policies developed by their DGs and to contribute to the implementation of 'union of equality' strategies (European Commission, n.d.-k). This includes the development of an equality mainstreaming action plan for their DGs. **The secretariat of the task force** raises awareness about and builds capacity on equality topics and equality mainstreaming across EU policies and activities (European Commission, n.d.-k). Other important structures also support the Commission in the area of gender equality (Box 1).

### Box 1. Other structures supporting the Commission in the area of gender equality

Initiatives aimed at enhancing collaboration and policy formulation on gender equality in the EU include the following.

- The [Advisory Committee on Equal Opportunities for Women and Men](#) – which brings together representatives of Member States, civil society, social partner organisations and representatives from international organisations – assists the Commission in formulating and implementing activities to promote gender equality.
- The [High-level Group on Gender Mainstreaming](#) is an informal group and comprises high-level civil servants from the Member State ministries responsible for gender mainstreaming at the national level. It supports the EU presidencies in identifying relevant policy areas and topics of gender equality to be addressed, including as part of the BPfA.
- The Commission also collaborates with the Scientific Analysis and Advice on Gender Equality ([SAAGE](#)) network and the [European Equality Law Network](#).

Initiatives aimed at enhancing the collection, analysis and use of data in the EU include:

- [Eurostat's Equality and Non-Discrimination Statistics Task Force](#), which develops guidelines for statistical terminology, enhances data dissemination, shares best practices and suggests improvements for data coverage;
- the [Subgroup on Equality Data](#), set up by the **EU High-level Group on Non-discrimination, Equality and Diversity**, which compiles national practices, assesses data quality, supports the implementation of Commission strategies and fosters knowledge exchange.

<sup>(2)</sup> For instance, the Fundamental Rights Policy Unit in DG Justice and Consumers contributes to gender equality as a part of the fundamental rights agenda, and the Gender Sector of the Democracy, Equality and Culture Unit in DG Research and Innovation works on gender mainstreaming in research and innovation.

<sup>(3)</sup> The Gender Equality, Human Rights and Democratic Governance Unit in DG International Partnerships and the Human Rights and Civil Society Team within the Thematic Support – Rule of Law, Governance and Security Unit in DG Enlargement and Eastern Neighbourhood contributed to the EU's external actions by promoting gender equality in international development and partnerships, complementing the work of the European External Action Service.

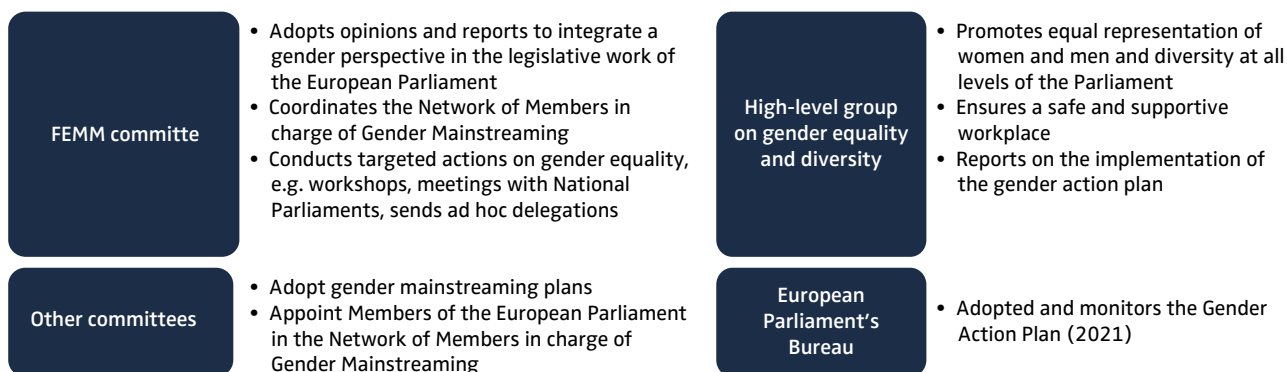
<sup>(4)</sup> In 2020, the Commission created the Diversity and Inclusion Office as part of DG Human Resources and Security to implement the commitments of the EU equality policies and promote a culture of inclusiveness in the organisation. The Management Development and Support Unit and the Executive Staff Unit in DG Human Resources and Security ensure the implementation of the gender-balanced management objective.

### 1.1.1.2. The European Parliament Committee on Women’s Rights and Gender Equality remains the core political body in charge of advancing women’s rights and gender equality

The **Committee on Women’s Rights and Gender Equality (the FEMM Committee)** oversees gender equality topics and is responsible for the implementation and further development of gender mainstreaming in all policy sectors in the European Parliament (Figure 1). The FEMM Committee is recognised for its vital role in drawing attention to gender inequalities as an integral part of policy developments in the European Parliament. It generally collaborates with other committees on legislative processes, such as the Committee on Civil Liberties, Justice and Home Affairs and

the Committee on Employment and Social Affairs, by contributing opinions or amendments that introduce a gender perspective into specific legislative files. Between July 2019 and June 2022, the FEMM Committee focused on gender mainstreaming in budgets, economic issues, fundamental rights, democracy, labour markets, climate and digitalisation, but its impact on legislative files, especially in the Committee on Budgets and the Committee on Economic and Monetary Affairs, was limited (Samek Lodovici et al., 2023). Despite this, the FEMM Committee successfully introduced gender equality considerations into the EU’s COVID-19 recovery fund (Elomäki and Kantola, 2023). Since 2016, most of the European Parliament’s committees have adopted gender mainstreaming action plans (European Parliament, n.d.).

**Figure 1. Political structures supporting gender equality in the European Parliament**



Source: Created by the authors, based on EPRS (2021).

Notably, the FEMM Committee has faced the recurrent threat of losing its specific focus on gender equality by having other areas of non-discrimination also fall under its jurisdiction. In 2023, a proposal suggested the restructuring of the FEMM Committee into a temporary committee with reduced legislative

power, which the FEMM Committee opposed (Euractiv, 2023a, 2023b). This case underlines the ongoing risks to dedicated gender equality structures (see also Section 2.8). Other structures support gender equality on the administrative side of the European Parliament <sup>(5)</sup>.

<sup>(5)</sup> The administrative structures of the European Parliament that also support gender equality are the Equality, Inclusion and Diversity Unit in DG Personnel; the equality and diversity coordinators; the Committee on Equal Opportunities and Diversity; and the Staff Committee (for more on this, see EPRS, 2021).

### 1.1.1.3. The Council of the European Union lacks a special formation that would regularly gather the EU ministers responsible for gender equality

Gender equality is generally addressed in meetings of the Employment, Social Policy, Health and Consumer Affairs Council (EPSCO), which adopts conclusions on various subjects relating to gender equality and women's rights, primarily focusing on the follow-up to the BPfA. Since 2019, the Council of the European Union has adopted conclusions on gender-equal economies, the gender impact of the COVID-19 pandemic and gender mainstreaming in the EU budget, among others (see the timeline of conclusions in Annex 4). Other Council formations address gender equality with a nexus on other topics, such as human rights (the [Working Party on Human Rights](#)) or international partnerships (the [Working Party on Development Cooperation and International Partnerships](#)). As a substitute for a permanent gender equality council, EU presidencies occasionally organise informal meetings of gender equality ministers. In May 2024, the Belgian Presidency organised the first meeting of EPSCO ministers dedicated entirely to equality issues. The presidency proposed that a reference to 'equality' be included in EPSCO's name. No formal decision has yet been made (General Secretariat of the Council, 2024). Furthermore, the Council of the European Union would benefit from an internal network or task force dedicated to gender mainstreaming in policymaking and decision-making processes <sup>(6)</sup>.

### 1.1.1.4. EU advisory bodies remain active in promoting gender equality in various areas

The **European Committee of the Regions** and the **European Economic and Social Committee (EESC)** play major roles in EU policymaking. The European Committee of the Regions is an advisory body to the Council, the European Commission and the European Parliament. It is

composed of locally and regionally elected representatives from the 27 Member States. One of its initiatives, 'For more women in politics', aims to improve gender balance in politics, especially at the local and regional levels (European Committee of the Regions, n.d.). The EESC, meanwhile, as an advisory body to the EU institutions, represents a broad spectrum of stakeholders, including employers, trade unions and social, occupational, economic and cultural organisations. Since 2020, the EESC has focused on key gender equality issues, such as promoting pay transparency, women's entrepreneurship, women's participation in the labour market and the gender dimension of energy poverty (EESC, n.d., 2023a, 2023b). In its rules of procedure, the EESC commits to ensuring that there is compliance with the principles of gender equality and non-discrimination in all of its bodies.

### 1.1.1.5. EIGE and other EU agencies support gender equality in EU policies and debates with evidence and data

EIGE collects, analyses and disseminates gender equality data to support policy integration. Since 2010, EIGE has aided the Council of the European Union in monitoring progress on the BPfA and proposing new indicators, with its reports informing EPSCO conclusions on gender equality. EIGE's Gender Equality Index is recognised as a key benchmark for gender equality in the EU. In recent years, EIGE has become a key research centre and source for gender mainstreaming tools, which support EU decision-making and policymaking (PPMI, 2023).

EIGE also seeks synergies with other EU agencies, such as the European Union Agency for Fundamental Rights (FRA), the European Foundation for the Improvement of Living and Working Conditions (Eurofound) and the European Agency for Safety and Health at Work (EU-OSHA). As part of its thematic

<sup>(6)</sup> Under its General Secretariat, the Council of the European Union has a Diversity and Inclusion Unit dedicated to human resources.

research, FRA includes gender in its data collection and analysis alongside other dimensions such as ethnicity and age (FRA, n.d.). EIGE and FRA also cooperate to collect data on violence against women (the EU Gender-based Violence Survey). Eurofound and EU-OSHA adopt a gender mainstreaming approach in their social, employment and work-related research.

## 1.1.2. Other organisations at the EU level

### 1.1.2.1. The coordinated gender equality efforts of EU social partners have diminished, despite their vital role in advancing EU social policy

European social partner organisations, including the European Trade Union Confederation (ETUC), the Union of Industrial and Employers' Confederations of Europe (BusinessEurope), the Association of Crafts and Small and Medium-sized Enterprises (SMEunited) and Services of General Interest Europe (SGI Europe), play a crucial role in shaping EU social policy – including gender equality – through social dialogue. In recent years, the ETUC has broadened its focus to include issues such as the gender pay gap, harassment and work–life balance. Employer organisations have focused on women's employment and labour market segregation (Elomäki and Kantola, 2022). Although these organisations signed a framework for actions on gender equality in 2005, recent efforts have stalled due to disagreements, and joint gender equality initiatives were excluded from the 2019–2021 and 2022–2024 work programmes (Elomäki and Kantola, 2022). Even so, in 2020, the social partners agreed on recommendations to improve childcare services in the EU (ETUC et al., 2020).

Social partners at the EU level are also active in 44 sectoral social dialogue committees, operating with the support of the European Commission. At the time of writing, half of their work programmes included actions related specifically to gender equality.

### 1.1.2.2. European civil-society organisations notably contribute to initiating, shaping and providing expertise to develop EU gender equality policy

The BPfA highlights the involvement of civil-society organisations (CSOs), especially women's organisations (e.g. the European Women's Lobby), in implementing gender mainstreaming. It calls on governments to collaborate with CSOs for this purpose. However, CSOs also face a growing backlash, including hate speech and violent attacks on activists who are promoting the rights of women and lesbian, gay, bisexual, trans, intersex, queer (LGBTIQ) people. The adverse effects of these pushbacks are explored in detail in Chapter 2, including in Sections 2.7, 2.8 and 2.9.

## 1.2. Legislative developments and trends

### 1.2.1. Since 2019, new directives have strengthened the EU legal framework for gender equality

The EU gender equality *acquis*, which comprises key treaty provisions and the Charter of Fundamental Rights, as well as relevant legislation and case-law, has been further strengthened since 2019 through the adoption of new directives (as summarised in [Figure 2](#)).

The **work–life balance directive** marks a pivotal advance in EU gender equality policy, moving beyond 30 years of soft law and policy coordination to set concrete minimum standards for parental leave, paternity leave, carers' leave and flexible work arrangements for workers with care responsibilities across all Member States. The adoption of the **directive on improving gender balance on company boards** and the **EU pay transparency directive** demonstrates a commitment to tackling gender

disparities in economic decision-making, gender-based pay discrimination and the gender pay gap. Together, these laws make practical steps towards dismantling the ‘glass

ceiling’, offering qualified women a genuine opportunity to secure top positions on company boards.

**Figure 2. EU directives in the area of gender equality since 2019**

Directive on work–life balance for parents and carers (Directive (EU) 2019/1158, 2019)	Date of proposal	Date of adoption	Date of incorporation into national law
Increase the participation of women in the labour market and the take-up of family-related leave and flexible working arrangements for parents and carers.	2017	2019	2022
Directive on improving the gender balance among directors of listed companies (Directive (EU) 2022/2381, 2022)			
Establish targets to accelerate progress towards gender balance in corporate boards. By 30 June 2026: <ul style="list-style-type: none"> <li>• women hold at least 40 % of non-executive board positions;</li> <li>• women hold at least 33 % of all director positions.</li> </ul>	2012	2022	2024 (expires in 2038)
Pay transparency directive (Directive (EU) 2023/970, 2023)			
Combat pay discrimination and help close the gender pay gap in the EU; first EU directive to recognise ‘intersectional discrimination’.	2021	2023	2026
Directive on combating violence against women and domestic violence (Directive (EU) 2024/1385, 2024)			
Establish minimum rules to prevent and combat violence against women and domestic violence in the EU, protect victims and grant them access to justice.	2022	2024	2027
Directives on standards for equality bodies (Council Directive (EU) 2024/1499 and Directive (EU) 2024/1500, 2024)			
Establish binding standards for equality bodies to improve their effectiveness and guarantee their independence.	2022	2024	2026

Source: Created by the authors, based on the texts of the relevant directives and proposals for these directives.

While these directives set important benchmarks for gender equality in the economic sphere, they are considered minimum standards; therefore, some social dimensions remain less well addressed (EIGE, 2022k). For instance, the work–life balance directive does not fully capture the diversity of caregiving relationships and family structures (Chierigato, 2020). Meanwhile, the directive on improving gender balance exempts Member States in which women already hold 30 % of non-executive director roles or 25 % of all director

positions or where similar targets have been set (Article 12, Directive (EU) 2022/2381). This exemption may result in some countries maintaining minimal targets below a gender balance, rather than pursuing greater gender representation (EWL, 2022). In addition, it has been pointed out that the exclusion of small and medium-sized enterprises is a major gap in the directive on pay transparency (EWL, 2021). All of the abovementioned directives are explored in greater detail under the relevant BPfA areas in Chapter 2.

### 1.2.2. The EU's accession to the Istanbul Convention and the adoption of a new directive mark historic steps towards eradicating violence against women in the EU

Recent achievements towards an EU-wide framework to combat gender-based violence may signal a new, comprehensive approach to gender equality, with the Commission taking action in various fields not previously covered by EU law (EIGE, 2022k). After facing several obstacles, in June 2023, the EU acceded to the **Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence** (the Istanbul Convention). The EU's accession is limited to matters that fall under the EU's external exclusive jurisdiction – that is, matters relating to judicial cooperation, asylum and *non-refoulement*, the EU institutions and the public administration of the EU (European Parliament, 2023a). Even so, the EU's accession to the Istanbul Convention can serve as a binding framework for a unified EU approach to tackling violence against women. As of February 2024, 22 Member States have acceded to the convention <sup>(7)</sup>.

In March 2022, as the accession to the Istanbul Convention stalled, the Commission proposed a **directive on combating violence against women and domestic violence** at the EU level. However, this proposal sparked division between the Parliament and the Council. In June 2023, the Council adopted a general approach that removed the consent-based definition of rape, arguing that it exceeded the EU's legal jurisdiction <sup>(8)</sup>. The directive nevertheless adopts a holistic approach to combat violence against women and domestic violence in all spheres of life, including online, by putting forward measures related to prevention, protection, prosecution, victim support and access to justice. The directive also recognises female genital mutilation (FGM), forced

marriage and certain forms of cyberviolence as crimes.

## 1.3. Policy developments and trends

### 1.3.1. The Commission President's political guidelines (2019–2024) placed a stronger emphasis on gender equality than the previous Commission did

In her political guidelines, von der Leyen reaffirmed several key principles of gender equality under the heading of a 'union of equality' (European Commission: DG Communication and von der Leyen, 2019). The 2019–2024 political guidelines represented a shift in the framing of gender equality, making it a fundamental right rather than just an economic issue (Hubert and Jacquot, 2023). This contrasts with Jean-Claude Juncker's 2014–2019 guidelines, which lacked specific mentions of gender equality (EIGE, 2020c; Hubert and Jacquot, 2024). Von der Leyen's guidelines also emphasised equal pay and gender balance on company boards and committed to establishing a gender-equal College of Commissioners. The 2024–2029 political guidelines maintain the framework of working towards a 'union of equality', commit to adopting a post-2025 gender equality strategy and announce a new roadmap for women's rights to be presented on International Women's Day in 2025 (von der Leyen, 2024a).

<sup>(7)</sup> Bulgaria, Czechia, Lithuania, Hungary and Slovakia have not acceded to the convention.

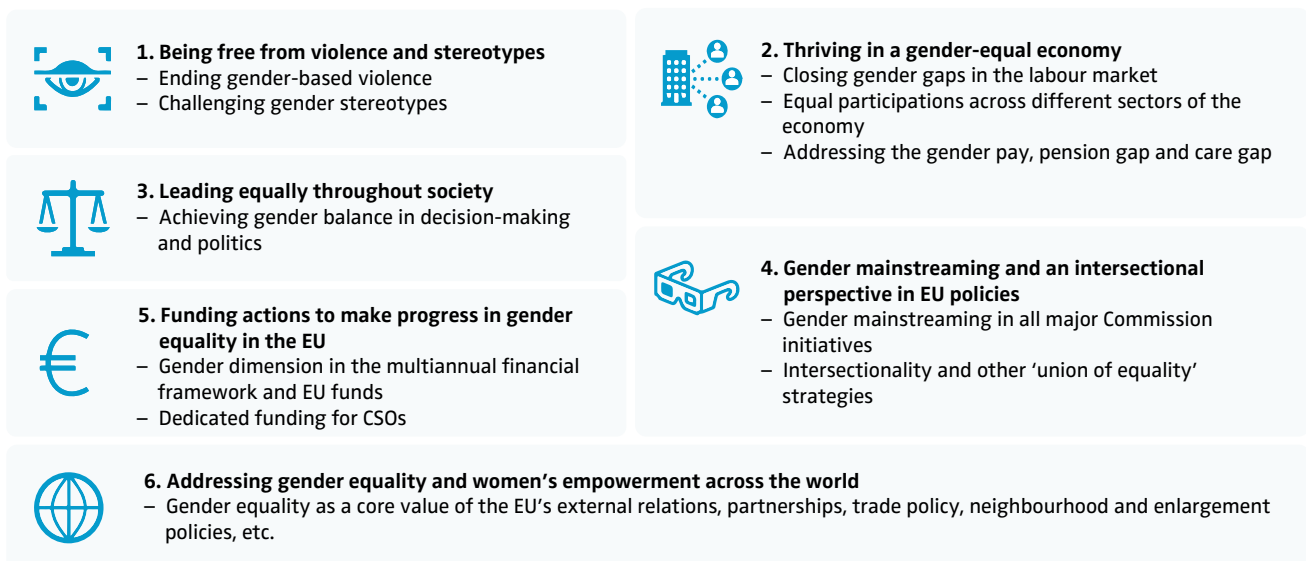
<sup>(8)</sup> Just The Facts | EU Directive on Combating Violence Against Women, Explained, <https://www.europeanmovement.ie/eu-directive-on-combatting-violence-against-women-explained/>.

### 1.3.2. The gender equality strategy for 2020–2025 made a renewed commitment to the dual approach towards gender equality and intersectionality across EU policies

In March 2020, the Commission introduced the **gender equality strategy for 2020–2025** <sup>(9)</sup>. This communication outlined key objectives and

actions in the advance towards a gender-equal Europe, and these are summarised in [Figure 3](#). The strategy reflects the Commission's commitment to a dual approach to gender equality, combining targeted measures with enhanced gender mainstreaming across all stages of policy design and EU policy areas. The strategy also emphasises intersectionality as a cross-cutting principle to ensure inclusive implementation.

**Figure 3. Gender equality strategy for 2020–2025: objectives and focus areas**



Source: Summary created by the authors, based on the Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – A union of equality: gender equality strategy 2020–2025, COM(2020) 152 final of 5 March 2020, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0152>.

The adoption of the gender equality strategy for 2020–2025 as a communication represented a significant advancement over its predecessor – the strategic engagement for gender equality for 2016–2019 – which was a staff working document and therefore was not endorsed by the College of Commissioners (European Commission, 2015). This document lacked broader political commitment, concrete benchmarks and a designated budget. Without these elements, progress on targets and indicators remained both unmeasurable and

unattainable (Debusscher, 2023; EIGE, 2020c; European Court of Auditors, 2021).

Since adopting the gender equality strategy for 2020–2025, the Commission has published annual monitoring reports detailing progress on EU gender equality policies and gender mainstreaming (European Commission, 2021a, 2022a, 2023a). In cooperation with EIGE, the Commission and the Joint Research Centre have also launched the **Gender Equality Strategy Monitoring Portal** (European Commission,

<sup>(9)</sup> Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – A union of equality: gender equality strategy 2020–2025, COM(2020) 152 final of 5 March 2020, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0152>.

n.d.-e). It focuses on the first three of the six strategic objectives of the strategy at the Member State and EU levels. The European Court of Auditors has, however, highlighted a lack of specific targets and monitoring indicators in the gender equality strategy for 2020–2025 that would allow progress to be tracked on gender equality, along with an absence of systematic gender mainstreaming across all EU policy domains (European Court of Auditors, 2021).

### 1.3.3. The Commission has adopted other EU policies with significant relevance to gender equality and the ‘union of equality’

In June 2020, the Commission introduced its first EU strategy on victims’ rights (2020–2025) <sup>(10)</sup>, aiming to empower victims of crime, including victims of gender-based violence. Following this, in 2021, the European Pillar of Social Rights (EPSR) action plan was unveiled, highlighting gender equality and setting targets for women’s labour market participation and early childhood education <sup>(11)</sup>. In 2022, the European care strategy was introduced <sup>(12)</sup>, with the aim of addressing the needs of both caregivers, many of whom are women, and recipients of care. To live up to its commitment to build a union of equality, in 2020 and 2021 the Commission adopted five equality strategies, which are presented in greater detail in Section 1.4.5.

## 1.4. Developments and trends in gender mainstreaming

### 1.4.1. Green and digital transitions

#### 1.4.1.1. The European Green Deal recognises the need for a socially fair green transition but falls short of concrete solutions for gender mainstreaming

In December 2019, the European Commission adopted the **European Green Deal** <sup>(13)</sup> as its growth strategy to make the EU economy sustainable while tackling climate and environment-related challenges. One of the strategy’s foremost objectives is to lead the EU towards achieving climate neutrality by 2050. To achieve the abovementioned goals, the Commission introduced the **Just Transition Mechanism**, the **Just Transition Fund** and the **Social Climate Fund**. The emphasis on achieving a ‘just’ and ‘socially fair’ transition underlines the recognition that certain groups may be disproportionately affected by climate change.

However, there has been ongoing scrutiny regarding how well the European Green Deal addresses gender equality (Akgüç and Arabadjieva, 2024; EEB and WECF, 2021). It has been observed that the European Green Deal acknowledges gender issues, but does not offer gender-transformative solutions to address entrenched inequalities (EEB and WECF, 2021).

<sup>(10)</sup> Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – EU strategy on victims’ rights (2020–2025), COM(2020) 258 final of 24 June 2020, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0258>.

<sup>(11)</sup> Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – The European Pillar of Social Rights action plan, COM(2021) 102 final of 4 March 2021, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM%3A2021%3A102%3AFIN&qid=1614928358298#PP1Contents>.

<sup>(12)</sup> Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on the European care strategy, COM(2022) 440 final of 7 September 2022, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52022DC0440>.

<sup>(13)</sup> Communication from the Commission to the European Parliament, the European Council, the Council, the European Economic and Social Committee and the Committee of the Regions – The European Green Deal, COM(2019) 640 final of 11 December 2019, <https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1576150542719&uri=COM%3A2019%3A640%3AFIN>.

The European Green Deal is not fully aligned with the EU's dual approach to gender equality. The weak approach to gender equality, including an intersectional perspective, limits support for women and men facing structural and overlapping inequalities, such as for young and older people, ethnic minority groups and low-income groups (EEB and WECF, 2021). Furthermore, critics argue that the European Green Deal adopts a technoscientific and economic approach that sidelines crucial social dimensions such as care work and gender justice (Akgüç et al., 2022).

#### 1.4.1.2. The sustainable and smart mobility strategy aims to advance gender equality in EU transport and mobility policies

The European Green Deal's goal to create a sustainable transport sector also has significant gender implications. Women and men have different travel patterns, with women generally being more reliant on public and sustainable transport. In 2023, women made up just 17 % of the transport workforce in the EU, with the highest share noted in Malta (31 %) and the lowest share in Romania (10 %) (Eurostat, 2025).

The **sustainable and smart mobility strategy** outlines the path towards reducing emissions from the transport sector and ensuring accessible mobility for transport users (European Parliament, 2021d). The Commission commits to applying equality mainstreaming<sup>(14)</sup> in transport policy initiatives as part of the sustainable and smart mobility strategy and to launching initiatives to increase the attractiveness of the transport sector. Several initiatives, such as the 'Women in transport – EU platform for change' initiative (see also Box 43) and the network of ambassadors for

#DiversityInTransport, have been launched and are active. Furthermore, the **Connecting Europe Facility** and the **EU new urban mobility framework** recognise the need to consider gendered mobility patterns in measures to enhance public transport<sup>(15)</sup> (European Parliament, 2021a). While these two initiatives explicitly mention gender mainstreaming, it remains uncertain how this principle is put into practice.

#### 1.4.1.3. A more robust integration of a gender perspective is essential in EU agricultural policies

The **farm-to-fork strategy** under the European Green Deal aims to create a fair, healthy and environmentally sustainable EU food system by reducing the environmental impact of the food chain and increasing its resilience. Although women are more vulnerable to food insecurity – particularly those with lower levels of education and a higher number of children (Grimaccia and Naccarato, 2022) – gender equality is mentioned only briefly in the strategy, under non-EU-country cooperation, with little focus being given within the EU (EIGE, 2024m). The **common agricultural policy for 2023–2027**, adopted by the Commission in 2021, promotes gender equality by encouraging the involvement of women in farming. This is the first time this aspect has been integrated into the common agricultural policy objectives. However, Member States are only recommended, rather than required, to assess the situation of women in the sector and to develop targeted measures (EIGE, 2024m).

<sup>(14)</sup> To help the European Commission's staff apply equality mainstreaming in their daily work, a handbook on equality mainstreaming in transport was developed and published (European Commission: Directorate-General for Mobility and Transport, 2024).

<sup>(15)</sup> Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – The European Pillar of Social Rights action plan, COM(2021) 102 final of 4 March 2021, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM%3A2021%3A102%3AFIN&qid=1614928358298#PP1Contents>.

#### 1.4.1.4. Gender considerations in the EU digital strategy focus primarily on increasing women's representation in ICT and STEM

In February 2020, the Commission presented the **EU's agenda for shaping Europe's digital future** <sup>(16)</sup>. Specifically, this asserts that women can and should pursue fulfilling technological careers. It emphasises the need for European technology to leverage women's skills and capabilities. To support this, the Commission aims for the EU to have 20 million employed ICT specialists by 2030 and promotes gender balance in the sector, which is critical for a successful digital transformation. EU efforts to advance the digital transition could benefit from a broader approach, for example by addressing how gender stereotypes and biases, beginning in education, hinder women's entry into key digital fields, and the additional challenges in the workforce, including women's limited opportunities for advancement and their under-representation in leadership (EIGE, 2020d) (for more on this, see Sections 2.2 and 2.6).

#### 1.4.1.5. The Digital Services Act and the Artificial Intelligence Act address potential risks related to gender-based violence and discrimination

In 2022, the Commission adopted the **Digital Services Act (DSA)**, which aims to ensure a secure and trustworthy online environment for EU citizens and imposes obligations on platforms to prevent exposure to illegal content, including materials that might constitute gender-based violence (Regulation (EU) 2022/2065). By identifying gender-based

violence as a category of systemic risk for large online platforms, the act urges relevant providers to assess and mitigate current and potential adverse effects. The **Artificial Intelligence (AI) Act**, adopted in 2024, is part of a wider package of policy measures to support the development of trustworthy AI, which would guarantee safety, fundamental rights and human-centric AI and prevent AI discrimination.

#### 1.4.2. Gender equality and gender budgeting in EU financial resources

##### 1.4.2.1. Gender equality is one of the four cross-cutting principles in the multiannual financial framework for 2021–2027, yet the least well integrated

The multiannual financial framework (MFF), the EU's long-term budget, holds considerable potential to promote gender equality across all financial resources (EIGE, 2019b, 2020c). However, the MFF for 2014–2020 took a weak stand on gender equality, with little attention being paid to gender equality in its provisions and implementation (EIGE, 2020c; European Court of Auditors, 2021).

In the MFF for 2021–2027, gender equality is considered a cross-cutting policy priority <sup>(17)</sup> that should be integrated throughout the implementation and monitoring of relevant programmes (European Commission, n.d.-c; Article 16(f) of the interinstitutional agreement on budgetary discipline of 16 December 2020 <sup>(18)</sup>. In reality, however, there is limited

<sup>(16)</sup> Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee of the Regions – Shaping Europe's digital future, COM(2020) 67 final of 19 February 2020, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0067&qid=1709241539630>.

<sup>(17)</sup> The cross-cutting priorities in the EU budget include climate action and biodiversity, digital transformation, alignment with the SDGs and gender equality. The definition of gender equality as a cross-cutting principle reflects the dual approach, which includes specific measures ('the promotion of equality between women and men') alongside gender mainstreaming (EIGE, 2019b).

<sup>(18)</sup> Interinstitutional agreement of 16 December 2020 between the European Parliament, the Council of the European Union and the European Commission on budgetary discipline, on cooperation in budgetary matters and on sound financial management, as well as on new own resources, including a roadmap towards the introduction of new own resources (OJ L 433I, 22.12.2020, p. 28).

evidence that gender mainstreaming has been systematically applied when preparing the programmes of the MFF for 2021–2027 (European Court of Auditors, 2021). Of the eight impact assessments audited, only the **European Social Fund Plus (ESF+)** included a gender analysis. The others did not reference gender equality or use sex-disaggregated data (European Court of Auditors, 2021). Unlike climate and biodiversity objectives, which have specific quantitative targets <sup>(19)</sup>, similar quantitative targets were not adopted for gender equality in the EU budget. According to the European Court of Auditors (2022), gender equality is the least well-integrated cross-cutting priority in the EU's long-term budget.

#### 1.4.2.2. The cohesion policy funds maintain provisions on gender mainstreaming

The Commission has committed to ensuring that specific EU funds integrate a gender perspective (European Commission, 2020f). The **common provisions regulation (CPR)** for the 2021–2027 shared management funds <sup>(20)</sup> also establishes gender equality as a cross-cutting principle (Article 9(2), Regulation (EU) 2021/1060). It mandates that Member States and the Commission must promote equality between women and men and ensure the integration of a gender perspective throughout

the preparation, implementation, monitoring, reporting and evaluation of programmes <sup>(21)</sup>.

To support the mapping of programmes that have objectives relating to gender equality, the CPR also introduces a code system for calculating support for gender equality in the **cohesion policy funds** (the European Regional Development Fund (ERDF), the ESF+, the Cohesion Fund and the Just Transition Fund) (Regulation (EU) 2021/1060) <sup>(22)</sup>. However, this does not constitute a full system to track financing for gender equality throughout the programming cycle, as advocated by stakeholders (EIGE, 2019b). Furthermore, Annex IV of the CPR stipulates that having a 'national strategic framework for gender equality' is an enabling condition applicable to certain specific objectives under the ERDF and the ESF+ <sup>(23)</sup> on enhancing the inclusiveness of the labour market and promoting a gender-balanced labour market, respectively. This means that, until this enabling condition is fulfilled, the Commission will not reimburse the expenditure declared by the Member States under the relevant specific objectives.

The ESF+ regulation <sup>(24)</sup> includes an article on gender equality, equal opportunities and non-discrimination (Article 6, Regulation (EU) 2021/1057). It establishes that Member States and the Commission should use the ESF+ to increase the participation of women in

<sup>(19)</sup> At least 30 % of the resources available under the MFF for 2021–2027 and NextGenerationEU (the EU recovery instrument) are required to address climate objectives, and 8 % of annual spending in 2024 and 10 % in 2026 and 2027 have to be dedicated to biodiversity objectives.

<sup>(20)</sup> These comprise the European Regional Development Fund; the ESF+; the Cohesion Fund; the Just Transition Fund; the European Maritime, Fisheries and Aquaculture Fund; the Asylum, Migration and Integration Fund; the Internal Security Fund; and the Border Management and Visa Instrument.

<sup>(21)</sup> The CPR also provides for Member States to organise partnership agreements with (among others) relevant bodies responsible for gender equality and civil society, to implement the funds (Article 8). For each specific objective, each programme must set out actions to safeguard equality, inclusion and non-discrimination (Article 22). Finally, when selecting operations, the CPR establishes that managing authorities have to establish and apply criteria and procedures that ensure gender equality and are non-discriminatory (Article 73).

<sup>(22)</sup> The codes used are 1 for gender targeting, 2 for gender mainstreaming and 3 for gender neutrality. The categorisation of the gender equality dimension is carried out *ex ante* by management authorities at the level of a programme's specific objective.

<sup>(23)</sup> This applies to the ERDF's specific objective on 'enhancing the effectiveness and inclusiveness of labour markets and access to quality employment through developing social infrastructure and promoting social economy' and to the ESF+'s specific objective on 'promoting a gender-balanced labour market participation, equal working conditions, and a better work/life balance including through access to affordable childcare, and care for dependent persons'.

<sup>(24)</sup> In addition, the ESF+ regulation establishes that personal data collected for the common indicators used to monitor the implementation of programmes for general support and other specific strands must be broken down by gender (Article 23, Annex I and Annex II).

employment. In addition, it seeks to improve the reconciliation of work with personal life and to combat the feminisation of poverty and gender discrimination in the labour market, education and training (Article 6, Regulation (EU) 2021/1057). For this purpose, 1 of the 13 specific objectives of the ESF+ is to promote 'gender-balanced labour market participation, equal working conditions, and a better work-life balance including through access to affordable early childhood education and care and care for dependent persons' (Article 4(c), Regulation (EU) 2021/1057).

Overall, beyond the gender equality code system, the enabling condition and Article 6 of the ESF+, the cohesion policy funds neither establish further steps to operationalise the cross-cutting principle of gender equality nor envisage the use of gender mainstreaming tools. For instance, there is no thematic objective, quantitative target or requirement to provide information on how the programming cycle and programme implementation contribute to achieving the gender equality objectives (EIGE, 2019b).

#### 1.4.2.3. In 2023, the Commission introduced a methodology to track gender-equality-related expenditure in the EU budget

In the 2023 draft budget, the Commission tested a methodology for tracking expenditure on gender equality across all EU spending programmes, as required by the MFF for 2021–2027 interinstitutional agreement on budgetary discipline (see Annex 2). In 2024, the monitoring of gender expenditure was strengthened by the inclusion in statements of sex-disaggregated data per programme (European Commission, 2024b). Reporting on the consolidated data for 2021, 2022 and 2023 indicates that, out of a total EU budget of EUR 1 019.07 billion, 11 % contributed concretely to the promotion of gender equality (scores 2 and 1), amounting to EUR 114.36 billion (European Commission, 2024b). In contrast 69 % had no significant bearing on gender equality (score 0). According to the Commission, in 2023, the total EU budget

expenditure on projects receiving gender scores of 2 and 1 increased significantly, compared with the amounts reported for 2021 and 2022 (European Commission, n.d.-d). Despite this increase, there is insufficient evidence backing many programmes' contributions to gender equality.

The assessment criteria used by the Commission to assign these scores do not align with the minimum criteria used for international standards such as the Organisation for Economic Co-operation and Development (OECD) gender equality marker (OECD, 2016) or EIGE's tool for the cohesion policy funds (EIGE, 2022f). For example, the OECD and EIGE would require gender-specific objectives or indicators disaggregated by sex as a minimum criterion to be considered for scores 2 and 1. The Commission does not include these in its methodology (European Court of Auditors, 2022). As observed by the European Court of Auditors (2022), the Commission's methodology also overlooks potential negative impacts of the programmes, focusing solely on whether they reduce gender inequalities without accounting for potential increases in them. Importantly, expenditure tracking is only one tool within gender budgeting and works best when complemented by other tools to fully assess how funds are spent to promote gender equality (EIGE, 2019a, 2022f). While the Commission's approach marks some progress, further steps are needed to achieve comprehensive gender budgeting.

#### 1.4.2.4. While the Recovery and Resilience Facility aims to address the impacts of crises on women, its provisions fall short of the EU's dual approach to gender equality

To support long-term recovery from the COVID-19 crisis at the EU level, the European Commission launched **NextGenerationEU**, a temporary recovery instrument. The core element of this fund is the **Recovery and Resilience Facility**. It provides Member States with access to grants and loans to finance reforms and investments aimed at countering

the effects of the COVID-19 crisis and achieving sustainable growth.

The Recovery and Resilience Facility regulation recognises the adverse impacts of the crisis on women, yet its regulatory provisions in relation to gender equality are limited. The requirement for national recovery and resilience plans (RRPs) to include a stand-alone explanation describing how the plan contributes to ‘gender equality and equal opportunities for all and the mainstreaming of those objectives’ does not establish a duty on the Member States to include gender-targeted measures in their RRP and to conduct gender mainstreaming. Owing to the lack of formal requirements and the often weak gender mainstreaming and gender budgeting frameworks at the national level, gender equality rarely extends beyond the stand-alone explanation on gender equality (EIGE, 2023e). Only two Member States have mainstreamed gender in a comprehensive way in their RRP. Furthermore, a gender perspective is largely missing from RRP’s measures proposed under the digital and green pillars. Gender-targeted measures, when included in RRP, tend to focus on promoting women’s participation in the labour market, work–life balance, and equal pay and pensions. Closing gender gaps in care or gender-based violence has received less attention (EIGE, 2023e).

### 1.4.3. Gender equality in the European semester

#### 1.4.3.1. Most European semester instruments have enhanced the attention paid to gender gaps in employment, the labour market, care, work–life balance and digital skills

The **European semester** is the EU’s framework for coordinating economic and social policies. Since 2018, the principles of the EPSR have been integrated into the European semester cycle, focusing on equal opportunities, fair working conditions and social protection. The semester’s **joint employment reports** and

country reports provide valuable analyses of the social situation in the EU, highlighting national challenges and offering recommendations on gender quality (EIGE, 2020c). While **alert monitoring reports** focus primarily on economic imbalances, generally with limited attention to gender equality (EIGE, 2020c), the **joint employment reports** make significant efforts to incorporate gender-sensitive monitoring, offering data disaggregated by sex. The impact of COVID-19 on women, particularly in lower-paid sectors, and the need for quality childcare and long-term care services have been consistently highlighted. Since 2020, the **employment guidelines (2020–2023)** have also placed a strong emphasis on gender equality, addressing issues such as the gender pay gap, women’s participation in the labour market and leadership roles, in addition to work–life balance and pay transparency, while also tackling gender stereotypes.

#### 1.4.3.2. In contrast, gender-equality-related, country-specific recommendations have become more scattered since 2019

**Country-specific recommendations** are a core coordination instrument of the European semester and have the potential to support gender-responsive economic and structural reforms at the national level. However, an analysis of these recommendations over recent years shows that they are primarily gender-blind or have been used instrumentally to promote an economic understanding of gender equality that reproduces hierarchies and inequalities (EIGE, 2020c; Elomäki, 2023; Klatzer and Rinaldi, 2020; O’Dwyer, 2022).

In 2019, several Member States received targeted recommendations to improve women’s employment, particularly among women with young children, by enhancing access to affordable, quality childcare and long-term care. One Member State was also advised to address the gender pay gap, while others received guidance on improving care systems (Elomäki, 2023). However, since 2020, attention to gender-related themes has

diminished. In 2021, Member States received only fiscal recommendations. In 2022 and 2023, a handful of Member States received recommendations to improve access to long-term care and early childhood education and care (ECEC) services. Since 2022, the European semester has been adapted to consider the implementation of the national RRP. Emerging evidence suggests that, because the Commission expected Member States to address gender issues through their recovery plans, this has led to reduced attention in the country-specific recommendations (Elomäki, 2023).

While other European semester instruments have increasingly highlighted gender gaps in employment and the need for improved care systems to support women's labour market participation, the framing of these remains economic, emphasising growth and labour supply rather than social well-being (Cavaghan and Elomäki, 2022; Elomäki, 2023). In addition, over recent years, a vital focus of the country-specific recommendations has been to advance investment in energy infrastructure and efficiency. Member States have been recommended to support households in the context of energy price hikes in 2022. By 2023, all Member States were urged to wind down energy support measures while protecting 'the most vulnerable households'. This shift in the focus of the country-specific recommendations from social issues to the green transition and energy concerns suggests an emerging trend whereby gender considerations may be overshadowed (Cavaghan and Elomäki, 2022).

### 1.4.4. Gender mainstreaming in selected EU policy areas

#### 1.4.4.1. The EU has intensified its efforts to integrate gender equality into its external actions

In November 2020, the Commission and the High Representative of the Union for Foreign Affairs and Security Policy introduced the **action plan on gender equality and women's empowerment in external action for**

**2021–2025**, extended to 2027 (known as the gender action plan (GAP) III) (European Commission and High Representative of the Union for Foreign Affairs and Security Policy, 2020). Building upon the EU gender equality strategy and GAP II, the action plan seeks to promote gender equality in all EU external actions. GAP III adopts a gender-transformative and intersectional approach. Moreover, GAP III has broadened its scope by integrating the women, peace and security (WPS) agenda and addressing the challenges and opportunities presented by the green and digital transitions. This demonstrates a broader understanding of gender equality issues and an expansion of its thematic areas in comparison with GAP II. In addition, the Commission pledged to direct 85 % of new actions in external relations towards gender equality by 2027.

In November 2023, the Commission released a **joint midterm report on the implementation of GAP III**, highlighting achievements such as improved alignment between policy and programming, resulting in more initiatives and funding for gender equality (European Commission, 2023m). However, the report also stresses the need for further efforts. This includes allocating adequate resources to meet targets and reinforcing gender-transformative approaches to tackle conflicts, climate change, technology-related risks and the backlash against women's rights (DG International Partnerships, 2023).

#### 1.4.4.2. The EU has strengthened the adoption of a gender perspective in its funding for research and innovation

The field of research and innovation continues to be an area in which the EU adopts a strong gender perspective. Under Horizon 2020, the EU's largest research and innovation programme, which ran from 2014 to 2020, gender was a cross-cutting issue and was mainstreamed in each of the different parts of the work programme (EIGE, 2022h). The new framework for 2021–2027, **Horizon Europe**, aims to intensify these efforts. It requires organisations to have in place a **gender**

**equality plan** in order to access funding, and promotes the integration of a gender dimension into research content <sup>(25)</sup>. The programme also aims to increase gender balance, with a target of 50 % women in expert groups and evaluation committees (European Commission n.d.-l, 2024e).

#### 1.4.4.3. The EU security union strategy reinforces commitments to gender equality

In July 2020, the Commission adopted the **EU security union strategy (2020–2025)** <sup>(26)</sup>. This emphasises a secure environment for everyone, regardless of racial or ethnic origin, religion, gender, age or sexual orientation. The strategy advocates for the EU's accession to the Istanbul Convention and the inclusion of violence against women in the list of EU crimes. It also stresses the importance of ensuring that victims of domestic violence and sexual exploitation can access their rights. In addition, the sixth progress report on the strategy's implementation highlights the need to increase the participation of women in the EU cybersecurity workforce, in which they remain under-represented (European Commission, 2023e).

#### 1.4.4.4. Initiatives in the area of migration are undergoing significant transformation, risking a lack of attention to gender equality

Migration was a critical policy area in the Commission's political guidelines for 2019–2024 (European Commission, n.d.-g). In March 2022, the Council of the European Union activated the **temporary protection directive (TPD)**, efficiently assisting millions of Ukrainians,

many of whom are women and girls, in seeking refuge in the EU (for more on this, see Sections 2.3 and 2.5). In December 2023, the European Parliament and Council reached a political agreement on the **new pact on migration and asylum**, aiming for a balanced distribution of asylum applications among Member States and streamlined border procedures (European Council and Council of the European Union, 2024). However, the pact drew criticism from CSOs, international organisations and some Member States due to the risk of increasing the vulnerability of asylum seekers. Accelerated procedures might undermine safeguards such as legal aid and heighten detention risks, especially for women, children and other vulnerable groups (Amnesty International, 2023b; Human Rights Watch, 2023a).

#### 1.4.5. Gender mainstreaming in the 'union of equality' strategies

In line with the 'union of equality' agenda and the commitment to use intersectionality as a cross-cutting principle in the gender equality strategy, the Commission has, since 2020, adopted strategies in relation to other grounds of discrimination and related fields (compiled in detail in Annex 3).

These strategies adopt a gender perspective to varying degrees and underline the intersectionality of gender with other personal characteristics and identities. However, while some strategies, such as the **EU youth strategy** and the **EU Roma strategic framework for equality, inclusion and participation**, acknowledge multiple forms of discrimination, they do not integrate a gender perspective consistently into their objectives and actions.

<sup>(25)</sup> EIGE has developed the Gender Equality in Academia and Research tool to provide guidance for research and innovation organisations and research funding bodies on developing and implementing an effective and sustainable gender equality plan. The tool is available at [https://eige.europa.eu/gender-mainstreaming/toolkits/gear?language\\_content\\_entity=en](https://eige.europa.eu/gender-mainstreaming/toolkits/gear?language_content_entity=en).

<sup>(26)</sup> Communication from the Commission to the European Parliament, the European Council, the European Economic and Social Committee and the Committee of the Regions on the EU security union strategy, COM(2020) 605 final of 24 July 2020, <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX%3A52020DC0605>.

## 1. Institutional developments at the EU level since 2019

The **EU anti-racism action plan** <sup>(27)</sup> recognises the increased risks women face from emerging technologies, including AI-based facial recognition, which can misclassify women from minority racial or ethnic backgrounds. However, the plan does not address the specific challenges that women face with regard to employment, education, health and housing when experiencing discrimination based on race or ethnicity. Similarly, the **EU strategy on combating antisemitism** (European Commission, 2021h) emphasises a commitment to non-discrimination. However, it does not fully address how gender discrimination interacts with race, ethnicity and religion. This inconsistency highlights the need for a more thorough integration of a gender perspective across all strategies.

Overall, certain strategies, such as the **strategy for the rights of persons with disabilities** (European Commission, 2021g), the **LGBTIQ equality strategy** and the **strategy on the rights of the child**, explicitly focus on gender gaps and gender-based violence. However, the effectiveness of the 'union of equality' and other related strategies would be improved from more consistent application of a gender lens across strategies and a unified framework for monitoring and assessing the implementation of these strategies (European Commission, 2021g, 2020c, 2021i). The use of different reporting methods between strategies complicates the evaluation of progress towards equality in a consistent way.

<sup>(27)</sup> Communication From the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – A union of equality: EU anti-racism action plan 2020–2025, COM(2020) 565 final of 18 September 2020, [https://commission.europa.eu/system/files/2020-09/a\\_union\\_of\\_equality\\_eu\\_action\\_plan\\_against\\_racism\\_2020\\_-2025\\_en.pdf](https://commission.europa.eu/system/files/2020-09/a_union_of_equality_eu_action_plan_against_racism_2020_-2025_en.pdf).

## 2. Policies and developments in the 12 critical areas of concern in the EU since 2019

This chapter reviews key achievements, challenges, policy developments and trends in the 12 BPfA areas of concern since 2019. Additional information is provided in the annexes. [Annex 1](#) examines the links between the BPfA objectives and the SDGs, with a particular focus on SDG 5 – achieving gender equality and empowering all women and girls. Each BPfA area also highlights how its objectives intersect with other relevant SDGs, demonstrating the broader connections to global development priorities.

### 2.1. Women and poverty (area A)

Under the BPfA, Member States have committed to addressing women's poverty and

ensuring equal rights and access to economic resources, such as savings and credit. Area A focuses on developing gender-sensitive policies, methodologies and research to meet the specific needs of women in poverty. The officially agreed EU indicators <sup>(28)</sup> to monitor progress in this area consist of inactivity rates and the intersections of gender with age, family type and migrant status among those considered at risk of poverty (AROP). However, these indicators provide only a partial view, focusing on income-based and economic measures. For this reason, this section addresses additional dimensions that capture the complex reality of poverty.

#### Area A (women and poverty) alignment with SDGs

- 1.2** Reduce at least by half the proportion of women and men of all ages living in poverty in all its dimensions
- 1.4** Equal rights to economic resources and equal access to basic services, new technology and financial services
- 5.4** Recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the family
- 8.5** Achieve full employment and decent work for all women and men



For the BPfA + 30 review, the thematic focus and priority topics of area A include:



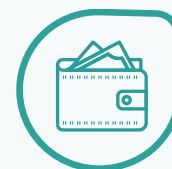
Analysing the impact of COVID-19 on heightened time poverty among women



Understanding the effects of energy poverty on gender inequalities



Tackling the gender repercussions of inadequate housing and homelessness



Examining gender disparities in financial literacy levels

These thematic priorities aim to illustrate the multidimensional nature of poverty experienced by women and men in all of their diversity,

particularly amid multiple crises and megatrends. Climate change and challenges related to the digital and labour market

<sup>(28)</sup> See more information in all BPfA indicators in EIGE's [Gender Statistics Database](#).

transformation, alongside economic downturns resulting from the COVID-19 pandemic, conflicts and crises, such as the Russian war of aggression against Ukraine, growing social divisions and persistent inflation, have deepened existing issues and unveiled new dimensions of poverty.

### 2.1.1. EU policy developments

Since 2018, the EU has made significant strides towards addressing poverty and social exclusion. Many initiatives have the potential to have a positive impact on women and men. However, they are not harmonised under a common strategy and do not consistently integrate a gender perspective. The **EPSR** and its **action plan** set an agenda for actions that enhance gender equality and reduce the risk of poverty and social exclusion. The EPSR established a target to reduce the number of people at risk of poverty and social exclusion (AROPE) by at least 15 million by 2030 (compared with 2019), of whom at least 5 million should be children. To achieve this, the EU has adopted complementary initiatives that directly address poverty and social exclusion, thereby highlighting the EPSR's role in promoting cohesive social policies.

One such initiative is the **European child guarantee**, which aims to ensure that all girls and boys who are at risk of poverty and social exclusion (AROPE) have access to key services, such as ECEC and healthcare. The non-binding **Council recommendation on adequate minimum income ensuring active inclusion** seeks to strengthen the safety nets for women and men by combining adequate minimum income benefits with other monetary benefits. The **Council recommendation on access to social protection for workers and the self-employed** promotes access to social protection for all, in particular for non-standard workers and the self-employed. Finally, the **adequate minimum wages directive** establishes a framework for adequate minimum wages. Although minimum wages are seen as a gender-neutral policy, women are more likely than men to earn minimum wage, with differing indirect effects on their employment and working hours (Eurofound, 2024b).

The EU has also introduced further policies that support the economic empowerment of women and girls. For example, the **work–life balance directive**, the **European care strategy** and two **Council recommendations on long-term care and ECEC** aim to promote the participation of carers in the labour market. Furthermore, the Commission President's political guidelines for 2024–2029 emphasise the importance of ensuring that new forms of work do not lead to fewer rights and include a pledge to introduce a right to disconnect (von der Leyen, 2024a). These measures will improve work–life balance for workers and carers and will make care systems more resilient, which could, in turn, reduce time poverty. In addition, the **Council directive on value added tax** allows Member States to waive value added tax on menstrual products, addressing a gender-specific financial burden associated with period poverty.

The **European Green Deal** seeks to ensure a socially fair green transition by addressing energy and transport poverty, promoting clean energy and supporting communities and workers in adapting to sustainability. However, it has faced criticism for being gender-blind and inadequately addressing climate justice from a social perspective – see more on this in Section [1.4.1.1](#). To prevent gender inequalities being reinforced, measures such as the **Council recommendation on ensuring a fair transition towards climate neutrality** address employment and social aspects linked to the green transition. This recommendation identifies women, especially lone mothers and older women, as being at a high risk of energy poverty and housing cost overburden.

Various financial instruments offer a framework for Member States to implement EU-supported measures targeting poverty and social exclusion. With a total budget of more than EUR 99 billion, the **ESF+** establishes a general objective for Member States and the Commission to combat the feminisation of poverty (Regulation (EU) 2021/1057). The Commission reported that, between 2021 and 2023, Member States allocated EUR 1.32 billion to interventions primarily focusing on gender equality and EUR 27.25 billion to interventions in which gender equality was a significant

objective (European Commission, 2023n). For the specific objectives of promoting gender-balanced labour market participation, equal working conditions and better work–life balance, Member States have implemented programmes worth EUR 3.6 billion (European Commission, 2023a). Another significant instrument is the **ERDF**, with EUR 220 billion dedicated to poverty and social inclusion measures (for more on the cohesion policy funds, see Section [1.4.2.2](#)).

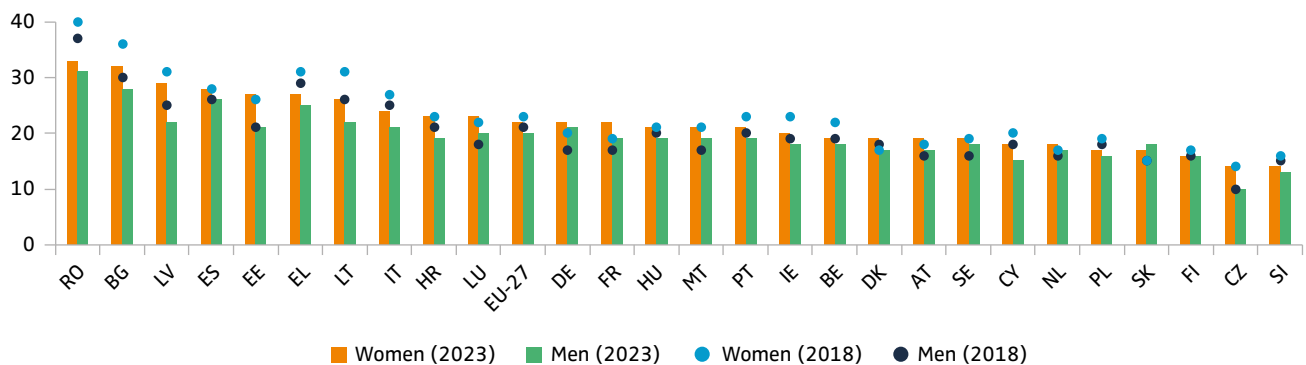
The first ever **EU anti-poverty strategy**, set out in von der Leyen’s 2024–2029 political guidelines, presents an opportunity to prioritise poverty reduction at the EU level. Reinforcing this strategy through a new gender equality strategy would provide the opportunity to adopt gender-specific measures that address the gendered dimensions of poverty across multiple domains.

## 2.1.2. Key challenges and trends

### 2.1.2.1. In the EU, more than 90 million people are at risk of poverty or social exclusion, with women continuing to be more affected

Between 2018 and 2023, there were no major changes in the estimated number of women (51 million) and men (44 million) in the EU who are AROPE <sup>(29)</sup>. In 2023, 22 % of women and 20 % of men were AROPE in the EU. The risk of poverty or social exclusion varied widely between Member States in 2023 ([Figure 4](#)), with rates for women ranging from 33 % in Romania to 14 % in Czechia and Slovenia and for men ranging from 31 % in Romania to 10 % in Czechia.

**Figure 4. People AROPE, by sex and country (% of total population, 2018 and 2023)**



NB: There was a break in the time series of EU Statistics on Income and Living Conditions (EU-SILC) data for Croatia in 2023. Source: Eurostat EU-SILC data (ilc\_peps01n).

The AROPE indicator primarily covers between-country and household-type disparities in the risk of poverty and social exclusion. However, this measure underestimates actual gender gaps, as household-level measurements often mask differences between women and men within the same household, largely due to the underlying assumption that household economic

resources are equally pooled and shared among household members. Therefore, the gender gaps captured primarily reflect disparities arising from a higher share of women than men being in single-adult households, such as single parents or older people living alone. In 2022, 48 % of lone-mother households and 38 % of lone-father households in the EU were AROPE <sup>(30)</sup>. This

<sup>(29)</sup> The official BPfA indicator is the at-risk-of-poverty (AROP) rate, which captures the share of the population with an equivalised disposable income below 60 % of the national median income after social transfers. This report, however, uses the AROPE rate, an EU headline indicator, as it provides a more comprehensive assessment of poverty and social exclusion by capturing the number of people experiencing at least one of the following three conditions: monetary poverty after social transfers, severe material and social deprivation, or low work intensity.

<sup>(30)</sup> EIGE calculations based on 2022 EU-SILC microdata.

significant gender gap shows how gendered structural barriers and caregiving responsibilities lead to higher poverty risks for lone mothers than for lone fathers. At the same time, it highlights the vulnerability of lone-parent households compared with the general population, with AROPE rates in the latter being 22 % for women and 19 % for men.

The combined effect of gender and other power dynamics places certain demographic groups at a greater risk of poverty or social exclusion (Figure 5). Whereas women and men from non-EU countries

and inactive women and men experience the highest risks among all of the groups analysed, the largest gender gap, at 5 percentage points (pp), is observed among older people aged 65 or above. Compared with men, the heightened risk among older women is linked to gender disparities in employment and income throughout their lives, which subsequently affects their pensions (EIGE, 2020d). Women's limited participation in the labour market is often caused by their disproportionate caregiving and household responsibilities, which results in fewer paid work hours and in low-paid and precarious employment (EIGE, 2020d).

Figure 5. People AROPE, by subgroup (% of population, EU, 2018 and 2023)

	Women	Men	Gender gap (pp) in 2023	Gender gap (pp) in 2018	Gap change since 2018
<b>Disability</b>					
Without disabilities	19	17	2	2	●
With disabilities	30	28	2	2	●
<b>Citizenship</b>					
EU citizen	29	27	2	3	●
Non-EU citizen	47	44	3	1	●
<b>Age</b>					
15–24	27	26	1	2	●
25–54	20	19	1	1	●
55–64	23	20	3	3	●
65+	22	17	5	6	●
<b>Education</b>					
Low	36	33	3	2	●
Medium	21	18	3	2	●
High	11	10	1	1	●
<b>Activity and employment</b>					
Employed	11	12	–1	–1	●
Not employed	33	31	2	2	●
Inactive	43	45	–2	–5	●
Retired	21	17	4	4	●
<b>Overall</b>					
Total population	22	20	2	2	●

● Gap decreased      ● No change      ● Gap increased

NB: The gender gaps in 2023 and 2018 are the authors' own calculations. The dimension 'disability' refers to the population aged 16 years or over. The dimensions 'citizenship', 'education' and 'activity and employment' refer to the population aged 18 years or over. Data included for EU citizens in 2018 and 2023 under the section 'citizenship' are of low reliability (due to the small sample size). Educational attainment includes people who have completed International Standard Classification of Education (ISCED) level 0–2 (low), ISCED level 3 or 4 (medium) or ISCED level 5–8 (high). Gap changes: positive changes are those that have decreased since 2018 (in green), with a gender gap change of  $\geq -1$ ; negative changes are those that have increased since 2018 (in red), with a gender gap change of  $\geq 1$ ; and no change since 2018 (in yellow) is equal to a gender gap increase/decrease between  $-1$  and  $1$  pp.

Source: Eurostat EU-SILC data (ilc\_peps01n, ilc\_peps02n, ilc\_peps04n, ilc\_peps05n, hlth\_dpe010).

Trans people experience increased vulnerability to poverty due to the violence they face from their families and society because of their gender identity (ILGA-Europe, 2023b). In the 2019 FRA LGBTI Survey II, 46 % of trans respondents reported difficulties in making ends meet and 54 % of trans women reported financial hardship (Karsay, 2021). Roma communities are also disproportionately affected, with 80 % living below the national poverty threshold in 2021 across eight surveyed EU countries (EL, ES, HR, IT, HU, PL, PT and RO), in addition to North Macedonia and Serbia (FRA, 2022b). This disparity is further shaped by gendered employment patterns, as only 28 % of Roma women aged 20–64 are employed, compared with 58 % of comparable Roma men (FRA, 2022b).

Overall, while the AROPE rate provides valuable insights into key dimensions of poverty and

social exclusion, it falls short of capturing the extent of gender inequalities in these areas, such as the extent of unpaid care responsibilities and gender-unequal access to resources, including individual access to jobs. Beyond the dimensions measured by AROPE, other dimensions of poverty – such as time poverty, energy and transport poverty, inadequate housing, homelessness, period poverty, and the autonomy to access and manage financial and economic resources – also carry significant gender equality implications and are closely linked to who is at a greater risk of poverty and social exclusion.

### 2.1.2.2. Time poverty caused by unpaid care and household responsibilities restricts women’s economic independence – a problem worsened by COVID-19



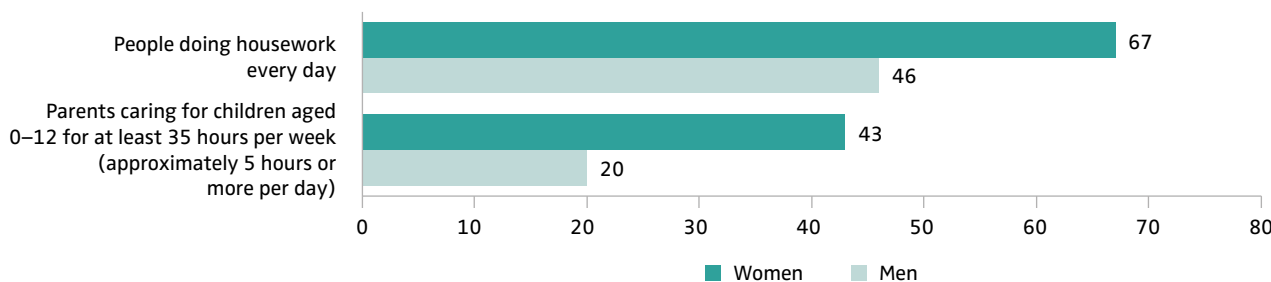
**Time poverty** is defined as the lack of available time after accounting for paid employment, unpaid work, study and other basic life necessities. It deprives individuals of the time and autonomy needed to ensure decent working conditions, financial independence, training, and access to basic resources and services necessary for a healthy life. This type of poverty also prevents people from fully participating in their communities and societies.

Source: European Parliament (2022c).

Women in the EU are more prone to experiencing time poverty than men, due to spending a greater amount of time on unpaid work, such as caregiving or housework (Aloè, 2023; Giménez-Nadal and Molina, 2020; Giurge et al., 2020; [Figure 6](#)). As a result, women

devote less time than men to social activities (EIGE, 2023i). In 2022, only 29 % of working women in the EU engaged in sporting, cultural or leisure activities outside their home at least daily or several times a week, compared with 34 % of men (EIGE, 2023i).

**Figure 6. People aged 18–74 years providing childcare and doing housework every day, by sex (% of respondents, EU, 2024)**



Source: EIGE’s Survey of Gender Gaps in Unpaid Care, Individual and Social Activities (CARE Survey), second wave (2024).

Time poverty particularly limits women's ability to engage in full-time employment, reducing their income potential and increasing their reliance on low-wage or part-time jobs, which in turn increases their risk of poverty (Rodgers, 2023). This issue became more pronounced during the COVID-19 pandemic, as remote work and the closure of schools and childcare services intensified more women's than men's uptake of care responsibilities, revealing a tendency to fall back on gender stereotypical family patterns for work-life balance (Alfano et al., 2024; Blázquez et al., 2024; Caki, 2022). As a result, women's work-life balance suffered disproportionately, with 18 % of women reducing their paid working hours, compared with only 3 % of men, who were far less affected by the increased need for caregiving (EIGE, 2021b).

In a Flash Eurobarometer conducted in 2022, which focused solely on women respondents, 38 % of women reported that the pandemic had had a negative impact on their income, with 25 % attributing this to an increase in unpaid work at home<sup>(31)</sup> (European Parliament, 2022b). This reduction in working hours affected women's financial independence. According to EIGE's estimates, government

policies to mitigate the pandemic's impact on incomes had either a poverty-reducing or a neutral effect on poverty among working-age women and men. Without these temporary measures, the COVID-19 labour market shock would have led to higher poverty rates (EIGE, 2023e). Nonetheless, these tax-benefit measures were short term and their positive effects on poverty were also temporary.

### 2.1.2.3. Following the pandemic and the Russian war of aggression against Ukraine, the surge in energy prices is disproportionately affecting women

Since 2020, energy prices have risen significantly, initially triggered by the COVID-19 pandemic and subsequently intensified by the Russian war of aggression against Ukraine (Carfora et al., 2022). Even though prices have fallen since the peak of the crisis, they remain higher than pre-pandemic levels (Hansens and Kálmán, 2024). In this context, energy poverty has surged as a pressing concern in the EU, affecting daily life (EIGE, 2023i).



**Energy poverty** lacks an official definition in the EU. It generally refers to a household's lack of access to essential energy services, such as heating, hot water, cooling, lighting and energy to power appliances. Energy poverty often results from a combination of inadequate income, poor energy efficiency and high energy prices. It is typically measured at the household level rather than the individual level, which can obscure the true extent of women's energy poverty.

Source: European Parliament (2023b).

Between 2018 and 2023, the proportion of both women and men aged 16 and over who could not keep their homes adequately warm rose from 7 % to 9 % (Eurostat, 2024j). For those with a limiting or severely limiting disability, the rate rose by 4 pp, reaching 16 % for women and 15 % for men (Eurostat, 2024j).

Women are at a higher risk of experiencing energy poverty than men due to gender inequalities in the economic, social and decision-making spheres, such as lower earnings and increased time spent at home, which may expose them to more adverse physical and mental health outcomes

<sup>(31)</sup> The Flash Eurobarometer gathered women's opinions on the impact of the COVID-19 pandemic on violence against women, mental health and women's working lives. It was conducted exclusively among women and girls (EU citizens) aged 15 years and over.

(Papadimitriou et al., 2023). In 2022, more women than men fell behind in paying their energy bills, with lone mothers and women who live alone facing the greatest difficulties (Eurofound, 2022).

Climate change, including more frequent and intense heatwaves, is making summer energy poverty a pressing issue, especially in southern Europe (Torrego-Gómez et al., 2024; [Box 2](#)). Research from Spain shows that women-led households, particularly older women over 65 who live alone, are most affected (Heredia et al., 2022; Núñez-Peiró et al., 2021). Research and quantitative data for the EU on summer poverty are still limited, with the most comprehensive and recent data provided by a 2012 ad hoc EU-SILC module, which found that 19 % of the EU population struggled to keep their homes cool during summer (Eurostat, 2023e). Since then, accelerating global warming is further exacerbating the issue.

### **Box 2. Fighting energy poverty among women in Mediterranean areas**

Between September 2019 and August 2023, the Horizon-2020-funded [EmpowerMed](#) project was launched to combat energy poverty in coastal Mediterranean areas, including Barcelona (ES), Marseille (FR), Zadar (HR), Padua (IT) and Obala (SI). The project aimed to alleviate energy poverty and improve the health of those affected, with a particular focus on women. Its actions included installing energy-saving devices, energy advice training, group meetings on energy and health, and advocacy campaigns.

#### **2.1.2.4. Lack of affordable and good-quality housing is limiting housing access for women and men**

The EU is facing a severe shortage of affordable, quality housing (Colomb and Gallent, 2022; Delclós and Vidal, 2021; Housing Europe, 2023), with rents rising by 10 pp and house prices by 33 pp between 2018 and 2023

(Eurostat, 2024g, 2024h). Such increases, outpacing inflation and average wage growth (Kálmán, 2022), affect household spending on housing. The impact of this is evident in the housing cost overburden rate, which measures the percentage of people living in households that spend at least 40 % of their disposable income on housing. Among those at risk of poverty, the burden is three times higher than that of the total population, affecting 34 % of women and 33 % of men in this group (Eurostat, 2024i).

Soaring housing prices have become one of the most significant challenges for young people trying to gain independence (Eurofound, 2024a). As of 2023, 45 % of women and 54 % of men aged 18–34 in the EU still lived with their parents (Eurostat, 2024r). While men are more likely to remain at home longer, societal expectations often pressure women to leave their homes earlier, in particular because of traditional gender roles around caregiving and starting families (Klimova Chaloupkova, 2023). Even when young women and men manage to secure housing, limited financial resources mean that they are likely to rent rather than buy (Eurofound, 2023). This reliance on rented housing can lead to inadequate living conditions. For instance, in 2023, 26 % of young women and men aged 15–29 lived in overcrowded households, which is 9 pp higher than in the total population (Eurostat, 2024n).

Members of the LGBTIQ community face heightened vulnerability in the housing crisis due to societal norms and expectations surrounding gender and sexual orientation. These pressures often lead to identity-related family conflicts, a lack of institutional support and social rejection, all of which can make it harder to access stable housing and essential resources (Feantsa, 2023; Pettas et al., 2022; Sauvaire and Stella, 2022).

Gender inequalities in pay make women particularly vulnerable to rising housing prices (Baptista et al., 2017; Equinet, 2020). For victims of gender-based violence, limited options for affordable and quality housing can trap them in or lead them back to abusive situations (Bretherton and Mayock, 2021).

Housing insecurity among women often goes under-reported, partly due to restrictive definitions of homelessness that focus on emergency shelters and rough sleeping (Bretherton, J. and Mayock, P. 2021). Due to stigma and a fear of service settings that are dominated by men, women are more likely than men to delay seeking formal homeless services until all informal options have been exhausted (Bretherton and Mayock, 2021; Sales and Guijarro, 2017). As a result, women in particular experience forms of hidden homelessness, such

as in the case of lone mothers and their children staying with friends or family (Mayock and Sheridan, 2020).

#### 2.1.2.5. There has been an increase in initiatives to combat period poverty across Member States, but EU-wide data are needed to understand the full extent of this issue



**Period poverty** is defined as the lack of access to menstrual products, proper sanitation facilities and menstrual education. Due to gender stereotypes and stigma, women and girls may be reluctant to talk about their periods and feel uncomfortable asking others for menstrual products if they are having problems obtaining them. As a multidimensional issue with far-reaching consequences, period poverty has an impact on both health and societal participation. The lack of access to safe and hygienic period products can force women and girls to use unsafe alternatives or to extend the use of products beyond safe limits. This can lead to serious health issues and hinder societal participation, causing women and girls to miss school, work or social activities.

Sources: Holst et al. (2022) and Jaafar et al. (2023).

Awareness of period poverty in the EU has increased in recent years following advocacy from civil society (Santana de Almeida, 2021). Since 2018, a few initiatives at the EU and Member State levels have been implemented to tackle the issue. These efforts include providing free products in schools, universities and prisons, as exemplified by an initiative in France, reported in [Box 3](#).

Estimates suggest that women in the EU spend an average of EUR 27 000 on period products throughout their lifetime<sup>(32)</sup>. Despite this significant expenditure, comprehensive data on period poverty remain scarce. Limited and inconsistent data from Member States suggest that around 1 in 10 women experience period poverty (European Commission, n.d.-f; Heerts, 2022). The current cost-of-living crisis further reduces women's ability to afford essential supplies such as period products (Feenstra et al., 2024).

#### Box 3. Addressing period poverty in France

A survey conducted among 6 500 women in **France** showed that 13 % of respondents had, at some point in their lifetimes, had to choose between purchasing period products and purchasing an essential item such as food (DW, 2021). In 2021, a budget of EUR 5 million was allocated to funding initiatives to address period poverty, which affects almost 2 million women annually in the country (European Commission, 2022a). As part of these initiatives, during the 2020–2021 school year, the Lille region introduced a [programme](#) offering free period products in high schools. In 2024, France introduced reimbursement for reusable sanitary protection for all young women under the age of 26.

<sup>(32)</sup> Parliamentary question on exemption from VAT for menstrual hygiene products, [https://www.europarl.europa.eu/doceo/document/E-9-2021-003636\\_EN.html#:~:text=Parliamentary%20question%20%7C%20Exemption%20from%20VAT,%20D003636%2F2021%20%7C%20European%20Parliament.](https://www.europarl.europa.eu/doceo/document/E-9-2021-003636_EN.html#:~:text=Parliamentary%20question%20%7C%20Exemption%20from%20VAT,%20D003636%2F2021%20%7C%20European%20Parliament.)

### 2.1.2.6. Gender inequalities in care, pay and decision-making limit women's financial independence, which increases their risk of poverty

The BPfA emphasises the need for women to have control over economic resources, including access to savings, credit mechanisms and financial institutions. Such access strengthens resilience against economic shocks and fosters financial security, helping prevent poverty (Innovations for Poverty Action, 2017; Müller et al., 2024). However, systemic factors such as gendered caregiving roles and unequal pay limit women's opportunities for financial planning and independence, affecting their long-term financial resilience and well-being (EIGE, 2024e). Gender differences in digital skills, particularly among older, rural and lower-income women, affect digital financial literacy, creating barriers as services become increasingly digitalised (EAPN, 2022; European Commission and OECD, 2022; Ray et al., 2022; Tandi, 2022).

A 2023 Eurobarometer shows that only 13 % of women in the EU report a high level of financial literacy, compared with 24 % of men (European Commission, 2023j). In terms of retirement security, 74 % of women report feeling confident in their long-term financial security, compared with 81 % of men. Meanwhile, 30 % of women, compared with 37 % of men, state that they have sufficient savings to cover six months of expenses if their income ceased (European Commission, 2023j). These disparities are rooted in broader gender inequalities rather than women's inherent lack of financial capabilities. Systemic factors, such as gender gaps in employment, pay and wealth and women's under-representation in decision-making roles, limit their opportunities to engage in strategic and longer-term financial planning of their own or their household's financial resources (EIGE, 2024e). In addition, traditional financial literacy metrics often emphasise knowledge of riskier investments, which are more likely to be pursued by men than women, while the everyday financial management tasks frequently managed by women are undervalued (Fisher and Yao, 2017;

Hung et al., 2012). This approach may inadequately reflect the diverse financial competencies and reflect gender stereotypes.

Economic violence can also impede victims' ability to develop financial literacy (Johnson et al., 2022). The perpetrator's use of economic control, exploitation and sabotage (as defined in EIGE, 2023m) reinforces financial dependence and limits the victim's access to resources and opportunities such as education and employment. With inflation at its highest level in decades, the ongoing cost-of-living crisis could potentially lead to more frequent and severe instances of economic violence. This is because financial difficulties increase stress and heighten the potential for family conflicts (Zumsteeg, 2022). For more on economic violence, see Section 2.4.

## 2.2. Education and training of women (area B)

The BPfA's objectives in area B focus on developing non-discriminatory education and training, ensuring equal access to education and promoting lifelong learning and training for women and girls. Area B aims to enhance women's access to vocational training, science and technology. It also advocates for lifelong education and training for women and seeks to develop gender-sensitive educational content and teaching methods to promote gender equality.

The officially agreed EU indicators to monitor progress in this area focus on women and men graduates in tertiary and vocational education in science, technology, engineering and mathematics (STEM) and in the field of education, health and welfare; the employment rate of women and men by their degree of higher education attained; and the number of women and men in academic staff positions. The current indicators partially address key EU challenges, including horizontal and vertical segregation, but do not account for the impact of gender stereotypes, intersecting characteristics or gender-based violence in educational settings.

## 2. Policies and developments in the 12 critical areas of concern in the EU since 2019

### Area B (education and training of women) alignment with SDGs

- 5.2 Eliminate violence against all women and girls in the public and private spheres
- 5.b Enhance the use of technology to promote the empowerment of women
- 4.3 Equal access for all women and men to affordable and quality technical, vocational and tertiary education
- 4.5 Eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable



For the BPfA + 30 review, the thematic focus and priority topics of area B include:



Addressing gender segregation in education



Promoting STEM education among women and girls and equal lifelong learning opportunities



Adopting a gender perspective in education policies amid a digital transition



Tackling gender-based violence in education settings

These topics highlight the need to ensure that education systems across the EU champion gender equality in order to address pressing challenges to our economies and to our democracies, including disinformation and anti-gender mobilisation. In the context of the green transition and the digital economy, it is also essential to leverage education to address skills shortages and close the gender gap, ensuring both women and men are included in all areas.

### 2.2.1. EU policy developments

Addressing gender gaps and unequal opportunities in education and training for girls and boys, women and men in all their diversity

is a key element of the strategic framework for cooperation to achieve the **European education area** (Council of the European Union, 2021). This falls under the first European education area strategic priority on 'Improving quality, equity, inclusion and success for all in education and training'. The previous **strategic framework for education and training (2020)** primarily focused on addressing specific gender-related issues, such as promoting equal participation in education and careers, especially in science, technology, engineering, arts and mathematics (STEAM). The European education area ([Figure 7](#)) emphasises the integration of gender-sensitive practices into overall strategies, comprehensive school education curricula and methods.

**Figure 7. Gender equality objectives of the European education area**

Challenging and tackling stereotypes in education, in the field of study and in career choices, especially in STEAM subjects

Addressing gender-specific issues, such as boys' underachievement, bullying and sexual harassment

Developing better gender sensitivity in education processes and institutions

Source: Council of the European Union (2021).

The European education area also focuses on building societal resilience and preparing for the green and digital transitions (Council of the European Union, 2021). Several key initiatives, such as the **digital education action plan for 2021–2027** (European Commission, 2020b) and the updated **European skills agenda**, promote women’s participation in STEM studies and careers. Practical elements of the digital education action plan <sup>(33)</sup> include creating gender-inclusive digital education content and advocating for flexible learning paths. Other initiatives in this realm include the **women in digital strategy** and **Europe’s Digital Decade**, which aim to achieve the employment of 20 million ICT specialists by 2030, alongside efforts to achieve increased representation of women in the field. However, such a goal may prove overly ambitious, given the persistent challenges relating to women’s representation in the sector. Other efforts have focused on training and skills development to improve the employment opportunities of young people in the EU. For example, the **youth guarantee scheme** provides a framework for young people to receive guidance and promotes technical and soft skills, and aims to enhance the attractiveness and sustainability of higher education careers as outlined in the Council recommendation adopted in late 2024.

In terms of research, the EU has been continuously expanding the potential of the **European research area** to function as a catalyst to advance gender equality (European Commission, 2022i). The EU’s ongoing commitment to gender mainstreaming in research and innovation has been reinforced by the introduction of **gender equality plans**, which are required to access Horizon Europe funding (see Section 1.4.4). Other recent commitments to fostering gender equality, diversity and inclusiveness are outlined in initiatives such as the **EU Prize for Women Innovators** and the **manifesto for gender-inclusive STE(A)M education and careers** (European Commission, 2023h).

Overall, EU policy for education and training provides a comprehensive framework to address persistent and emerging gender equality issues. However, despite the EU’s recognition of key issues, progress has been limited due to the insufficient implementation of gender mainstreaming and targeted actions at the national level (Evagorou et al., 2024; European Commission: DG Education, Youth, Sport and Culture, 2023). To address the deeply rooted gender roles and stereotypes that shape the educational choices and future academic and professional trajectories of young women and men, consistent policy efforts are needed that involve communities, parents, teachers and other key stakeholders.

## 2.2.2. Key challenges and trends

### 2.2.2.1. Member States have made significant strides in gender parity in educational attainment

Member States have maintained steady gender parity levels in educational attainment over the past five years. In 2022, 56 % of bachelor’s degree graduates were women, while doctoral degrees were split almost evenly between women (48 %) and men (52 %). Gender parity also exists among vocational education graduates (Eurostat, 2024f).

Despite progress in educational attainment, women still face disadvantages after graduation. While young men are more likely to leave school early than young women (11 % versus 8 %, respectively) (van Driel et al., 2023), women are over-represented among people not in employment, education or training, particularly in Czechia, Hungary, Poland and Romania (Eurostat, 2023b). This suggests that, although young women may graduate at higher rates, there are still barriers that restrict their involvement in the labour market. Persistent gender stereotyping, occupational segregation, gender inequalities in caregiving roles and

<sup>(33)</sup> For instance, the digital education action plan includes initiatives like Girls Go Circular and e-STEAM festivals aimed at empowering more girls and women to pursue STEM studies and careers.

societal expectations often limit women’s access to certain jobs, especially in higher-paying sectors (Mathys, 2019; UNESCO, 2021b).

Moreover, advancements in access to education do not guarantee equal opportunities for all groups. For instance, disadvantaged communities such as Roma face severe educational disparities. Only a quarter of Roma children are enrolled in early education (FRA, 2022b), with cultural norms in the community disproportionately affecting women and girls. Estimates show that 28 % of Roma women and girls lack a formal education, compared with 18 % of Roma men and boys (Andrei et al., 2015).

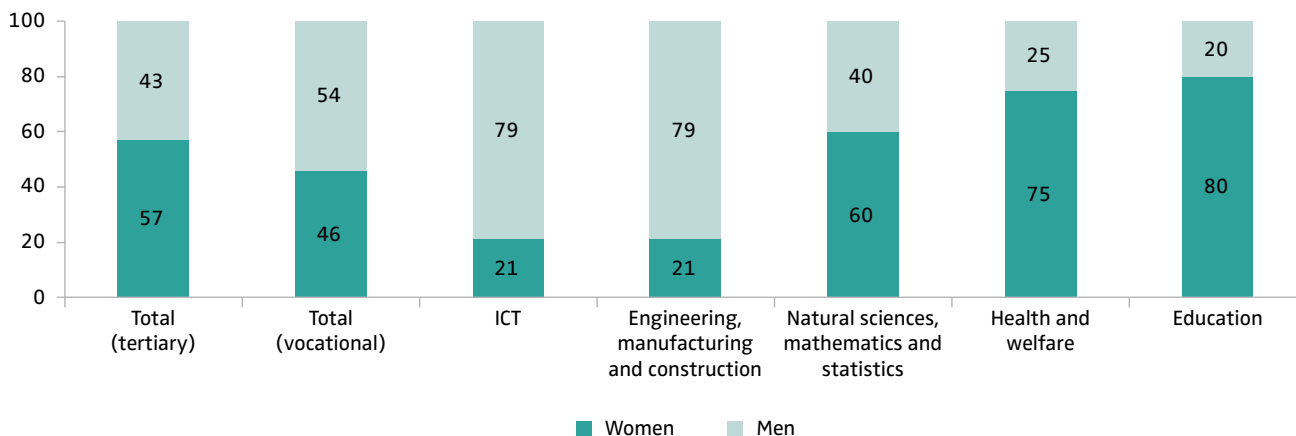
### 2.2.2.2. Horizontal segregation persists as gender stereotypes influence students’ career choices

Systemic gender stereotypes originating in the educational sector significantly influence women’s experiences in the labour market,

leading to gender disparities in specific industries (EIGE, 2024k). For example, only around a fifth of engineering, manufacturing, construction and ICT graduates are women (Figure 8). As a result, in 2023, women made up just one fifth of the ICT workforce (De Luca, 2023). Similarly, the strong association between women and care roles is evident in early childhood education, where 95 % of teachers are women (Eurostat, 2022a).

Demographic shifts in the EU, such as an ageing population and migration patterns, are increasing demand for healthcare professionals – a field in which women are significantly over-represented. In 2022, nearly three times as many women graduated from health and welfare programmes as men (Eurostat, 2024f) (see also Section 2.3.2.4). In the long term, men’s avoidance of educational paths dominated by women poses challenges in terms of meeting rising demands for care, particularly in nursing (OECD and European Union, 2022).

Figure 8. Graduates in tertiary education, by sex and field of education (% EU, 2022)



Source: Eurostat, UOE education statistics (educ\_uae\_grad02).

Women are also significantly under-represented in research and innovation and among scientists in high-technology sectors. In 2019, only one fifth of the nearly 32 million scientists and engineers in these sectors across the EU were women (Eurostat, 2023a). At the EU level, only 5 % of inventor teams are gender

balanced (European Commission, 2024g). These disparities largely stem from the unequal appreciation of women and men and the differing capabilities that continue to be attributed to them. It is essential that these structural barriers and implicit biases in research and academia are addressed in order

to foster greater inclusivity in research and

innovation ([Box 4](#) describes efforts at the national level).

#### **Box 4. Advancing gender equality in academia and the careers of women in research**

In 2019, the Research Council of **Finland**, formerly the Academy of Finland, a governmental funding body for scientific research, adopted its equality and non-discrimination plan (2019–2020). This plan aims to integrate gender equality and non-discrimination into all aspects of its operations, focusing on enhancing processes, communication and staff competencies. Key objectives include supporting the careers of young and women researchers and advancing gender equality within scientific research (Academy of Finland, 2019).

The unequal representation of women and men in various professions is linked not only to societal stereotypes (EIGE, 2017a), but also to cultural discouragement (European Parliament, 2021d), a lack of role models (van Driel et al., 2023) and unconscious bias in recruitment and workplace culture (European Commission, 2020a; Kube et al., 2024). Schools, vocational education and training institutions, and higher education institutions perpetuate gender gaps early on. Teachers' gender biases, whether conscious or unconscious, can shape grading and students' career paths, with praise often being given to boys for their achievements in STEM subjects and to girls for reading and the humanities (van Driel et al., 2023).

Meanwhile, boys' limited engagement and poorer outcomes in reading are linked to stereotypes that label reading as 'feminine'. The study in 2022 by the programme for international student assessment (PISA) showed strong gender differences in underachievement in reading, with boys in the EU underperforming girls by more than 5 pp in all Member States, with the difference exceeding 10 pp in around half of the Member States (European Commission: DG Education, Youth, Sport and Culture, 2024). In turn, traditional norms of masculinity encourage disruptive behaviour (European Commission, 2021j). These societal expectations make it equally challenging for men to enter careers dominated by women, such as teaching, as they face pressure for not conforming to masculine ideals. Similarly, adhering to gender roles and stereotypes continues to divert girls away from STEM fields (Evagorou et al., 2024).

#### **2.2.2.3. The green and digital transitions offer new opportunities to increase women's involvement in STEM and tackle the skills mismatch through lifelong learning**

Digitalisation profoundly affects all aspects of life, requiring individuals to continuously update their digital skills. The need for constant retraining highlights the growing importance of lifelong learning, including in the context of adaptation to climate change. However, globally, only one third of AI and renewable energy specialists are women (World Economic Forum, 2023). This underlines the need to remove barriers that hinder women from pursuing lifelong learning, thereby enabling them to contribute to sustainable development and to the green and digital transitions ([Box 5](#) gives examples of action at the national level) (UN Women, 2023b).

### Box 5. Addressing the skilled labour demands of the green transition to support women

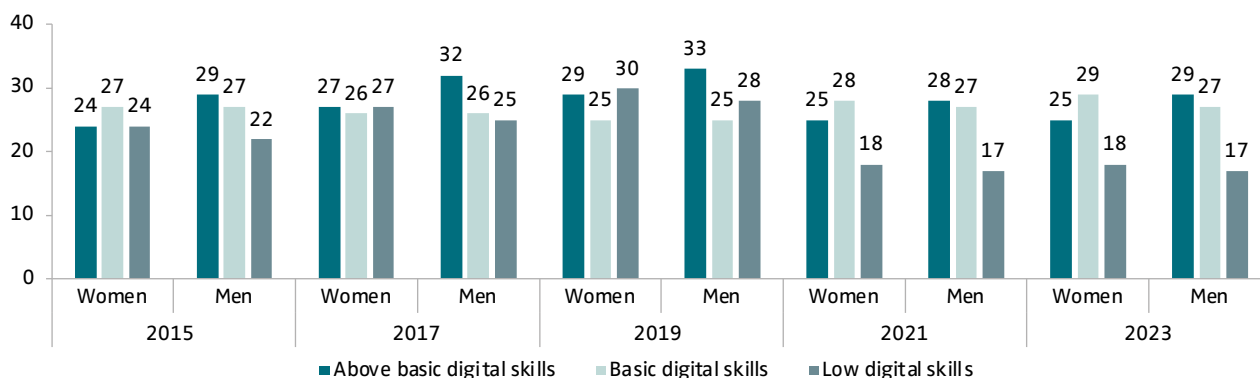
In 2020, Austria’s Ministry of Climate Action, Environment, Energy, Mobility, Innovation and Technology established the [Just Transition Working Group](#) on training and reskilling. This initiative aims to address the skilled labour demands of the green transition. Training is targeted at girls, young women, those seeking retraining, unemployed people, socially disadvantaged individuals and people with disabilities.

Supported by the German government and led by the non-governmental organisation LIFE, the [Ökothek](#) initiative has been offering extensive career support to women from diverse backgrounds in Berlin for more than a decade. Ökothek

provides workshops covering current environmental and climate issues and sessions empowering women to build the confidence to pursue sustainable career pathways. Between 2021 and 2024, more than 1 000 women took part in Ökothek’s activities (EIGE, 2024n).

Digital skills, in particular, are essential for work and life. Overall, men possess slightly higher levels of advanced digital skills than women ([Figure 9](#)), yet women consistently demonstrate strong proficiency in digital skills. Among young people aged 16–24, more women (72 %) have basic or above-basic digital skills than men (68 %) (Eurostat, 2024k). Meanwhile, older women are especially disadvantaged (Eurostat, 2024k). The widest gap exists in the 55–74 age group, where 18 % of men possess above-basic skills, compared with only 11 % of women.

Figure 9. Individuals’ level of digital skills, by sex (% of population aged 16–74 years, EU, 2015–2023)



NB: There was a break in the time series in 2019 for Czechia, Italy, Latvia and Luxembourg and the data are of low reliability for Italy in 2017.

Source: Eurostat (isoc\_sk\_dskl\_i21, isoc\_sk\_dskl\_i).

The rising demand for digital skills presents an opportunity to improve gender balance in a sector that is as dominated by men as ICT, highlighting the importance of increasing women’s access to these skills. However, such a focus should not imply that women lack the necessary capabilities. Instead, it underlines the need to address broader systemic issues within the industry that shape and limit women’s ambitions (Ryan and Morgenroth, 2024). For example, persistent wage inequality and ingrained stereotypes continue to obstruct

progress towards gender parity in ICT (for more on this, see Section 2.6).

Addressing these structural barriers requires not only a commitment to lifelong learning, but also lifelong learning opportunities to be designed to account for gendered challenges. While women in the EU participate in lifelong learning activities more frequently than men (EIGE, 2019a), participation varies widely between Member States ([Figure 10](#)). Family responsibilities pose a greater barrier to lifelong learning for women than for men, thus

correlating with women’s tendency to take career breaks for caregiving (EIGE, 2023a). Research shows that improving the accessibility and affordability of formal childcare services is essential to ensuring that both women and

men can participate continuously in the labour market and in lifelong learning activities (EIGE, 2019c), ensuring better rates of re-entry into to the workforce after caregiving breaks (Doerr, 2022).

**Figure 10. People not participating in formal or non-formal education and training due to family reasons, by sex and country (% of population aged 18–69 years, 2022)**



NB: Data are missing for Bulgaria (men), and the reliability is low for Denmark (women) and for Denmark, Lithuania and Slovakia (men).

Source: Eurostat (trng\_aes\_176).

#### 2.2.2.4. Increased use of digital technologies in learning and working reveals gender gaps in technology skills and highlights the need to support teachers with the integration of artificial intelligence in classrooms

While girls and young women have made notable strides in digital competencies, challenges remain in building self-confidence in digital skills and in navigating gender biases in education and technology. While 68 % of girls aged 16–19 in the EU have basic or above-basic digital skills – slightly exceeding the figure for boys (65 %) – the reverse gender gap occurs in relation to more advanced skills (Eurostat, 2024a). In the EU, only 9 % of 16- to 24-year-old women have programming skills, compared with 19 % of similarly aged men, highlighting a disparity in coding and software development (OECD, 2023d). Furthermore, issues with

self-confidence persist, with boys often overestimating their digital skills and girls underestimating theirs (EIGE, 2020d). In addition, more women (27 %) than men (17 %) voice concerns about having insufficient time or confidence with regard to learning about AI (Orielsquare, 2023).

The COVID-19 pandemic accelerated the shift to distance learning but also worsened existing educational disparities for students who have limited access to digital resources or who experience learning challenges (De Witte and François, 2023). Over one quarter of adolescents report that the COVID-19 pandemic had a negative effect on their school performance, with girls reporting greater impacts than boys<sup>(34)</sup> (Cosma et al., 2023). Among those students who reported high levels of psychological health complaints related to the pandemic, 34 % of girls experienced negative impacts on school performance, compared with 14 % of boys (Cosma et al., 2023). The pandemic had a larger negative impact on

<sup>(34)</sup> Based on survey results from 17 Member States and Kazakhstan, Moldova, Serbia and the United Kingdom (Scotland).

women than men in academic research and teaching, as they faced greater challenges than men in maintaining research outputs and in reconciling teaching activities with personal life, mainly due to their increased shouldering of care responsibilities for children and/or other dependants (Peña et al., 2022). Acknowledging gendered impacts is crucial to implementing tailored support initiatives that address the specific needs of affected groups, such as the initiative profiled in [Box 6](#).

### **Box 6. Supporting women in academia juggling professional and care responsibilities**

The project '[Equalising opportunities for researchers balancing work and parental care during the COVID-19 pandemic](#)' by POB Society of the Future at Jagiellonian University, **Poland**, offered grants to support researchers juggling professional and care responsibilities for children up to 15 years of age. These 'pro-equality mini grants' aimed to reduce inequalities in research and publications, in particular benefiting women in academia, who often face greater caregiving burdens than men in academia. The programme allows researchers to delegate work, where they can be replaced by other people (assistants, translators or proofreaders), thereby allowing them to focus on preparing scientific publications.

The increasing use in learning of online and digital resources such as AI also introduces new uncertainties around gender bias in the classroom. Many educators still lack the necessary support and confidence to integrate modern technological tools into teaching practices (OECD, 2023c). Women teachers are more worried than their men counterparts about their lack of confidence in learning about AI, while men teachers are more likely than their women counterparts to use AI tools in the classroom (Orielsquare, 2023). At the same time, AI systems used in learning may rely on

gender stereotypes concerning behaviours, characteristics and roles (see Section [2.10.2.5](#)).

### **2.2.2.5. Education can reduce gender discrimination by promoting values of equality and respect, leading to a more inclusive and democratic society**

The BPfA urges countries to develop curricula, textbooks and pedagogies that are free from gender stereotypes. Despite this call, existing toolkits to identify and question gender stereotypes, efforts at the EU and national levels ([Box 7](#)) and educational materials in the EU often continue to reinforce gender stereotypes, affecting the aspirations and perceptions of young students (European Commission: DG Education, Youth, Sport and Culture, 2023; UNESCO, 2020). One significant issue is the lack of women role models in educational materials. Studies have found that prominent men figures are typically highlighted, while women's contributions are either minimised or omitted, particularly in subjects such as history and science (Van de Rozenberg et al., 2023). The language and imagery in these materials often also perpetuate stereotypical depictions of women and men (European Commission: DG Education, Youth, Sport and Culture, 2023; UNESCO, 2020). Men are frequently described as 'clever' or 'responsible', terms that convey agency and capability. At the same time, women are often portrayed in passive or supportive roles, if they are present at all. Such portrayals, subtle as they might seem, carry implicit messages about gendered roles and behaviours, shaping young learners' career ambitions and worldviews.

### **Box 7. Addressing gender bias in learning materials**

The [GirlsInScience](#) project of Leiden University in the **Netherlands** provides insights into gender representation in educational materials. A comprehensive analysis of more than 20 000 characters appearing in textbooks reveals areas in

which women are under-represented, such as in scientific, athletic and technical roles. The project also looked into the impact of students' gender on grading patterns among teachers. The team produced practical guidelines for educational publishers on improving inclusivity in textbooks, emphasising the need to include more women, people of colour and LGBTIQ people (European Commission, 2022g; Van Veen et al., 2022).

Efforts to counteract gender stereotypes can include the proactive removal of biased materials from reading lists (European Commission: DG Education, Youth, Sport and Culture, 2023) and increasing the representation of women and girls in textbooks to emphasise their contributions to various fields (De la Torre-Sierra and Guichot-Reina, 2022). Teachers can play a crucial role by identifying gender biases in learning materials and discussing these with students (see, for example, [Box 8](#)). When gender equality is not confined to specific lessons or subjects, such as civic education, but integrated across the curriculum, it enables students to recognise and challenge various gender stereotypes, promoting a more inclusive and democratic society.

### **Box 8. Providing teachers with practical tools to tackle gender stereotypes in classrooms**

[The 'Growing up Equal' project](#) addresses gender stereotypes in primary education (third and fourth grades) in **Bulgaria**. By providing teachers and school administrations with guidelines and tools to effectively tackle gender stereotypes in educational settings, it aims to raise awareness among education professionals about the impact of stereotypes on life choices, starting from primary education (Development Aid, 2021). Meanwhile, the

[Kinder](#) project, supported by EU funding, aimed to develop gender-responsive training and resources for early childhood educators in **Spain, Croatia and Portugal**. The project ended in 2023 and produced outputs including policy reports and educational guidelines that integrated gender-related themes into pedagogical practices across these countries.

### **2.2.2.6. Gender-based violence in educational settings affects women's safety and the well-being of students and staff**

Gender-based violence in research and education is a persistent issue in the EU, 2018; Bondestam, 2024). For example, a 2022 UniSafe survey of staff and students from 46 research organisations across 15 European countries found that two in three survey respondents had experienced at least one form of gender-based violence <sup>(35)</sup> (Lipinsky et al., 2022). Greater proportions of women (66 %) and non-binary people (74 %) reported such experiences than men (56 %).

In a national survey conducted in Sweden, more than half of women PhD students reported experiencing some form of undesired sexual attention since they had taken up their positions (Rudolfsson et al., 2022). Similarly, an Irish national survey on sexual violence found that 6 in 10 students had encountered sexualised comments (Higher Education Authority, 2022). A 2020 report by the European Research and Innovation Area Committee noted that the majority of Member States lack consistent measures to combat gender-based violence in higher education (ERAC, 2020). Even where measures exist (see, for example, [Box 9](#)), there is often a lack of consistent implementation policies.

<sup>(35)</sup> These include psychological violence, sexual harassment, economic violence, cyberviolence, physical violence and sexual violence.

### Box 9. Preventing gender-based violence in higher education and research institutions

In Ireland, the Higher Education Authority launched the 'Ending sexual violence and harassment in higher education institutions implementation plan for 2022–2024' in October 2022. The plan was developed on the basis of national surveys of students and staff and aims to create a system for students to disclose incidents and for institutional policies and initiatives to be developed based on consent (Higher Education Authority, 2022).

*The Zero-Tolerance Code of Conduct: Counteracting gender-based violence, including sexual harassment, in the EU research and innovation system*, published in 2024, was developed by the European Research Area Forum subgroup on inclusive gender equality, in cooperation with the European Commission. The code aims to address incidents of gender-based violence in research and higher education environments by setting out a common approach, definitions and a list of principles to guide Member States and other stakeholders (European Commission: DG Research and Innovation, 2024b).

During the COVID-19 pandemic, girls more than boys faced heightened exposure to cyberbullying, with studies pointing to parental control being a protective factor against cyberbullying for boys more than girls and an overall lack of institutional resources for victims (Marinoni et al., 2023; Rebollo-Catalan and

Mayor-Buzon, 2020). Most victims of cyberbullying in schools have previously been bullied offline, with a significant percentage experiencing both online and offline forms of bullying (UNESCO, 2019). See Sections [2.4.2.4](#) and [2.12.2.4](#) for discussions about violence against women and girls in cyberspace.

## 2.3. Women and health (area C)

Under the BPfA, the Member States have committed to upholding women's right to the highest attainable standards of physical and mental health, acknowledging that enjoying this right is essential for their well-being and participation in all areas of public and private life. Area C aims to ensure universal access to quality healthcare services for women, including sexual and reproductive healthcare. It also aims to reduce those health risks specific to women, to address mental health issues and to combat discrimination in healthcare settings. Finally, it also calls for increased research and data collection on women's health issues in order to better inform policies and programmes <sup>(36)</sup>.

The officially agreed EU indicators to track progress in area C cover healthy life years, access to healthcare and deaths due to cardiovascular diseases. Notable gaps include the lack of data on sexual and reproductive health and rights (SRHR), the role of women in health governance and gender balance in medical research from an intersectional perspective.

<sup>(36)</sup> Sexual and reproductive rights are covered in both area C (women and health) and area I (the human rights of women).

**Area C (women and health) alignment with SDGs**

- 5.1** No discrimination against all women and girls
- 5.6** Universal access to sexual and reproductive health and reproductive rights
- 3.7** Universal access to sexual and reproductive healthcare services
- 3.8** Universal health coverage
- 10.2** Social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status



For the BPfA + 30 review, the thematic focus and priority topics of area C include:



Assessing the impacts of the COVID-19 pandemic on the physical and mental health of women and men



Promoting gender-sensitive and intersectional quality healthcare and preventive programmes



Tackling violence against women as both patients and healthcare professionals



Providing safe and high-quality sexual and reproductive health services

The above thematic priorities aim to address critical health challenges, both current and future, that affect women and men in all their diversity, such as an ageing population. The COVID-19 pandemic exposed significant vulnerabilities in our healthcare systems. Current multiple threats, such as climate change and the Russian war of aggression against Ukraine, further highlight the necessity of incorporating gender and intersectional perspectives into health policies and research. Integrating this approach is crucial to recognising the diverse and interconnected factors that influence the health of women and men and to ensuring equitable healthcare solutions, particularly in preparation for future crises.

**2.3.1. EU policy developments**

With health policies primarily falling under the jurisdiction of the Member States, the EU's role in public health has traditionally been of a complementary nature. However, the EU's

involvement in public health has grown in response to major health crises such as the COVID-19 pandemic (European Commission: DG Education, Youth, Sport and Culture, 2023; UNESCO, 2020). Article 168 of the Treaty on the Functioning of the European Union provides the legal basis for EU actions in the areas of public health, disease prevention and cross-border health coordination. The EU also encourages a 'health in all policies' approach to integrate health considerations into various policy sectors.

The right to access healthcare is enshrined in principle 16 of the **EPSR**. Its action plan encourages Member States to digitalise healthcare systems and tackle health inequalities. However, these efforts have fallen short, with evidence suggesting that digitalisation is worsening disparities for low-income groups, particularly women (EAPN, 2022). Building on this focus on digitalisation, the Commission has announced an **AI strategy** aimed at enhancing industrial uses of AI in public services, including healthcare,

demonstrating its commitment to technological advancements in the health sector (von der Leyen, 2024a). Nonetheless, careful implementation is required to prevent the further reinforcement of existing inequalities.

One of the key policy developments relevant to health is the 2022 **European care strategy**, which aims to address health and social care disparities across the EU. The strategy provides a roadmap for Member States to improve long-term care. This, in the context of demographic change, can support the health and well-being of women and men in old age. However, because the strategy mainly focuses on formal care, it lacks provisions aimed at informal carers and any binding measures to mitigate health impacts on caregivers (see also Section 2.6). Moreover, in the **communication on demographic change in Europe**, the Commission indicates the importance of gender equality to EU and national policies that address demographic change. The communication notes that policies should enhance women's access to the labour market, ensuring it is adequate; broaden the provision of affordable, high-quality childcare and long-term care; and ensure that policy solutions empower current and future generations (European Commission, 2023I).

In a broader sense, the **EU gender equality strategy for 2020–2025** commits to facilitating the sharing of good practices between Member States and stakeholders with regard to the gender aspects of health, including SRHR. The strategy recognises gender-specific health risks and integrates gender considerations into initiatives such as the **EU beating cancer plan**<sup>(37)</sup>. This plan includes a new cancer screening scheme, which aims to ensure that 90 % of the population who qualify for breast, cervical and colorectal cancer screening are offered screening by 2025. As another example, the new **clinical trials regulation** requires the sex of participants in clinical trials to be considered, thereby addressing concerns about potential adverse side effects that are more

common among, or exclusive to, women (Regulation (EU) 2022/641).

The **EU4health programme for 2021–2027** is an EU funding programme that implements EU health legislative and non-legislative priorities. In 2023, the European Commission's performance review of the EU4health programme estimated that the amount spent on interventions with an expected positive impact on gender equality amounted to EUR 178.1 million, which was an increase compared with the programme's two previous years (European Commission, 2023g). The regulation establishing the EU4health programme suggests the possibility of supporting studies on the influence of gender on disease characteristics to enhance knowledge, prevention, diagnosis, monitoring and treatment (Regulation (EU) 2021/522, recital 25). Although the data collected through the programme have not yet been disaggregated by sex, thus hampering gender analysis, data allowing disaggregation by sex are expected in 2025. Under this framework, the Commission also launched the 'Healthier together' EU non-communicable diseases initiative in 2022 to help Member States prevent and manage diseases such as cardiovascular diseases, diabetes and neurological disorders. The initiative promotes 'age, gender and culture-sensitive strategies' across all its areas to enhance effectiveness.

In June 2021, the European Parliament passed a **resolution on SRHR in the EU**, urging the EU to support Member States in upholding these rights, which are essential to human dignity (European Parliament, 2021b). The resolution emphasised access to abortion (see also Section 2.9), contraception, fertility treatments, birth-related healthcare and menstrual products as basic goods, while advocating for the rights of intersex people and the establishment of an EU Special Envoy on SRHR. The resolution also highlighted abuses, including gynaecological and obstetric violence, calling on Member States to implement

<sup>(37)</sup> Communication from the Commission to the European Parliament and the Council – Europe's beating cancer plan, COM(2021) 44 final of 3 February 2021, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex:52021DC0044>.

informed procedures to ensure consent and better training for healthcare professionals. The BPfA also calls for actions on SRHR, stressing the importance of the provision of financial and institutional support for research on safe, effective, affordable and acceptable methods and technologies for the reproductive and sexual health of women and men. It also emphasises the need to provide appropriate material, financial and logistical assistance to non-governmental organisations (NGOs) for young people, empowering them to address the concerns of young people in the area of health, including sexual and reproductive health.

In response to heightened public attention towards mental health, which has been amplified by the COVID-19 pandemic, in July 2022 the Parliament adopted a **resolution on mental health in the digital world of work** (European Parliament, 2022d). This addressed work-related mental health issues and gender inequalities. However, the resolution overlooked the mental health challenges faced by women during life events such as pregnancy and menopause (Alblooshi et al., 2023). In addition, in June 2023, the Commission adopted a **communication on a comprehensive approach to mental health** <sup>(38)</sup> urging Member States to implement a prevention-oriented approach, integrating mental health into EU policies as a public health priority. The communication adopts an intersectional perspective, focusing on vulnerable populations that may experience multiple forms of discrimination, such as lone mothers in poverty, people with disabilities, refugees and displaced people, young people and LGBTIQ people.

## 2.3.2. Key challenges and trends

### 2.3.2.1. Healthcare systems and technology can improve health outcomes by addressing embedded gender disparities more effectively

Advances in healthcare systems across the EU have improved living standards, reducing infectious diseases and leading to longer, healthier lives for all. Nonetheless, the Gender Equality Index shows slow progress in gender equality in health, with the shares of women and men who perceive their health as very good or good falling in two thirds of Member States (EIGE, 2024k). Many conditions sensitive to sex and gender lack sufficient research, funding and resources, including prioritisation.

On the positive side, new technologies such as e-health and AI provide new opportunities to further enhance healthcare and the detection of diseases (Box 10). However, they have also introduced certain challenges, including a lack of a gender equality perspective in digital health solutions. This may be due to the exclusion from the app design of women, particularly those with racial or ethnic minority backgrounds (Figueroa et al., 2021). For example, many fitness and health-tracking apps overlook the specific health needs of women, such as menstrual health (Cifor and Garcia, 2020). Similarly, AI can exacerbate gender, age and racial biases, leading to adverse health outcomes (Ulnicane, 2024). The current accountability framework also places the responsibility for AI-related errors on medical professionals (Park et al., 2020), adding pressure to a strained sector and potentially exacerbating stress and anxiety among its workforce of predominantly women.

<sup>(38)</sup> Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on a comprehensive approach to mental health, COM(2023) 298 final of 7 June 2023, [https://health.ec.europa.eu/document/download/cef45b6d-a871-44d5-9d62-3cecc47eda89\\_en?filename=com\\_2023\\_298\\_1\\_act\\_en.pdf](https://health.ec.europa.eu/document/download/cef45b6d-a871-44d5-9d62-3cecc47eda89_en?filename=com_2023_298_1_act_en.pdf).

**Box 10. Expanded use of AI improves the successful diagnosis rate for breast cancer**

In **Denmark**, Transpara, an AI tool designed to read mammograms, has been employed to enhance the efficiency of breast cancer screenings, reducing radiologists' workload by 63 %. A 2022 study indicated that the sensitivity of AI-based screenings was comparable to that of radiologists and that the AI-based approach outperformed the traditional double readings by radiologists, producing 2 % fewer false positives (Lauritzen et al., 2022).

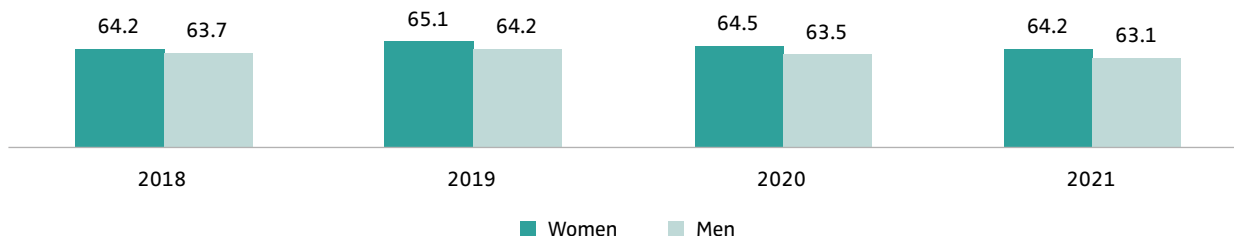
The rise of digitalisation, along with unhealthy lifestyles, pollution and climate change, is also creating new gendered health challenges (EXPH, 2019; Tong et al., 2022). Sedentary behaviours, driven by the prolonged use of digital devices and increased screen time, are contributing to rising rates of obesity, diabetes and cardiovascular diseases (Bailey et al., 2019). Poor dietary choices, influenced by the

widespread availability of processed foods, along with income and time poverty (see Section 2.1), further exacerbate these health issues (Silva et al., 2023), particularly for lone parents and caregivers, who are mostly women (Venn and Strazdins, 2017). Digitalisation has also introduced stressors that affect mental health. Hyper-connectivity and the pressure associated with social media can lead to anxiety, depression and other mental health disorders, which are more common among girls than boys (for more on this, see Section 2.12.2.2).

**2.3.2.2. The COVID-19 pandemic highlighted gender disparities in health, from infection rates to access to sexual and reproductive services**

The COVID-19 pandemic prompted gender disparities in healthy life years and longevity, contributing to an increase in the gender gap in life expectancy (Figure 11).

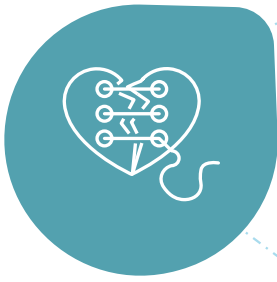
**Figure 11. Healthy life years, by sex (years, EU, 2018–2021)**



NB: There was a break in the time series for Luxembourg in 2020 and 2021.  
Source: Eurostat (hlth\_hlye).

Attempts to live up to hegemonic masculinity can negatively affect men's health and well-being in various ways, contributing to men's experience of a lower number of healthy life years. It can push men towards behaviours that damage their health (Berke et al., 2020). In 2019, 13 % of men in the EU consumed alcohol daily, compared with 4 % of women (Eurostat, 2021a). Furthermore, in 2019, 22 % of men in the EU were daily smokers of cigarettes, compared with 15 % of women (Eurostat, 2022b).

The COVID-19 pandemic contributed to a decline in healthy life years for both women and men. Its gender-specific effects illustrate a phenomenon known as the gender paradox in the pandemic's impact (Bambra et al., 2021). While men's life expectancies have shortened and they experienced higher mortality rates during the COVID-19 pandemic, infection rates were higher among women, due to their predominant roles in frontline healthcare, where they constitute 76 % of the workforce in the EU (EIGE, 2023b).



**The gender paradox in health** reveals a significant disparity: while women generally live longer than men, they often spend fewer of those years in good health. This paradox is attributed to a mix of biological factors, like hormones that may protect women from chronic diseases, behavioural patterns and social determinants of health. Studies show that, in Europe, the health disparities between women and men are also influenced by societal gender norms.

Source: Summary by the authors based on Doyal (1995) and Bird and Rieker (2012).

In addition, the pandemic disrupted women's access to sexual and reproductive health services, including contraception and abortion (van Benschoten et al., 2022). It also exacerbated intimate partner violence, with the number of cases reported rising significantly during lockdowns (for more, see Section 2.4.2.2).

### 2.3.2.3. The pandemic exposed significant gender disparities in mental health impacts, with evidence showing the need to address stigma affecting women and men

Lockdowns across many Member States severely disrupted work–life balance, resulting in the loss of income and jobs, increased care responsibilities and heightened mental strain (EIGE, 2022g). Mothers more than fathers faced increased parental stress and burnout during the COVID-19 pandemic (Johnson et al., 2021). While women more than men generally were more likely to experience sadness and depression, job loss was associated with depression deterioration only for men (Paccagnella and Pongiglione, 2022). More broadly, the 2023 Flash Eurobarometer on mental health found that men generally felt calmer and less tired than women, who often juggle work and family responsibilities. It also showed that women's mental health was more affected by global events than men's (including the COVID-19 pandemic, the Russian war of aggression against Ukraine, the climate crisis and the food and energy crisis) and there was a greater impact of social media on young women than on young men (European Commission, 2023l).

While women and men experience emotions to the same extent, women tend to be more aware of them and engage in more varied emotional regulation strategies, including receiving diagnoses and treatment for depression (Swetlitz, 2021). In contrast, although men also experience mental health challenges, they are less likely to seek help due to gender norms and traditional notions of masculinity that discourage being perceived as vulnerable and seeking psychological support (Gough and Novikova, 2020). The stigma that delays or prevents them from accessing necessary mental health services (Baker et al., 2020; Croft et al., 2021) is one of the contributing factors to the fact that men are four times more likely than women to die by suicide (Eurostat, 2023c). This stigma has a particularly detrimental impact on men who experience socioeconomic challenges and discrimination, including gay, bisexual and trans men, men with refugee status, men with migrant backgrounds and those belonging to ethnic minorities, and men who are homeless or in prison (Baker et al., 2020). Disproportionate stress and social pressures due to having a non-normative sexual orientation can increase the risk of substance use and health risk behaviours, including of contracting sexually transmitted diseases (Lu et al., 2019).

Public awareness of mental health grew during the pandemic, sparking greater media attention and efforts to reduce stigma (Mitchell et al., 2023), although challenges remain. For example, the digitalisation of mental health services has created accessibility challenges for vulnerable groups that lack internet access or digital skills, such as homeless individuals, older people, people with limited language skills and

people living in rural or remote areas (EAPN, 2022; Haimi, 2023).

#### 2.3.2.4. The gender equality gap in the healthcare sector affects both patients and workers

Most Member States are experiencing severe shortages of healthcare workers (WHO, 2022c). The current number of care workers and their job conditions do not match the trend of expanding and evolving care demands in the context of an ageing population and the changing nature of families (EIGE, 2023a; ILO, 2018). As the World Health Organization (WHO) highlights, the crisis in the healthcare workforce is a crisis of both healthcare and gender equality (Kluge and Azzopardi-Muscat, 2023).

Gender inequalities in unpaid care work and its undervaluation translate into gender disparities at work, particularly in the care sector (ILO, 2018). Although women constitute 76 % of the health workforce in Europe (EIGE, 2023b), they face a 24 % pay gap (WHO, 2022d) and worse working conditions and higher rates of workplace violence and sexual harassment than men, and occupy fewer leadership positions than men (Kuhlmann et al., 2023).

Access to healthcare is especially limited in rural areas, where older women and men face compounded inequalities due to age and limited healthcare access (Carson et al., 2024). Regional disparities across the EU worsen this issue, as shortages of family doctors and public infrastructure leave those living in poverty – particularly women and older people – with long waiting lists and inaccessible private facilities. This situation is further aggravated by the greater number of private hospitals than public hospitals, which exacerbates regional and socioeconomic disparities (EAPN, 2022), with women slightly more likely than men to report cost, waiting list or distance as reasons for their needs remaining unmet (Eurostat, 2024s).

To address care deficits in the Global North, women from the Global South are moving to provide essential services – a phenomenon

known as the 'global care chain' (Donato and Gabaccia, 2015; Gammage, 2021). This trend reflects a growing demand for labour in the care economy, where migrant women dominate the workforce (Ogawa R., 2024). However, this dynamic intensifies care deficits in the Global South and poses challenges for migrant women, such as family separation and adverse mental health impacts (WHO, 2017). Moreover, migrant women working in these sectors are often employed in low-paid and highly exploitative roles with limited access to support services, a situation worsened by the COVID-19 pandemic (ILO, 2021b).

#### 2.3.2.5. Improving working conditions in the healthcare sector includes tackling the violence disproportionately faced by healthcare workers and caregivers

Healthcare professionals, predominantly women, face a high risk of workplace violence from both colleagues and patients, with 23 % of EU healthcare workers experiencing negative behaviours, including violence, in 2021 (European Policy Centre, 2023). Women nurses are twice as likely to be subjected to such violence as other professional groups (European Nursing Research Foundation, 2022). In addition, nurses from migrant and ethnic minority backgrounds often face discrimination and prejudice from patients and colleagues, leading to biased attitudes, unfair treatment and unequal professional opportunities (Antón-Solanas et al., 2022). The COVID-19 pandemic intensified these issues, resulting in increased verbal and physical abuse, although the severity of this is often under-reported (European Policy Centre, 2023). This violence significantly affects the physical and mental health of healthcare workers, the majority of whom are women (EIGE, 2021a).

Additionally, informal caregivers, predominantly women, report poorer physical health, including higher risks of chronic conditions such as hypertension, cardiovascular disease (Zajdel et al., 2023) and mental health issues, including depression and anxiety (Petriani et al., 2019). High levels of caregiver stress and burnout can

diminish care quality, leading to neglect and poor health outcomes for recipients (Bom et al., 2018). ICT-based solutions can alleviate caregiver burden (Madara Marasinghe, 2016). For instance, digital tools provide crucial support for caregivers of patients with Alzheimer's disease, aiding in disease understanding and crisis management (Martínez-Alcalá et al., 2016). In addition, these technologies enable caregivers to monitor the health status of frail individuals through features such as activity tracking and assessing the risk of falls (Medrano-Gil et al., 2018).

### 2.3.2.6. An ageing population reveals heightened vulnerabilities for older women, particularly with regard to abuse in long-term care settings

The population of the EU aged 15 to 64 is expected to decline (Eurostat, 2023d), while the older population is expected to grow substantially. By 2100, centenarian women are expected to outnumber centenarian men by three to one (Eurostat, 2023d). This demographic shift will intensify pressure on welfare and health systems, given the growing demand for care and supporting technologies.

'Gendered ageism' describes the intersection between age and gender discrimination, with older women facing unique challenges due to the combined effects of both. These challenges are particularly pronounced in settings such as nursing homes and long-term care facilities, where older women are at an increased risk of violence, from both caregivers and healthcare professionals. This includes coercive and controlling behaviours such as withholding medications, assistive devices or essential aspects of care, in addition to neglect and financial abuse<sup>(39)</sup> (WHO et al., 2024). Despite the severe impact of such abuse, it remains largely under-reported in global and national data.

<sup>(39)</sup> Definitions of economic and financial abuse are often ambiguous and vary between studies. For instance, some survey instruments on violence against older people focus on the theft of money and possessions, while others focus on coercion or impersonation that results in the surrender of rights or property or the signing/changing of a legal document, enabling the perpetrator to obtain property or services.

### 2.3.2.7. Women are particularly vulnerable to cardiovascular diseases and antimicrobial resistance due to biological, socioeconomic and environmental factors

Cardiovascular disease is a leading cause of death among women. It is worsened by climate change, which increases cardiovascular risks as a result of rising temperatures and air pollution (Smith et al., 2014; WHO, 2024). Women face heightened vulnerability due to socioeconomic disparities, caregiving stress and gender-specific health factors (WHO Regional Office for Europe, 2020). For example, reproductive health conditions, such as early or late menarche, polycystic ovary syndrome and complications during pregnancy, constitute unique cardiovascular risks for women (O'Kelly et al., 2022).

While cardiovascular disease mortality rates have declined, they have decreased more slowly for women (Andrade et al., 2023). Cardiovascular disease in women remains underdiagnosed and undertreated (Vogel et al., 2021). Women often present with atypical symptoms such as nausea, back and neck pain, or fatigue, which are frequently misattributed to non-cardiac causes – unlike men, whose chest pain is more readily recognised as indicative of cardiac issues (Haider et al., 2020). This disparity in diagnosis and treatment can be attributed not only to biological differences but also to the influence of gender stereotypes and insufficient knowledge among healthcare providers regarding gender-specific presentations of cardiovascular disease (Al Hamid et al., 2024).

Antimicrobial resistance is also a gendered health risk. Women's medical treatments for childbirth, abortion and urinary tract infections expose them to drug-resistant pathogens (Ny et al., 2019). Moreover, since more women than men work in health, education and welfare, they are more exposed to infectious agents

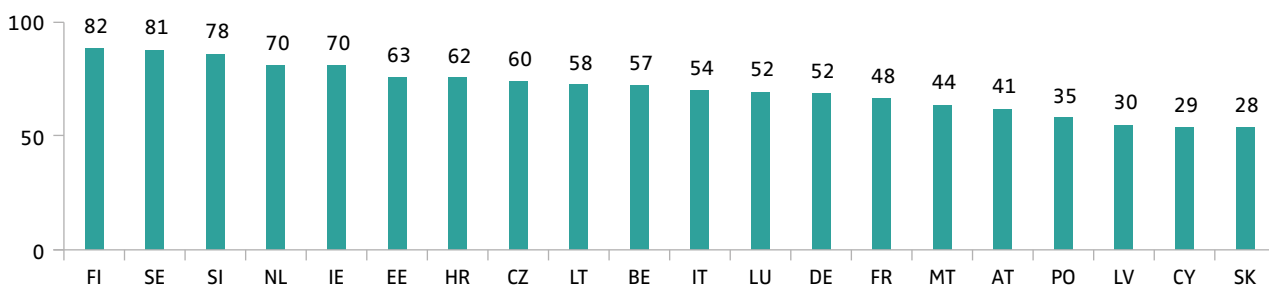
than men (Lewandowski et al., 2021; WHO, 2007).

### 2.3.2.8. Despite the effectiveness of early detection in reducing breast cancer mortality, screening rates vary significantly between EU countries

In 2022, 374 800 women and 4 400 men were estimated to have been diagnosed with breast cancer in the EU. In the same year, 95 800 women and 1 200 men were estimated to have

died from it. Half of new breast cancer cases in women occurred in those aged 45–69, while, among new breast cancer cases in men, half occurred in those aged 70 years or more (European Commission, 2023b). Early detection through screening can significantly reduce mortality; however, screening rates vary significantly between EU countries (Figure 12), revealing disparities in access to life-saving services for women. To address these disparities, Box 11 highlights recent efforts in Poland to expand prevention screening programmes.

**Figure 12. Breast cancer screening rates among women, by country (% of population aged 50–69 years, 2022)**



NB: Programme-based data. The rate shown is the proportion of women aged 50–69 years who received a mammogram within the preceding two years (or according to the specific screening frequency recommended in each country). This is shown as a proportion of women eligible for an organised screening programme. Data are not available for Bulgaria, Denmark, Greece, Spain, Hungary, Portugal and Romania. Data for Germany and Finland are estimated. Data for France and Luxembourg are provisional. Definitions differ for Slovakia and Sweden. Definitions differ and data are provisional for Ireland. There is a break in the time series and definitions differ for Malta.

Source: Eurostat (hlth\_ps\_prev).

#### Box 11. Expanding prevention screening programmes in Poland

In 2023, **Poland's** Ministry of Health expanded breast and cervical cancer screening programmes to include women aged 45–74, broadening the previous range of 50–69. Free cytology screenings, previously limited to women aged 25–59, were extended to include those aged 25–64 (Ministry of Health of Poland, 2023a). In addition, the human papillomavirus vaccine was made available for free to all children aged 9–18 (Ministry of Health of Poland, 2023b).

### 2.3.2.9. The troubling prevalence of gynaecological and obstetric violence across the EU highlights the urgent need for a unified definition and improved data collection



Despite the lack of a universally accepted definition, **gynaecological and obstetric violence** refers to various forms of mistreatment experienced during obstetric and gynaecological care. This includes psychological, physical and sexual abuse, such as humiliation, a lack of privacy, coercion and non-consensual medical procedures, verbal abuse, forced medical actions such as sterilisation and abortion without consent, and unnecessary procedures, including certain labour inductions and caesarean sections. It also involves the refusal or delay of essential care, such as pain management, and of abortion services and the denial of a birth companion.

Source: European Parliament (2024f).

There is a lack of high-quality EU-wide data on these specific forms of violence, highlighting the need for improved data collection to fully understand these phenomena. Existing studies reveal worrying trends at the Member State level. A 2021 survey in Belgium revealed widespread obstetric violence, with consent absent in 49 % of medical procedures and 40 % of women reporting that they had experienced obstetric violence (Guiot and Cosentino, 2024). In Portugal, 62 % of women report that their consent was not sought for the use of instruments during childbirth (Costa et al., 2022). In Finland, 38 % of women describe having undergone violent or painful procedures during childbirth (Immonen et al., 2019). In Germany, between 20 % and 33 % of women have experienced verbal abuse in obstetric settings (Beck-Hiestermann et al., 2023). In Spain, around 35 % of women encountered sarcastic or discrediting remarks (Mena-Tudela et al., 2020). CSOs can play an important role in addressing these issues by raising awareness, advocating for change and supporting women who experience mistreatment, as shown in [Box 12](#).

These findings not only highlight the need for better data but also underline broader gender disparities in sexual and reproductive healthcare – see also Section 2.9. WHO has emphasised that the development of

contraceptives for men is crucial for achieving gender equality and advocating for family planning as a shared responsibility (WHO, 2022b). At present, the only effective contraceptive methods readily available for men are condoms and vasectomy, highlighting the need for the development of safer and less invasive contraceptives for men (Sitruk-Ware and Wang, 2024). Another example is universal vaccination against human papillomavirus to prevent genital cancer and warts. Vaccination of both girls and boys, as promoted through Europe’s beating cancer plan, would provide greater levels of protection for all and would free women and girls from having sole responsibility for preventing a human papillomavirus infection and from stigma (European Cancer Organisation, 2020).

#### Box 12. Advocacy and legal support against obstetric violence in Belgium and Italy

In **Belgium**, significant policy developments have been observed, with obstetric and gynaecological violence included in several key strategic documents at both the federal and the regional levels (European Parliament, 2024c). For example, the [Belgian national action plan to fight gender-based violence](#)

[\(2021–2025\)](#) acknowledges the existence of this form of violence and emphasises its prevention, despite it not being covered under the Istanbul Convention.

In **Italy**, advocacy efforts and legal cases have raised awareness of obstetric violence, prompting discussions among both medical professionals and policymakers. CSOs such as Osservatorio sulla Violenza Ostetrica (Ovoitalia) and activists have supported women who have experienced mistreatment during childbirth, advocating for policy changes and promoting the adoption of guidelines to prevent and address obstetric violence (Ovoitalia, n.d.).

### 2.3.2.10. The intersection between gender and migration status creates unique challenges in terms of women's access to healthcare, especially those in irregular situations

Asylum seekers, refugees and undocumented migrants in the EU face numerous barriers to accessing healthcare, including limited social protections, language and administrative challenges, the fear of deportation, and discriminatory sexist or racist practices (O'Donnell, 2018; Sawadogo et al., 2023). While these obstacles have an impact on both migrant women and men, migrant women – particularly those in irregular situations – face unique challenges due to the intersection of gender and migrant status, which amplifies their marginalisation and vulnerability. These challenges make it harder for migrant women to access care for chronic illness, disability, long-term health needs and SRHR services (European Network of Migrant Women, 2023). Many lack access to maternity and non-emergency healthcare, often forcing them to

work until late in their pregnancy or to return to work prematurely, with serious consequences for both their health and the health of their children (Fair et al., 2020; ILO, 2021a). The digitalisation of healthcare further complicates access, as it requires strong digital skills, language proficiency and at least basic administrative and legal knowledge (Buchert et al., 2023).

Since the outset of the Russian war of aggression against Ukraine, more than 8 million people, mostly women and children, have become displaced across the EU. While the TPD grants women and girls access to essential SRHR services, significant gaps remain in emergency contraception, safe abortion and psychological support (EIGE, 2024o). Practical and financial barriers further limit access. These include high costs, language issues and restrictive national legislation, such as requirements for prescriptions, parental consent and age limits. Overall, only half of the 26 Member States surveyed provide free sexual health and reproductive services for such individuals (EIGE, 2024o). Referral mechanisms for victims of conflict-related sexual violence are poorly coordinated, leaving rape crisis centres, NGOs and women's rights organisations to bridge critical gaps in SRHR services (for more on this, see Section [2.5.2.4](#)).

### 2.3.2.11. A gender-responsive approach, including an intersectional perspective, is essential for equitably advancing medical knowledge and practice

An intersectional approach to understanding treatment response and health outcomes for women and men in all their diversity is still lacking (Gross et al., 2022; Subramaniapillai et al., 2024). For example, a review of 75 clinical trials on COVID-19 vaccines found that only

24 % of them disaggregated outcomes by sex and just 13 % considered implications separately for both women and men (Heidari et al., 2021). This is despite the documented sex differences in vaccine side effects and gendered patterns of vaccine hesitancy (Brady et al., 2021). Failing to incorporate sex and gender into biomedical research leads to significant societal and financial costs. Although estimates of economic costs are rare, women account for over 66 % of deaths attributable to adverse drug reactions in the EU, leading to an estimated annual cost of EUR 52 billion (Care4everyBody, n.d.).

## 2.4. Violence against women (area D)

Under the BPfA, all Member States have committed to preventing and eradicating violence against women. This commitment is based on three strategic objectives: developing

and implementing integrated measures to prevent and eliminate violence against women, enhancing data collection and research on violence against women, and combating the trafficking of women and providing support to victims.

Since 2002, 10 EU indicators have tracked progress towards these objectives (EIGE, n.d.-b), focusing on the profiles of women victims and men perpetrators of domestic violence, workplace sexual harassment, support services and state measures. These indicators have significant shortcomings. In terms of conceptualisation, the current indicators assess domestic violence rather than intimate partner violence, while other forms of violence against women are not addressed. Furthermore, the scarcity of comparable data across the EU complicates the measurement of progress (EIGE, 2020c), although the recent EU-wide gender-based violence survey, which collected data from 2020 to 2024, sheds an important light on violence prevalence (EIGE, 2024d).

### Area D (violence against women) alignment with SDGs

**5.2** Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation



For the BPfA + 30 review, the thematic focus and priority topics of area D include:



Combating femicide, sexual violence and intimate partner violence



Adopting a uniform approach to cyber violence



Harmonising definitions and strengthening data collection



Tackling female genital mutilation and human trafficking

Recent crises have intensified the challenges involved in combating violence against women. The COVID-19 pandemic led to increased intimate partner violence and exposed gaps in support for vulnerable groups. The digital

transformation has fuelled cyberviolence (EIGE, 2022c), and climate change and the Russian war of aggression against Ukraine have increased the risks of trafficking and gender-based violence (Cimino and Degani, 2023; UNDP, 2020).

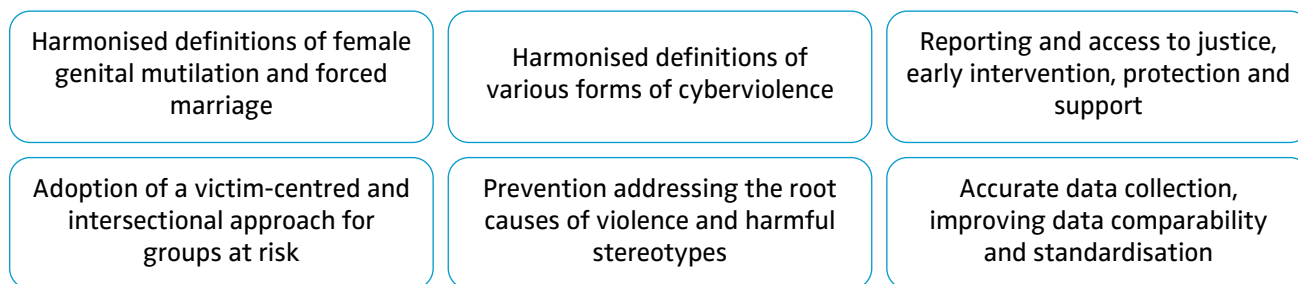
Rising reports of sexual violence highlight the need for stronger prevention and response measures, but conflicting definitions of rape lead to inaction (European Parliament, 2025). This section underlines the urgent priorities and future actions needed to effectively combat violence against women in the EU.

### 2.4.1. EU policy developments

Since 2019, the EU has undertaken significant legal and policy developments to address violence against women, beginning with the **EU gender equality strategy for 2020–2025**. This outlines a firm commitment to ending violence against women (European Commission, 2020d). In June 2023, the EU's accession to the **Istanbul**

**Convention** marked a major step forwards in establishing a comprehensive legal framework to eliminate violence against women (Council of Europe, 2023b). Further solidifying these efforts, the adoption of the new **directive to combat violence against women and domestic violence** in May 2024 represented another critical milestone (Directive (EU) 2024/1385). The directive introduced the first-ever EU rules to prevent and combat violence against women and domestic violence. It establishes minimum rules concerning the definition of criminal offences and penalties in the areas of sexual exploitation of women and children, cyberviolence and the rights of victims. It also sets out provisions relating to early intervention, prevention and the protection of victims ([Figure 13](#)).

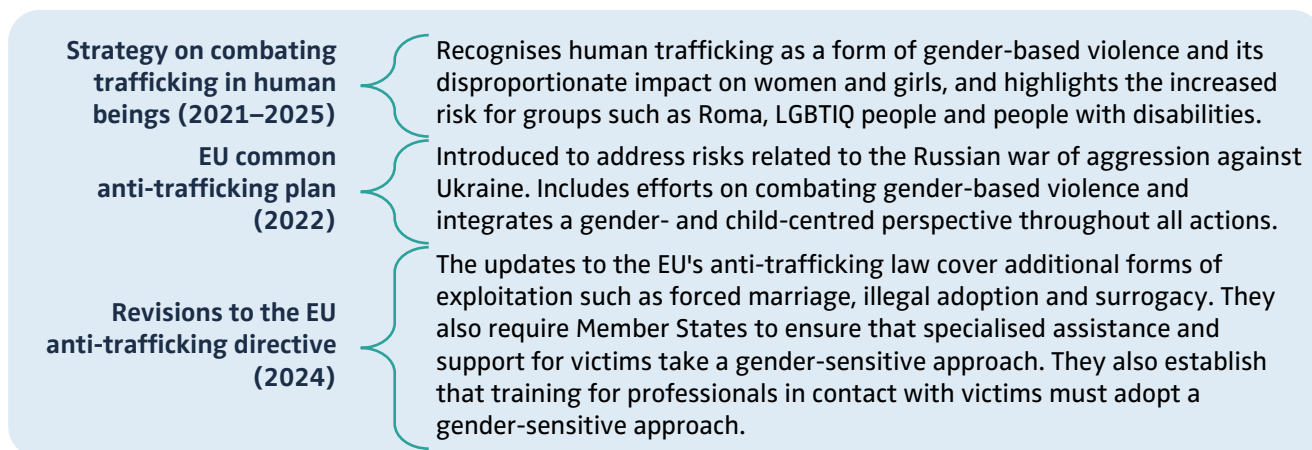
**Figure 13. Main provisions of the directive on combating violence against women and domestic violence**



Source: Summary by the authors based on Directive (EU) 2024/1385.

In June 2020, the European Commission introduced the **EU strategy on victims' rights (2020–2025)** to enhance support and protection for victims of crime, in particular women disproportionately affected by domestic violence, sexual assault and trafficking (European Commission, 2020d). The strategy calls for tailored support and prevention that focuses on challenging harmful attitudes and behaviours that perpetuate violence against women. The EU has also launched comprehensive measures to combat human trafficking ([Figure 14](#)).

**Figure 14. Overview of the EU legal and policy framework to tackle human trafficking**



Source: Summary by the authors based on Directive (EU) 2024/1712 and European Commission (2021j, 2022b, 2024f).

In 2023, the Commission proposed amendments to the **victims' rights directive** to improve victims' access to information, support services and legal protection, with the aim of ensuring a more victim-centred justice system. While these amendments acknowledge the specific vulnerabilities of children and women victims of violence, they neglect other disadvantaged groups, such as LGBTIQ people and women from ethnic minorities. The revisions to the **anti-trafficking directive** also aim to improve victim identification and access to justice, including addressing the specific needs of children (Directive (EU) 2024/1712; OSCE, 2021). However, the potential for overlooking or misidentifying victims who do not conform with typical trafficking victim stereotypes, including men and boys, remains unaddressed (Directive (EU) 2024/1712; OSCE, 2021).

## 2.4.2. Key challenges and trends

### 2.4.2.1. Recognising femicide as a distinct criminal offence is vital to effectively tackling this gender-based crime

Femicide is the most extreme form of violence against women. Official reports from 17

Member States reveal that 788 women were killed by their intimate partner or a family member in 2022 (Eurostat, 2024l).

Comprehensive data and qualitative insights on this issue remain limited across the EU. The available data may underestimate the scope of this issue by overlooking orphaned children, bereaved parents and the siblings of murdered women as direct victims (EIGE, 2023g).

At the EU level, there is a lack of consensus on a standardised definition, which often leads to femicide being classified under general homicide and obscuring its true prevalence (EIGE, 2023g, 2023p). Defining femicide as 'the killing of a woman or girl because of her gender' (EIGE, 2023p) is critical to understanding its unique root causes (which are linked to gender discrimination and power imbalances) and to fostering effective investigations and preventive measures (UN Women, 2020b). Spain became the first Member State to systematically count and record different types of femicide in 2021, setting a precedent for comprehensive data collection to better grasp the scope and severity of femicide (Ministerio de Igualdad, Gobierno de España, 2021). [Box 13](#) sets out similar developments in Malta, Cyprus, Belgium and Croatia.

**Box 13. Recognition of femicide as a distinct crime in Malta, Cyprus, Belgium and Croatia**

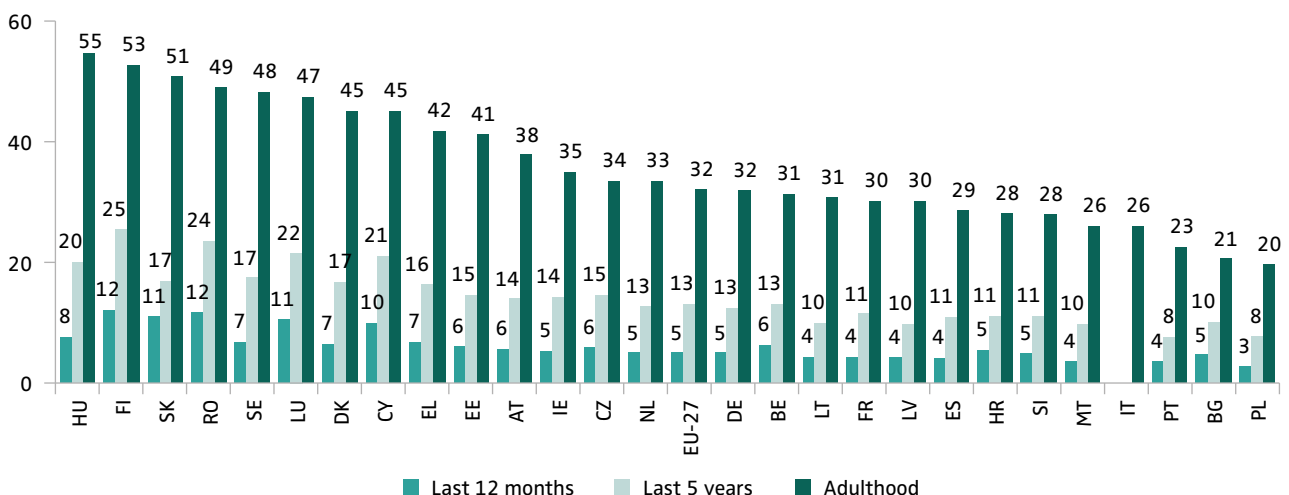
- In June 2022, **Malta** officially recognised femicide as a distinct criminal offence, following unanimous approval by parliament (Ministry for Equality, Research and Innovation and Ministry for Justice and Governance, 2022).
- In July 2022, **Cyprus** passed a new law making femicide a separate crime punishable by a potential lifetime jail sentence (CYLAW, 2022).
- In July 2023, **Belgium** introduced significant legislation aimed at addressing femicide and gender-related killings. The law distinguishes between intimate femicide, non-intimate femicide and indirect femicide <sup>(40)</sup>.
- In March 2024, **Croatia's** parliament approved a bill to make femicide a specific criminal offence. The new legislation imposes stringent sentences, ranging from 10 to 40 years for perpetrators of violence against women (Ministarstvo pravosuda, uprave i digitalne transformacije, 2024).

**2.4.2.2. The prevalence of intimate partner violence against women demands urgent action to enhance targeted measures across the EU**

Intimate partner violence is the most common form of violence against women. It encompasses any act of physical, sexual, psychological or economic violence occurring

between former or current spouses or partners, regardless of whether the perpetrator shares or shared the same residence as the victim (EIGE, 2025d). According to the EU Gender-based Violence Survey (2021 wave), around one third (32 %) of women in the EU have experienced violence by an intimate partner during their adulthood (Figure 15 gives a breakdown by Member State).

**Figure 15. Ever-partnered women aged 18–74 years who have experienced violence by an intimate partner, by occurrence of last episode and country (% , 2021–2024)**



NB: The reliability of the data for the last 12 months in Ireland is low. For Italy, definitions differ and data from the last 12 months and the last 5 years are not available. The data for the EU-27 are estimates and do not include Italy. Source: Data collection for the EU Gender-based Violence Survey (2021 wave), coordinated by Eurostat, FRA and EIGE; Eurostat (gbv\_ipv\_occ).

<sup>(40)</sup> Loi sur la prévention et la lutte contre les femicides [https://www.ejustice.just.fgov.be/mopdf/2023/08/31\\_1.pdf#Page8](https://www.ejustice.just.fgov.be/mopdf/2023/08/31_1.pdf#Page8).

Women aged 18–29 years are more likely to report intimate partner violence than any other age group (Eurostat, 2024c). This increased reporting among younger women is likely to reflect a greater awareness of their rights (Cho et al., 2015) and may be influenced by improved access to support services, changing societal attitudes and relationship dynamics (Pathak et al., 2019). [Box 14](#) gives some examples of measures taken by Latvia, Lithuania and Portugal to strengthen their legal frameworks on domestic violence.

#### Box 14. Strengthening legal measures against domestic violence

- In July 2023, **Latvia** revised its police legislation to enable police officers to separate individuals who pose a threat to a victim without requiring the victim to file a written application (Law Library of Congress, 2023).
- **Lithuania's** new law on protection against domestic violence, effective from 1 July 2023, promotes collaboration between national and local authorities, including the police, support centres, child protection services, hospitals and municipal representatives. This initiative is designed to bolster the effectiveness of a new emergency barring order. [The Ministry of Social Security and Labour of the Republic of Lithuania](#) provides more information, aiming to increase awareness of the new measures.
- In January 2023, a law was approved in **Portugal** to enable spouses to avoid the previously mandatory conciliation/mediation phase in the divorce procedure when one of them is suspected or convicted of domestic violence offences (CIG, 2023).

Although not always the case, violence against women is predominantly perpetrated by men (Flood, 2022; FRA, 2014). Harmful stereotypes about masculinity that are passed on to men and boys teach them to respond to conflict with violence, to compete and to dominate their

partners and others (MenEngage Alliance, 2018). Both the Istanbul Convention and the EU directive on combating violence against women and domestic violence establish the importance of working with perpetrators and fighting gender stereotypes and gender roles. This can be done through comprehensive sexuality education and educational programmes that promote critical reflection on gender roles, violence and relationships between men and women (Fleming et al., 2015; MenEngage Alliance, 2018). Evidence suggests that men may overestimate how comfortable other men are around sexist behaviours, which may lead them to refrain from speaking up owing to fear of other people's reactions, particularly in contexts dominated by men (Flood, 2022). Encouraging men to speak up and increase their knowledge of and skills in how to intervene could be an effective way to challenge discriminatory gender norms (MenEngage Alliance, 2018).

The COVID-19 pandemic worsened intimate partner violence in the EU due to new stressors such as infection risks, financial constraints and increased isolation (McNeil et al., 2023). In particular, this affected trans women, women with disabilities and migrant women (EIGE, 2021b). Despite improvements, the availability of support services such as helplines and shelters (WAVE, 2023) remains insufficient (see Table A6, in [Annex 4](#)). During the COVID-19 pandemic, only a few Member States (ES, HR and PT) included measures addressing violence against women in their RRP (EIGE, 2023f). [Box 15](#) gives examples of some Member States' efforts to tackle intimate partner violence during the COVID-19 pandemic.

Even before the crisis, resources were already limited, and the pandemic further diverted funding towards crisis management (EIGE, 2021c). As a result, support services faced heightened challenges, with insufficient funding and a lack of government guidance limiting their ability to provide adequate services to victims (EIGE, 2021c). In line with the directive on combating violence against women, EIGE will collaborate with relevant stakeholders to support Member States in

mapping the availability of these services in the coming years.

### Box 15. Examples of efforts to tackle intimate partner violence in Member States during the COVID-19 pandemic

- In **Bulgaria**, the SHE project aims to combat domestic violence against women by creating and implementing a training programme for human resources specialists in public administration. This initiative responded to the increased need for workplace-based support during COVID-19 lockdowns, aiming to empower professionals to identify, assist and refer victims effectively (Institute of Public Administration, 2021).
- In **Ireland**, a national interagency plan was implemented to address domestic abuse as part of the country's COVID-19 response. The judicial services maintained the provision of services by giving priority to domestic violence cases (EIGE, 2021d).
- In **Spain**, the government introduced the code word 'mascarilla 19' as a discreet communication method for victims of gender-based violence to seek assistance during the lockdown. This collaborative effort involved healthcare workers, police and service providers. Similar strategies have been adopted by other countries (EIGE, 2021d).
- In **Slovenia**, the police initiated awareness-raising efforts to empower victims to report violence and assure them that support remained accessible despite the pandemic (EIGE, 2021d).

### 2.4.2.3. The increased rate of sexual violence and harassment in the EU underlines the urgent need for improved prevention and response strategies

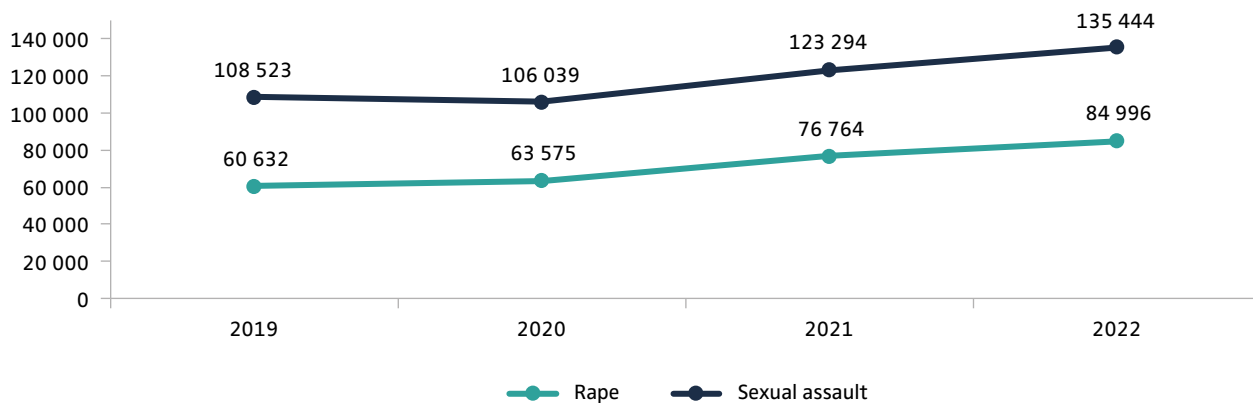
The definition of rape in legal systems remains contentious. Human rights and women's organisations advocate for a consent-based definition, arguing that the force-based approach contributes to under-reporting and inadequate prosecution (EWL, 2023; Human Rights Watch, 2023b). It excludes behaviours that undermine a victim's autonomy and lead to unwanted sexual acts (Dowds, 2020; Schneider, 2020). However, proving consent is challenging and often shifts the focus to the victim's actions instead of it being on the perpetrator's behaviour (Dowds, 2020; Schneider, 2020). Intense debates over the adoption of an EU-wide consent-based definition of rape led to its omission from the directive on combating violence against women (Peseckyte, 2023). However, the directive sets out measures relating to awareness-raising campaigns or programmes, the making available and distribution of consent education material, and the wide dissemination of information on measures of rape prevention. A consent-based definition of rape applies in those Member States that have acceded to the Istanbul Convention.

Despite critical under-reporting issues, recorded offences related to sexual assault and rape increased markedly between 2019 and 2022 (Figure 16). In 2022, there was a 25 % increase in documented cases of sexual assault against women in the EU, and reported cases of rape surged by 40 % compared with 2019. Women also remain disproportionately vulnerable to sexual harassment in the workplace. Available data reveal that around one in three women (31 %) who have ever worked have experienced sexual harassment in the workplace in their adulthood in the EU (Figure 17 sets out the situation per Member State). In the youngest age group (18–29 years), two in five women (42 %) have experienced sexual harassment at work (EIGE, 2024d).

Increased reports of violence may reflect different trends. On the positive side, it may reflect greater awareness and willingness among victims to speak out, influenced by movements such as #MeToo (see also

[Section 2.10.2.4](#)). On the negative side, it may also point to increasing violence rates. Regular data collection is key to better understanding, identifying and responding to negative developments.

**Figure 16. Total number of recorded offences of rape and sexual assault (EU, 2019–2022)**



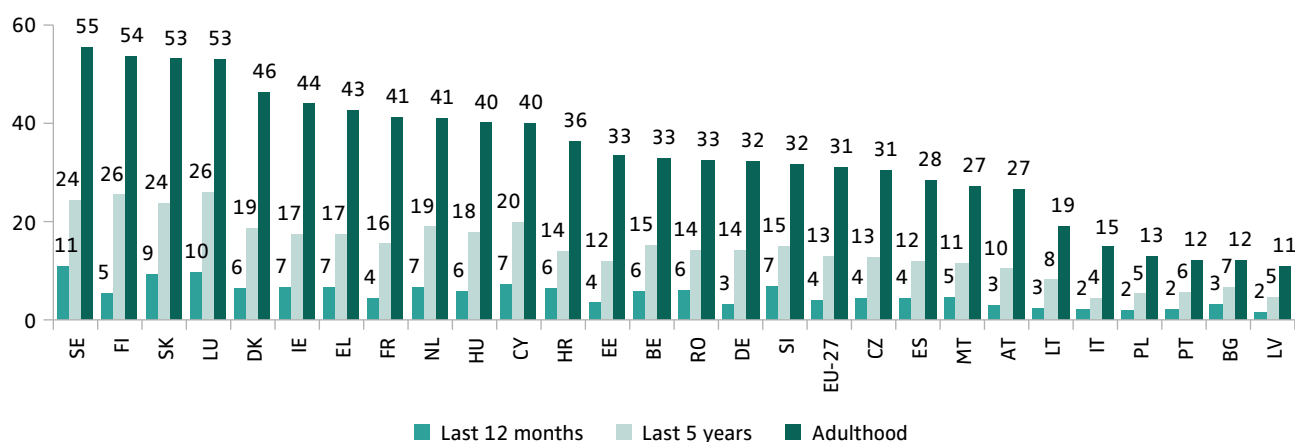
NB: Data for rape are not available for Italy (2019–2022); data for sexual assault are not available for Italy, Luxembourg or Hungary (2019–2022).

Source: Eurostat (crim\_off\_cat).

Improving confidence in the judicial system is crucial to countering under-reporting and to granting victims the right to a fair trial, as outlined in Article 47 of the EU Charter of Fundamental Rights. Women continue to report lower levels of confidence in the judicial system than men, and their representation across

judicial roles is highly varied. Women remain under-represented in law enforcement, constituting 30 % of prison staff and 20 % of police officers, compared with 28 % and 18 %, respectively, in 2019 (Eurostat, 2024b). By 2022, women made up 64 % of judges, up from 57 % in 2019.

**Figure 17. Percentage of ever-working women aged 18–74 years who have experienced sexual harassment at work, by occurrence of last episode and country (% , 2021–2024)**



NB: Definitions differ in Italy and the EU-27 figures are estimates.

Source: Data collection for the EU Gender-based Violence Survey (2021 wave), coordinated by Eurostat, FRA and EIGE; Eurostat (gbv\_shw\_occ).

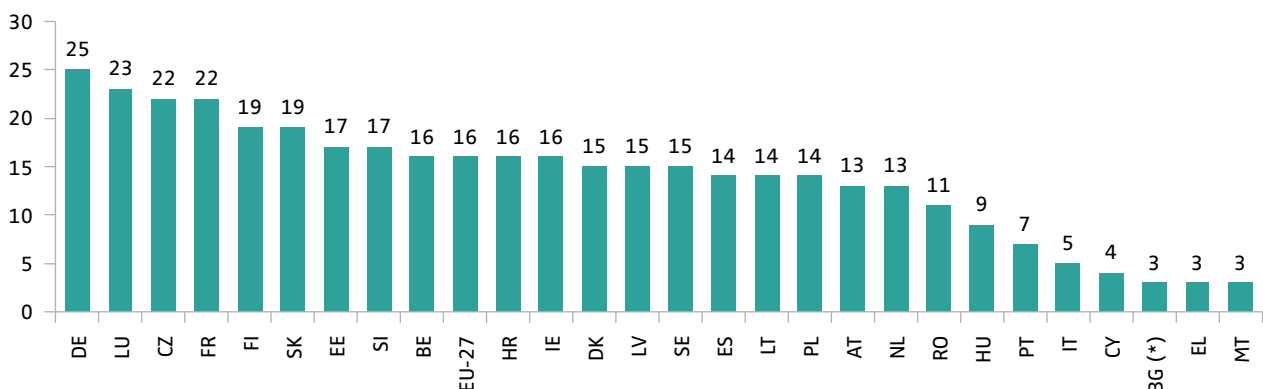
#### 2.4.2.4. Adopting a unified approach to cyberviolence and enhancing digital safeguards are key to addressing online risks that particularly affect younger women

Cyberviolence against women and girls is rooted in power imbalances and is a growing concern in the digital age, driven by the increased use of digital technologies and amplified by the exponential growth of user online presence (EIGE, 2025b). Women face disproportionate dangers online, such as cyberstalking, harassment, doxing<sup>(41)</sup> and the non-consensual sharing of intimate images (Hofstetter and Pourmalek, 2023; Park et al., 2023). Generative AI applications, automation and generative algorithms greatly exacerbate cyberviolence, as they extend the reach of perpetrators, enabling them to commit violent acts, such as automated harassment, image-based sexual abuse or online discrimination, at a distance (EIGE, 2025b). The ensuing consequences are vast, including harm to physical and mental health, reduced online participation, and negative impacts on the victim’s relationships, employment and

economic situation (EIGE, 2022d; Park et al., 2023).

The 2020 FRA Fundamental Rights Survey found that more than 13 % of women across the EU have experienced cyber harassment in the past five years. This share rises to 25 % among young women (aged 16–29) (FRA, 2020). Different age groups experience varying forms of cyberviolence, with cyberbullying and image abuse mostly affecting girls and younger women and cyber harassment and identity theft affecting older women (EIGE, 2022c). Reporting and responses vary between Member States due to factors such as awareness, cultural attitudes and legal frameworks (FRA, 2020) (Figure 18). Lesbian, bisexual and transgender women, women from racial minorities and women from different religious groups experience high levels of cyberviolence due to the multiplicative effects of discrimination, violence and hate crimes (Lomba et al., 2021). These groups may also experience higher mental health impacts from cyberviolence due to this multiplicative effect (Lomba et al., 2021).

**Figure 18. Percentage of women aged 16–29 years reporting experiences of cyber harassment in the past 12 months, by country (% of the population, 2020)**



(\*) The survey conducted in Bulgaria involved a small sample size.

NB: The survey asked about the following acts of cyber harassment: incidents in which somebody (1) sent you emails or text messages that were offensive or threatening and (2) posted offensive or threatening material about you on the internet (e.g. on YouTube, Facebook, Instagram, Pinterest, Snapchat, LinkedIn, Twitter or WhatsApp).

Source: FRA Fundamental Rights Survey, 2020 (a\_har12m\_cyb).

<sup>(41)</sup> Doxing refers to online researching and publishing of private information on the internet to publicly expose and shame the person targeted (EWL, 2017).

The EU directive on combating violence against women sets out uniform criminal law definitions of the most common forms of cyberviolence (non-consensual sharing of intimate or manipulated material (including 'deepfakes'), cyberstalking, cyber harassment (including cyberflashing and doxing) and cyber incitement to violence or hatred based on gender). It also requires Member States to ensure the removal of certain online content criminalised under the directive and the provision of specialist support services for victims of cybercrimes. National policies often focus on protecting children and young people from cyberviolence, overlooking its gender dimension (EIGE, 2022c). Romania is the only Member State with laws that specifically define cyberviolence. Several Member States (e.g. EL, IT, CY and SI) have adopted laws that tackle specific types of cyberviolence (e.g. cyberbullying, cyber harassment and cyberstalking), while other Member States address cyberviolence in domestic violence policies (BG, CZ, DE, ES, IT, MT, PT and RO) (EIGE, 2022c).

To support Member States in tackling cyberviolence, in 2024, EIGE developed a

measurement framework, definitions, indicators and recommendations for cross-border collaboration (EIGE, 2025b) and guidance for digital platforms on implementing gender-sensitive policies (EIGE, 2024r). This research shows that digital platforms face challenges in addressing cyberviolence against women and girls, including due to the persistence of gender-neutral language and approaches, a lack of recognition that cyberviolence crosses platforms and physical boundaries, and a lack of adequate training and support for human content moderators. On the positive side, automated moderation can enhance cyberviolence policing alongside human efforts, social media can provide valuable data on perpetrators' behaviours and incidents of cyberviolence, and methods such as data scraping and digital ethnography can offer deep insights into cyberviolence against women and girls.

#### 2.4.2.5. Comprehensive data collection requires harmonised definitions of violence against women at the EU level



**The Istanbul Convention** strengthens the international legal framework on violence against women by harmonising standards through specific requirements. This leads to agreed-upon definitions, rights and principles, enhancing monitoring frameworks and data collection across Member States. Countries, regardless of accession, can use the convention as a reference to improve their national frameworks. A unified approach supports better data collection and monitoring, essential for assessing progress and implementing effective policies.

Source: Meurens et al. (2020).

Differences in classifications, recording practices and definitions create significant data gaps, limiting the potential for a comprehensive understanding to be gained of the prevalence, causes and impacts of violence against women. In addition to standardised definitions, there is a need for data collection to include critical variables such as sexual orientation, migration background and disability status to fully understand violence against women at the intersection of these factors (EIGE, 2023m; see

also Section 2.9). The directive on combating violence against women requires improved data collection through surveys and administrative sources (Article 44). EIGE will continue to support Member States in implementing these provisions (see [Annex 6](#) for more on EIGE's work on data collection).

Psychological and economic violence are significant aspects of violence against women, recognised as part of domestic violence by the

directive on combating violence against women. Psychological violence, such as emotional abuse, coercive control, stalking and harassment, is widespread in the EU and often accompanies or precedes other forms of violence against women (EIGE, 2022b). For example, the EU Gender-based Violence Survey (2021 wave) shows that violence against women perpetrated by a lifetime intimate partner is higher (32 %) when psychological violence is included (EIGE, 2024d).

Psychological violence and coercive control are criminalised in some form in all Member States, usually under domestic violence legislation or general provisions. EIGE (2022b) found that such criminalisation can have limitations, with many criminal offences not matching well with the behaviour typical of these forms of violence. In 2021, only five Member States had specific laws targeting psychological violence or coercive control (DK, IE, ES, FR and HU). Belgium has a legal definition of coercive control in its legislation on femicide (see Box 13).

Economic violence disproportionately affects women with disabilities, women with migrant backgrounds and women from ethnic or religious minorities (EIGE, 2024e). According to the EU Gender-based Violence Survey <sup>(42)</sup>, 8 % of (ever-partnered) women have experienced their partners (ever) forbidding them to work or controlling family finances and excessively controlling their spending. Despite this, only nine Member States (BE, BG, HR, LT, HU, MT, RO, SI and SK) have explicitly criminalised it in their domestic violence legislation (EIGE, 2023I).

Stalking is a significant concern for women in the EU (Figure 19). It is defined by the Istanbul Convention as ‘the intentional conduct of repeatedly engaging in threatening conduct directed at another person, causing her or him to fear for her or his safety’ (Article 34). Stalking can extend to ICT-facilitated forms such as cyberstalking (De Vido and Sosa, 2021).

**Figure 19. Percentage of women aged 17–84 years who have experienced stalking, by occurrence of last episode and country (% , 2021–2024)**



NB: No data were available for Italy and there was low reliability for the ‘last 5 years’ (NL, AT and PL) and for the ‘last 12 months’ (CZ, DE, IE, CY, LT, HU, NL, AT, PL, RO and SI); EU-27 figures are estimates.

Source: Data collection for the EU Gender-based Violence Survey (2021 wave), coordinated by Eurostat, FRA and EIGE; Eurostat (gbv\_st\_occ).

<sup>(42)</sup> Eurostat calculations based on EIGE’s request; more survey results can be found at EIGE (2024d).

While all Member States criminalise stalking, definitions vary, with some focusing on perpetrators' actions or intent and others requiring victims to show behavioural changes as a consequence of being stalked (EIGE, 2022b). There is an ongoing debate about whether psychological impacts such as distress and fear should be elements of stalking (Fissel et al., 2024; Logan and Walker, 2021). Some argue that fear is a central feature of stalking; it allows it to be differentiated from harassment and is linked to the higher impact experienced by the victims (Chan and Sheridan, 2020; Logan and Walker, 2021). However, critics worry that these subjective experiences are hard to prove and may cause some cases or early signs of stalking to be overlooked if they do not cause the victims fear (Fissel et al., 2024; Van Der Aa, 2018).

#### 2.4.2.6. Strengthening responses to female genital mutilation and enhancing digital safeguards against human trafficking are crucial to effectively tackling other forms of gender-based violence

The EU has strengthened its commitment to combating FGM globally by prioritising it in the EU action plan on human rights and democracy and in GAP III. In 2020, the Parliament also adopted a resolution outlining an EU strategy to globally eradicate FGM (European Parliament, 2020a). The directive on combating violence against women criminalises FGM explicitly for the first time in EU law.

All Member States have criminalised FGM, but legal specifics vary. In 20 Member States, FGM is explicitly mentioned in criminal law. In contrast, others (BG, CZ, LV, HU, PL, SI and SK) use general criminal legislation, which can pose challenges due to vague definitions (EIGE, 2022e). Only six

Member States (BE, DK, EL, FR, HU and PT) explicitly recognise the risk of FGM as grounds for asylum (EIGE, 2022e). Despite limited data, EIGE estimates that between 2011 and 2019, up to 93 042 girls in 13 Member States were at risk of FGM (EIGE, 2022e)<sup>(43)</sup>. The use of technology (e.g. cross-border social media forums) has shown promising results in overcoming challenges in engaging with affected communities to raise awareness and tackle the cross-border nature of FGM (OHCHR, 2024).

The latest evidence from the EU shows that the EU has reinforced its fight against trafficking (European Commission, 2025). [Box 16](#) outlines examples of awareness raising about human trafficking and the exploitation of women. From 2021 to 2022, the number of registered victims increased by almost 21 % due to better detection of victims. The majority of victims during this period were non-EU citizens (54 %) and women and girls (65 %), who were mostly trafficked for sexual exploitation (92 % of the cases). Despite progress, challenges persist, such as low numbers of prosecutions and convictions, difficulties in collecting evidence and online trafficking. New challenges emerge, including new forms of exploitation and the link with high-level criminal organisations.

#### Box 16. Raising awareness about human trafficking and the exploitation of women

- In 2022, **Estonia** launched the campaign *Mõtle õige peaga* ('Think with the right head') to combat the exploitation of women through trafficking or working in prostitution (European Commission, 2023a).

<sup>(43)</sup> The 13 Member States surveyed in EIGE's studies were Belgium, Denmark, Ireland, Greece, Spain, France, Italy, Cyprus, Luxembourg, Malta, Austria, Portugal and Sweden. These results reflect a high-risk scenario. A low-risk scenario suggests that migration and acculturation have lowered the prevalence of FGM among first-generation migrants, with the risk still being present but diminished among second-generation migrants. In contrast, in a high-risk scenario, the prevalence of FGM remains unchanged for both first- and second-generation migrants, unaffected by migration and acculturation (EIGE, 2022e).

- In 2024, the European Commission launched an awareness-raising campaign entitled '[End human trafficking. Break the invisible chain](#)' to inform citizens about the reality of this crime and to help put an end to trafficking in human beings.

The increasing use of technology and online platforms, which accelerated during the COVID-19 pandemic, has also been noted in human trafficking, with traffickers exploiting social media, dating apps and online job advertisements to recruit victims (Council of Europe, 2022b). Recruitment strategies include the 'lover boy' technique, which recently targeted Ukrainian women refugees on Tinder (Townsend, 2022). The volume of online data, encrypted communications and limited technical expertise in law enforcement makes investigating these crimes difficult (Council of Europe, 2022b).

## 2.5. Women and armed conflict (area E)

Under the BPfA, Member States have committed to seven strategic objectives to address the challenges faced by women in armed conflicts: increasing women's role in conflict resolution, protecting women in conflict zones, reducing military spending, promoting non-violent conflict resolution, addressing human rights violations, supporting peacebuilding efforts and providing aid to refugee women and other displaced women in need of international protection.

To help monitor progress in area E, four EU indicators were agreed upon. These encompass gender equality training for diplomatic, civilian and military defence staff; women's participation in conflict prevention and resolution; resource allocation for gender equality in conflict-affected countries; and the status of women migrants and asylum seekers from conflict-affected areas. However, these indicators are subject to persistent challenges in data collection, making it difficult to effectively evaluate progress, among other limitations (EIGE, 2020c).

### Area E (women and armed conflict) alignment with SDGs

- 5.2** Eliminate violence against all women and girls in the public and private spheres
- 5.c** Sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls
- 16.1** Reduce all forms of violence and related death rates everywhere
- 16.7** Responsive, inclusive, participatory and representative decision-making at all levels



For the BPfA + 30 review, the thematic focus and priority topics of area E include:



Recognising gender-specific security challenges in the context of digitalisation and climate change

Improving women's representation in the security and defence sectors

Adopting a gender-sensitive perspective within security strategies and humanitarian action

These thematic priorities bring a gender and intersectional lens to debates on emerging security threats such as terrorism, cybersecurity and climate change. They emphasise women's vital role in peacebuilding and conflict resolution in the EU and beyond, calling for gender-responsive security policies that value women's experiences and reduce the gender-based impacts of conflict.

### 2.5.1. EU policy developments

In 2018, the EU adopted its first-ever **Council conclusions on WPS**, establishing the **EU strategic approach to WPS** (Council of the European Union, 2018). This builds upon the principles of UN Security Council Resolution 1325 – a landmark resolution that addresses the disproportionate impact of armed conflict on women and girls and calls for their greater involvement in peace and security efforts (UN Security Council, 2000).

Following this, in July 2019, the Council of the European Union adopted the **EU action plan on WPS for 2019–2024** (Council of the European Union, 2019). This put into action the 2018 Council conclusions by focusing on six objectives: participation, gender mainstreaming, leading by example, prevention, protection and relief, and recovery. It was also accompanied by a detailed achievement plan. Incorporating the WPS agenda as a thematic priority under **GAP III** has expanded the scope of gender equality efforts in external actions. Member States that are engaged in WPS have primarily concentrated on

assisting partner countries by bolstering CSOs, combating sexual and gender-based violence and promoting women's involvement and leadership in peacebuilding initiatives (European Commission and European External Action Service 2023). The **2022 Council conclusions on WPS** emphasised the need for further efforts across the Member States (Council of the European Union, 2022). In 2024, all Member States except Hungary had adopted a **national action plan on WPS** at some point, although some now require renewal (WILPF, n.d.).

Further reinforcing these commitments, in October 2020, the European Parliament adopted a **resolution on gender equality in the EU's foreign and security policy** (European Parliament, 2020). This resolution calls on the EU and Member States to continue enhancing the rights of women and girls through the EU's foreign and security actions and to embrace a feminist approach to foreign and security policy. As of April 2024, Germany, Spain, France, Luxembourg, the Netherlands and Slovenia have formally introduced such a feminist foreign policy. In 2014, Sweden adopted the world's first feminist foreign policy but then abandoned it in 2022 (Human Rights Watch, 2022b; UN Women, 2023a).

To further address gender disparities in security policies, the EEAS launched the strategy and action plan to enhance women's participation in civilian common security and defence policy missions for 2021–2024 in December 2021 (EEAS, 2021). Its objective was for women to make up at least 40 % of international staff by

2024. To achieve this goal, the strategy focused on promoting equality in hiring, retention and career growth; ensuring an inclusive, harassment-free workplace; engaging leadership to drive change; and strengthening strategic communication.

Despite progress, the gender perspective remains inadequately integrated into strategies addressing violent extremism, radicalisation and terrorism, despite research highlighting its critical importance (DCAF et al., 2020; OSCE, 2022). For example, the **2020 counter terrorism agenda** does not include a gender perspective (European Commission, 2020e).

The EU security agenda also addresses the challenges posed by climate change. In 2023, the European Commission and the High Representative of the Union for Foreign Affairs and Security Policy issued a **joint communication outlining the EU's strategy to address the growing impact of climate change and environmental degradation on peace, security and defence** (European Commission and High Representative of the Union for Foreign Affairs and Security Policy, 2023). The document calls for a gender-focused approach to climate-related security, noting the disproportionate effects of climate change on women and on communities in disadvantaged conditions. Critics argue that gender inequalities are still regarded as a secondary concern in the EU's external climate policy, which reinforces the stereotype of women from the Global South being vulnerable (Allwood, 2021). This can lead to a minimisation of the impacts that they experience, of the cross-border nature of climate change and of the

challenges faced by different groups (Allwood, 2021).

## 2.5.2. Key challenges and trends

### 2.5.2.1. The new security paradigm requires a gender-responsive approach to address the impacts of the growth of cyberspace and of climate change on gender equality

Emerging security threats emphasise the need for innovative approaches that include a gender lens in response to the complex and dynamic global landscape. For instance, it is essential to address gender in cybersecurity due to the unique risks that women face online, such as harassment, surveillance, doxing, cyberstalking, disinformation and the unauthorised sharing of intimate images (Hofstetter and Pourmalek, 2023). Advanced technologies, including AI and smart devices, introduce new gender-specific cyber threats and forms of intimate partner violence (Slupska, 2019). The under-representation of women in the cybersecurity workforce, at just 7 % in Europe in 2020, is also a factor limiting the diversity of perspectives needed for comprehensive solutions: (European Commission, DG for Communications Networks, Content and Technology, 2021). As a result, digital technologies risk reinforcing existing gender biases and oppressive structures, leading to greater insecurity and instability.



The **changing security paradigm** requires adaptation to diverse threats and technological advancements, such as AI, autonomous weapons and quantum technologies. Geopolitical shifts, hybrid threats and societal pressures call for new legal frameworks and cooperation. Emerging innovations such as the 'metaverse' present opportunities but also pose challenges, including the potential use of AI and biotechnologies in hybrid warfare.

Source: European Commission (2023c).

Violent extremism is another growing threat, exacerbated by digital spaces that amplify gendered narratives. Violent misogyny, often rooted in beliefs in the supremacy of men (DeCook and Kelly, 2021), is linked to both violence against women and violent extremism. Perpetrators of violence against women are noted to particularly support extremism, with many of them having histories of violent extremism, radicalisation and terrorism, along with committing violence against women (OSCE, 2022). Digital platforms increasingly connect anti-gender rhetoric with radicalisation, fuelling violence both online and offline (Hofstetter and Pourmalek, 2023).

Online extremism and hybrid threats are highly gendered, with content and messages often reinforcing gender stereotypes and targeting specific gender audiences (Scheuble and Oezmen, 2022). As an example, far-right groups have used the hijab in disinformation campaigns to incite anti-immigrant sentiments under the pretence of defending women's rights (Freedman et al., 2021). Such tactics often involve creating false stories (e.g. about sexual violence) specifically to divide communities (Freedman et al., 2021).

Addressing the nexus between climate change and security is also crucial to prevent further gender inequalities. While comprehensive EU data are lacking, Member States are likely to face some negative trends. For example, women often experience gender-based violence during displacement related to climate change, while facing inadequate security and a lack of privacy and stability (Moumita and Desai, 2021).

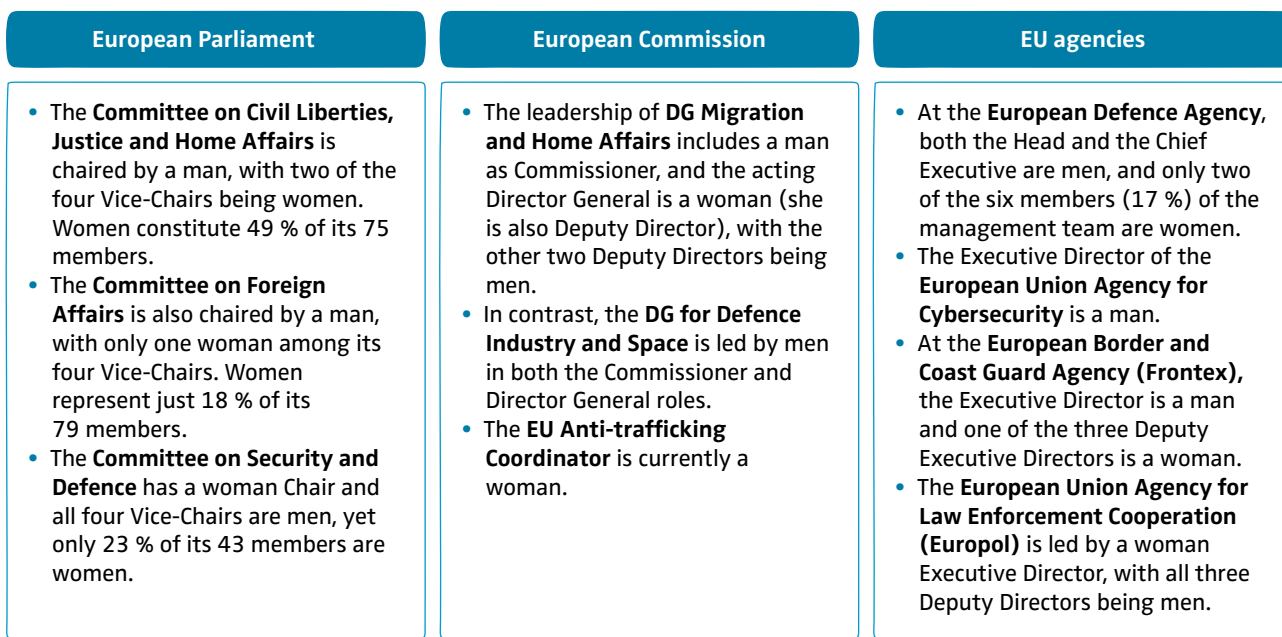
### 2.5.2.2. Women's representation in the security and defence sectors has improved in the EU and most Member States, but progress is slow

The BPfA emphasises the importance of women's full and equal participation in conflict prevention and resolution. At the EU level, progress is noted in women's representation in institutions and agencies addressing security concerns (EIGE, 2023i). The European Commission has achieved overall gender parity in senior positions dealing with security and defence, although progress has been uneven across specific directorates. For example, at the beginning of 2025, the leadership roles in the European Commission's DG Defence Industry and Space were entirely taken up by men (Figure 20). Despite progress, gender disparities remain high within the European Parliament's security and defence committees, and women are also significantly under-represented in top executive roles across EU agencies specialising in security. The data from February 2025 showed, for example, that, while the EU Parliament's Committee on Security and Defence has a woman as Chair, all four of its Vice-Chairs are men (Figure 20). Similarly, at the European Defence Agency, both the Head and the Chief Executive are men and only two of the six members (17 %) of the management team are women.

At the national level, progress in appointing women as defence ministers across the Member States has been slow. As of 2023, only seven women held this crucial position (BE, CZ, ES, LV, NL, AT and PT) (EIGE, 2023i). Women also occupy just 6 of the 25 senior minister roles overseeing migration and border control in the EU, down from eight in 2019 (EIGE, 2023i) <sup>(44)</sup>. This minimal change highlights the persistent influence of gender norms and stereotypes in allocating high-profile ministerial roles.

<sup>(44)</sup> EIGE, [Gender Statistics Database](#) (unpublished microdata). This excludes Belgium and Portugal, which have no cabinet-level minister specifically handling migration and border control. Instead, these responsibilities fall on junior ministers.

**Figure 20. Women’s representation in EU institutions and agencies that address security concerns, 2025**

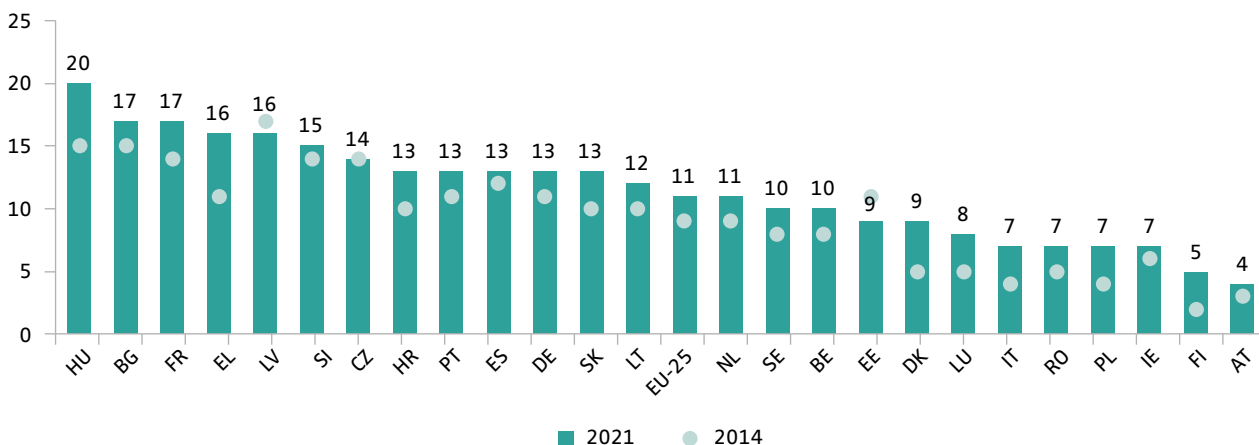


Source: EIGE presentation of data from publicly available sources (February 2025).

Across those Member States that are either North Atlantic Treaty Organisation (NATO) members or NATO partners, the most recent data available from 2021 show that women constituted only 11 % of national armed forces.

Since 2014, most Member States have seen a slow but steady rise in women’s participation in national armed forces (Figure 21 and Box 17), except for slight declines in Estonia and Latvia.

**Figure 21. Proportion of women as full-time members of national armed forces (% , EU, 2014 and 2021)**



NB: Ireland and Austria are NATO partner nations; Finland was a partner nation until joining NATO in 2023. The latest available data for Denmark, Ireland, the Netherlands, Poland and Romania are from 2020. Data for Malta are unavailable. Cyprus is neither a NATO member nor a NATO partner.

Source: NATO 2014 and 2021 summaries of the national reports of NATO member and partner nations.

Women and LGTBIQ people continue to face discrimination, harassment and violence based

on their sex, sexual orientation or gender identity that impedes their full and equal

participation in the armed forces in the EU (Euromil, 2024). Gendered disinformation marginalises women and maintains men-dominated power structures by reinforcing harmful narratives (Prudhoe et al., 2024). In addition, structural and logistical issues exist, such as inadequate facilities, inadequate

childcare and poorly adapted uniforms (Atkins, 2018; Strand et al., 2022). Combined with insufficient access to training, the absence of mentorship opportunities and unequal treatment (Siplane, 2017), this results in women being under-represented in the military sector, especially at a senior level.

### Box 17. Women in military conscription in the EU

In 2017, **Sweden** became the first EU country to adopt **gender-neutral mandatory military service**, requiring both women and men to serve (Persson and Sundevall, 2019). This has led to an annual increase in the number of women joining the military (Swedish Armed Forces, 2020). As of 2023, women made up 24 % of the total number of staff employed in the Swedish Armed Forces (Swedish Armed Forces, 2024). However, progress has been uneven, with more women joining the navy and the air force than the army (Swedish Armed Forces, 2020; Swedish Defence University, 2023).

In March 2024, **Denmark** introduced a draft bill to include women in military conscription, although debates are still ongoing (Euractiv, 2024). Other Member States such as **Estonia**, **Lithuania** and **Finland** allow women to apply for military service voluntarily, which is a common approach in most Member States (Persson and Sundevall, 2019).

#### 2.5.2.3. The EU's humanitarian and civilian missions have made considerable strides in institutionalising gender equality, but more efforts are needed

Appointing gender advisers and implementing regular gender-related training are essential to integrating a gender perspective into EU common security and defence. From 2015 to 2020, there was a notable increase in gender adviser positions in civilian missions (EEAS, 2022). The adoption of internal gender focal point networks has been significantly strengthened, increasing from just two missions having such networks in 2015 to 9 out of 12 missions having such networks in 2020 (EEAS, 2022). However, these roles often lack adequate resources, and staffing them in military missions remains a challenge (EEAS, 2022). In December 2020, women made up 29 % of all personnel in civilian common security and defence missions, with 24 % of international staff being women (EEAS, 2021). Among international staff, women represented 26 % of contracted staff and 23 % of seconded personnel, with the number of women

seconded by Member States declining since 2015. This highlights the need for increased efforts to promote gender equality within common security and defence missions.

Most common security and defence missions now also include human rights and gender aspects in their mandatory induction training, and new specialised training courses have been introduced on topics such as gender-based violence and UN Security Council Resolution 1325 (EEAS, 2022). However, not all staff categories receive sufficient gender-related training, and training responsibilities are fragmented across Member States (EEAS, 2022). According to the Commission, in 2021, 96 % of all initiatives funded by DG European Civil Protection and Humanitarian Aid Operations effectively integrated gender and age considerations (DG European Civil Protection and Humanitarian Aid Operations, 2023). Funding allocated to tackling gender-based violence within EU humanitarian policies has also increased significantly (DG European Civil Protection and Humanitarian Aid Operations, 2023). Despite these advances, research shows that many projects that claim

to integrate gender equality considerations do not meet the OECD’s minimum recommended criteria, as many projects fail to assess and address unintended consequences, including gender-based violence (Grabowski and Essick, 2020).

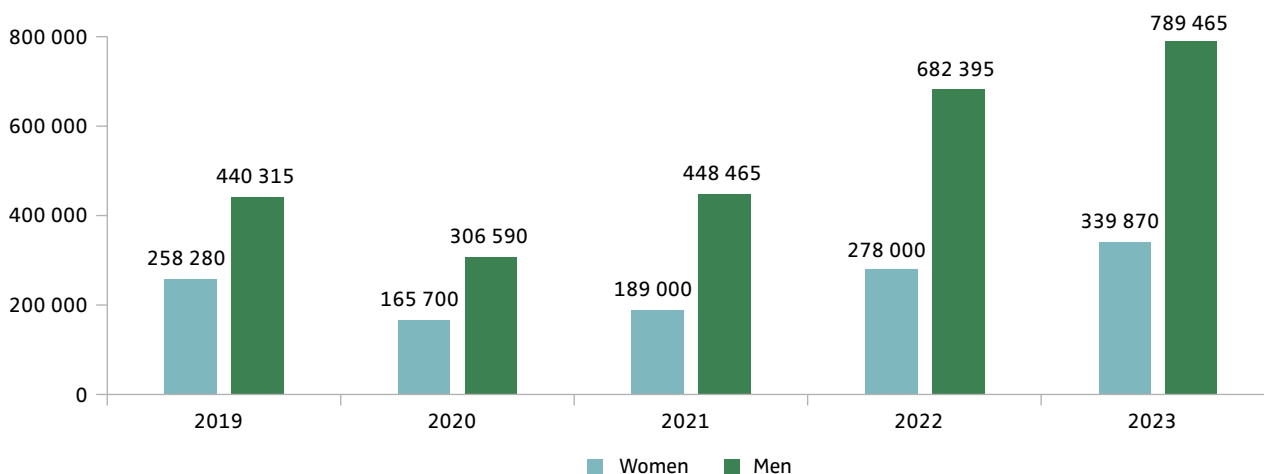
#### 2.5.2.4. Responding to the gender-specific challenges faced by refugee and asylum-seeking women is key

Between 2019 and 2023, asylum applications in the EU increased steadily, except for a brief decline in 2020, probably due to the COVID-19 pandemic (Figure 22). The most recent data

show that, in 2024, there was a slight annual decrease in asylum applications in the EU.

In 2023, women made up 30 % of asylum applicants at the EU level, a decrease from 37 % in 2019. This reduction reflects the gendered obstacles that hinder women’s ability to reach the EU and claim asylum (Freedman et al., 2023). In countries of origin, women experience greater economic barriers, such as a lower ability to generate income, but also barriers related to patriarchal practices that hinder their autonomy to migrate (ILO, 2021b; Schiele, 2024). Research shows that the higher the gender inequality in a country, the lower the relative number of women asylum seekers (Schiele, 2024).

Figure 22. Total number of asylum applications, by sex (EU, 2019–2023)



Source: Eurostat, asylum statistics (migr\_asyappctza).

Racialised women from Africa, the Middle East and South Asia also often face discrimination and violence at border controls and upon arrival in EU host countries (Amnesty International, 2022b; Human Rights Watch, 2022c). Increasingly restrictive border and migration regimes in Member States have created additional risks for refugee women. For example, policies that externalise asylum (shifting the processing of asylum claims to

other regions) can increase the risk of gender-based violence (Freedman, 2024). Blocking entry or returning asylum seekers to their departure point may expose refugee women to detention and severe violence in their countries of origin. Migrant women and girls who have experienced sexual and gender-based violence require tailored support from local authorities to address their specific needs and ensure their safety (Box 18 gives an example).

### Box 18. Supporting migrant women and girls who experience sexual and gender-based violence

The [Equality project](#), funded by the EU's rights, equality and citizenship programme, helps local authorities to support and protect migrants at risk or who have survived sexual and gender-based violence. As part of this project, the NGO Femmes en détresse ASBL in **Luxembourg** has developed a toolbox to offer tailored support to migrant women and girls who have experienced sexual and gender-based violence. This toolbox is intended for use by frontline professionals and practitioners working with migrant communities, especially women and girls, in medical, psychosocial, legal, administrative or general assistance roles.

The **Belgian** Institute for the Equality of Women and Men, together with migrant organisations and Ukrainian refugees, developed [a practical toolkit](#) entitled *Recognition, detection and referral of signs of sexual violence in (Ukrainian) refugees*. The toolkit targets professionals, providing practical tips for supporting victims of sexual violence and references to other projects aiding refugees at risk of sexual violence.

Since the start of the Russian war of aggression against Ukraine, there has been a significant influx of Ukrainian refugees into the EU, mainly women and children (UN Women and CARE International, 2022). In response, the EU brought into force the TPD to offer immediate and collective protection. In 2022, 83 % of temporary protection statuses were granted to Ukrainian women, compared with 17 % being granted to Ukrainian men. In 2023, women (76 %) continued to outnumber men (24 %). With some exceptions, Ukrainian men aged 18–60 are not allowed to leave the country. The TPD is currently in effect until March 2026. The uncertainty of temporary extensions complicates opportunities for refugees to build sustainable futures, for example in employment and education (Picum, 2024).

Despite the vital support provided by the TPD, reports indicate that Ukrainian women and girls remain highly vulnerable to sexual exploitation and abuse and often face difficulties in accessing sexual and reproductive health services (EIGE, 2024o; see also [Section 2.3.2.10](#)). Referral mechanisms for victims of conflict-related sexual violence in the EU are currently inconsistent, with many Member States lacking national guidelines and specialised training to adequately address the needs of these victims (EIGE, 2024o). Roma and LBTQI women refugees from Ukraine encounter additional barriers, such as a lack of legal documentation, discrimination and persecution based on their

ethnicity, gender identity or sexual orientation (NGO Working Group on Women, Peace and Security, 2022). The challenges faced by Ukrainian refugees highlight the urgent need for continuous efforts to implement gender-sensitive protective measures within the EU's refugee policies, ensuring that women and men from all countries of origin are adequately supported.

## 2.6. Women and the economy (area F)

Under the BPfA, Member States have committed to advancing gender equality within the economy. Area F aims to promote women's economic rights and independence by facilitating their equal access to resources, employment, markets, finance and trade, while also promoting appropriate working conditions. In addition, it seeks to recognise unpaid care work, calling for shared care responsibilities and the provision of social services.

The officially agreed EU indicators to monitor progress in this area include the representation of women and men in occupations within STEM and the field of education, health and welfare; self-employment and full- and part-time employment rates; and the gender pay gap. Although these indicators highlight barriers to women's participation in the labour market,

they do not address the underlying causes and dynamics, such as discrimination in hiring


practices and the unequal sharing of unpaid care work.

**Area F (women and the economy) alignment with SDGs**

- 5.4** Recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the family
- 5.b** Use enabling technology to promote the empowerment of women
- 8.3** Promote policies that support decent job creation, entrepreneurship, creativity and innovation, including through access to financial services
- 8.8** Protect labour rights and promote safe and secure working environments, in particular for women migrant workers and those in precarious employment
- 10.4** Adopt fiscal, wage and social protection policies that achieve greater equality



For the BPfA + 30 review, the thematic focus and priority topics of area F include:



- Addressing gender gaps in employment and caregiving responsibilities
- Tackling the gendered effects of COVID-19 on the digitalisation of work
- Promoting women’s financial independence and women’s entrepreneurship
- Analysing women’s participation in jobs for the digital and green transitions

This thematic focus highlights the critical importance of increasing women’s economic opportunities and independence to achieve gender equality in the context of multiple crises and accelerated technological change. The COVID-19 pandemic, the Russian war of aggression against Ukraine and the consequent economic downturns have greatly affected women’s participation in the labour market. Such disruptions make it imperative to embed gender equality within the digital and green transitions, ensuring that both women and men benefit from these changes.

### 2.6.1. EU policy developments

Since 2018, the EU has made significant strides in fostering social inclusion by promoting gender equality in the labour market. Measures

have been adopted to combat the effects of crises, close the gender care gap, ensure decent working conditions, reduce the gender pay gap and achieve equal participation across different sectors of the economy, including those of the digital transition. [Section 2.1.2.6](#) reviews some of these developments.

However, further actions are needed to ensure full and equal participation in the labour market. Crucial to making progress towards the targets of the **EPSR action plan** is addressing the unequal distribution of unpaid work between women and men and promoting work–life balance policies. Examples of measures that tackle the gender care gap include the **European care strategy**, which aims to support Member States in ensuring quality, affordable and accessible care services through a range of EU-level actions, with a particular

focus on the long-term care workforce (European Commission, 2022d). The strategy is supported by two **Council recommendations on access to affordable high-quality long-term care and ECEC**. The **work–life balance directive** also seeks to improve families’ access to leave and flexible work arrangements to facilitate women’s participation in the labour market and a more equitable share of unpaid care duties. However, it allows Member States

to make entitlements and benefits conditional on a minimum duration of work, thereby risking the exclusion of a growing number of workers in unstable and non-standard employment.

Since 2019, four key directives have been adopted to ensure decent working conditions, including flexibility and security for workers in the digital economy (Figure 23).

**Figure 23. Overview of the new directives promoting gender equality in the labour market**

<b>Directive on transparent and predictable working conditions (2019)</b>	Addresses insufficient protection for workers in more precarious jobs, in which women are over-represented
<b>Adequate minimum wage directive (2022)</b>	Requires Member States to set adequate minimum wage levels. This benefits women, who are over-represented in the lowest-paid sectors and more affected by low wages
<b>Pay transparency directive (2023)</b>	Aims to tackle pay discrimination between women and men and to contribute to closing the gender gap through binding provisions
<b>Directive on improving working conditions in platform work (2024)</b>	Aims to ensure working conditions and the protection of personal data in platform work, but insufficiently addresses gender and ethnic inequalities, as many platform workers are women and migrants

Source: Summary by the authors, based on Directive (EU) 2019/1152, Directive (EU) 2022/2041, Directive (EU) 2023/970 and Directive 2024/2831.

In the realm of emerging technologies, the **AI Act** addresses gender equality and non-discrimination by identifying high-risk systems that could perpetuate patterns of discrimination against women (Lütz, 2022) (see more in Section 2.10). Finally, policies aimed to achieve equal participation across various economic sectors have also been enacted. For instance, the **new European innovation agenda** supports women innovators through entrepreneurship and leadership programmes. Moreover, the **Council recommendation on strengthening social dialogue** promotes gender equality and equal opportunities among social partners.

## 2.6.2. Key challenges and trends

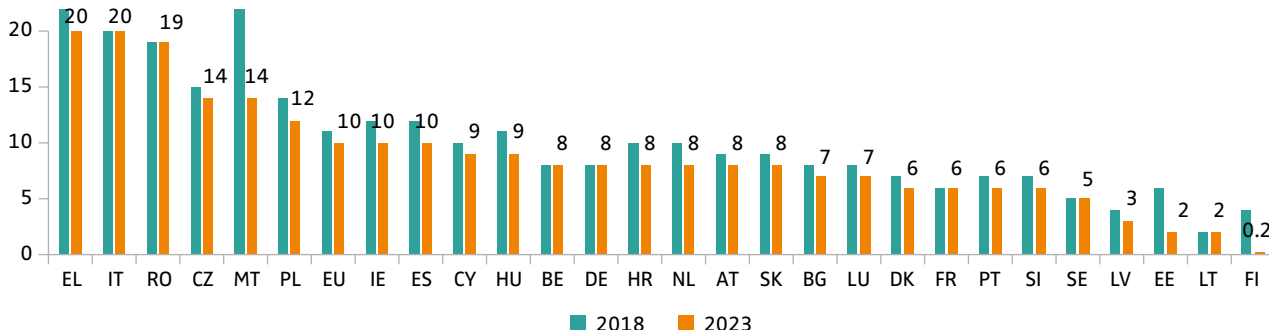
### 2.6.2.1. Labour market participation of women and men has remained resilient in the face of crises, but significant measures are still needed to meet the EU 2030 target

Labour market participation across the EU has shown resilience in the face of recent crises, with employment levels among both women and men being maintained or even increasing. Since 2018, participation rates have increased, even amid challenges such as the COVID-19 pandemic, the Russian war of aggression against Ukraine, high inflation and economic slowdowns (European Commission, 2023g).

Despite these gains, gender inequalities in labour market participation persist. In 2023, while 80 % of men aged 20–64 were employed,

only 70 % of women in the same age group were in the workforce, revealing a persistent gender employment gap (Figure 24).

Figure 24. Gender employment gap, by country (pp, EU, 2018 and 2023)



NB: Authors’ own calculations, based on the difference between the employment rates of women and men aged 20–64 years. There was a break in the time series for Italy in 2018 and for Denmark and Croatia in 2023. Source: Eurostat, EU Labour Force Survey (LFS) (lfsi\_emp\_a).

Having children widens the employment gap more significantly for women than for men, and this disparity persists across all levels of education and across different citizenship categories (Figure 25). This underscores the importance of adopting an intersectional perspective (Box 19), as gender interacts with other factors – such as education, ethnicity and migrant status – creating strong inequalities in the labour market and beyond.

During the pandemic, women’s employment was disproportionately affected, with younger women and those in low-paid sectors experiencing the most significant job losses. While men also faced job losses, the sectors hit hardest by the pandemic, such as hospitality and retail, employed a higher proportion of women (EIGE, 2022).

### Box 19. Tackling gender and racial inequalities through targeted support for Roma women

The Czech strategy for Roma equality, inclusion and participation for 2021–2030 identifies the status of Roma women as a cross-cutting priority. It includes measures to improve employment opportunities, such as conducting research on economically inactive Roma women and creating more effective employment support programmes, particularly for Roma women. In addition, the Government Council for Gender Equality set up the Working Group on Issues of Roma Women in 2021 to ensure the coordination of goals and measures related to gender equality among Roma, as outlined in the strategy for Roma equality, inclusion and participation for 2021–2030 and the strategy for gender equality for 2021–2030 (Office of the Government of the Czech Republic, 2021).

**Figure 25. Gender employment gap by the number of children, citizenship, age and education level (pp, EU, 2018 and 2023)**

Characteristic	Women	Men	Gender gap (pp) 2023	Gender gap (pp) 2018	Gap change
<b>Number of children &lt; 6 years old</b>					
No children	68	75	-7	-8	●
1 child	71	83	-12	-24	●
2 children	73	90	-17	-27	●
3 children or more	57	84	-27	-35	●
<b>Citizenship</b>					
EU-27 citizen	67	75	-8	-10	●
Non-EU-27 citizen	49	71	-22	-21	●
<b>Age</b>					
15–24	33	37	-4	-4	●
25–54	77	87	-10	-12	●
55–64	58	70	-12	-14	●
65–74	8	14	-6	-5	●
<b>Education</b>					
Low	38	54	-16	-17	●
Medium	67	78	-11	-12	●
High	84	89	-5	-7	●
<b>Total</b>					
Age: 20–64	70	80	-10	-11	●

● Gap decreased      ● No change      ● Gap increased

NB: There was a break in the time series for the EU LFS. The age group in the 'education' category is 15–64 years, in the 'citizenship' category is 15–64 years and in the 'number of children' category is 18–64 years. Educational attainment includes people who have completed ISCED level 0–2 (low), ISCED level 3 or 4 (medium) or ISCED level 5–8 (high). Gap changes: positive changes are those that have decreased since 2018 (in green), with a gender gap change of  $\geq -1$ ; negative changes are those that have increased since 2018 (in red), with a gender gap change of  $\geq 1$ ; and no change since 2018 (in yellow) is equal to a gender gap increase/decrease between  $-1$  and  $1$  pp.

Source: Eurostat, EU LFS (lfsa\_ergaed, lfst\_hheredch, lfsa\_ergan).

By 2021, women's labour market participation surpassed its 2019 pre-pandemic levels (European Commission, 2023a). Between 2021 and 2023, the employment rate for women aged 20–64 increased by 3 pp, compared with a 2 pp increase for men (Eurostat, 2024b). If Member States continue to strengthen their efforts, they can further narrow the gender employment gap

from 10 pp in 2023 to approximately 6 pp at the EU level, moving towards the 2030 target set by the EPSR action plan<sup>(45)</sup>. As exemplified by the initiative in [Box 20](#), engaging directly with private sector stakeholders may accelerate this progress, for example by addressing barriers to entering the workplace.

<sup>(45)</sup> The EPSR's target for 2030 is to at least halve the gender employment gap from 12 pp in 2019 (European Commission, 2021k).

### Box 20. Expanding inclusion and diversity practices in the workplace

Latvia's Society Integration Foundation launched the diversity mentor programme to support employers in fostering inclusive workplaces. Participants in the programme had the chance to expand their knowledge about diversity and to design tailored solutions for their workplaces, such as developing a diversity and inclusion strategy or creating internal training programmes. The programme specifically supports the inclusion of women in the workplace (Community Integration Foundation, 2023).

#### 2.6.2.2. Addressing gender gaps in pay and wealth is essential to support women's financial independence

Financial independence requires financial ability, which reflects financial literacy and self-efficacy, that is, the confidence to make sound financial decisions. Given the multidimensional nature of the term, EIGE proposed a multidimensional, gender-sensitive framework for measuring financial independence. It suggests assessing financial independence across three core dimensions, showing close interlinks between them: (1) income, (2) wealth and (3) power and control (EIGE, 2024e).

In terms of income, the unadjusted gender pay gap indicates continued disparities in earnings between women and men. Despite narrowing over the past five years and ongoing efforts by Member States at the legislative level (see an example in [Box 21](#)), the gap at the EU level remained at 13 % in 2022, down from 14 % in 2018 (Eurostat, 2024d). The gap varies significantly across Member States but remains above 10 % in most countries. Estonia records the highest gap at 21 %, while Luxembourg has the lowest at – 1 %. From a life-course perspective, the gender pension gap, which stood at 26 % in the EU in 2022, demonstrates the impact of accumulated lifetime gender inequalities

(Eurostat, 2024e). These include gender disparities in working hours, time spent out of the labour market due to caregiving responsibilities, and labour market segregation, as women are concentrated in lower-paying sectors.

### Box 21. Addressing the gender pay gap in Ireland

In Ireland, the Gender Pay Gap Information Act was enacted in 2021. This mandates the disclosure of pay information by employers with a workforce of 250 or more – a requirement that will later expand to include organisations with at least 50 employees (Irish Statute Book, 2021). Organisations will need to explain any gender disparities in pay identified (European Commission, 2022a).

While related, the gender wealth gap and the gender income gap may be influenced by different factors and reflect distinct trends. Although the income gap contributes to the wealth gap between women and men, it is not the only factor. For example, research notes that the wealth gap between women and men in France is widening (from 9 % in 1998 to 16 % in 2015), even though wage inequalities are decreasing (Leleu et al., 2024). Gender gaps in wealth widen during the accumulation of wealth and its transmission within families, driven by persistent, under-explored inequalities. Economically weaker partners within couples, who are predominantly still women, may be disadvantaged in terms of the full comprehension of the legal effects of wealth accumulation. Although notaries, as under Belgian law, could help to avoid such a gap, they are lacking gender-sensitive training and so awareness and adequate action are lacking (Leleu et al., 2024).

While EU-wide data are not available, studies from various Member States show that the gender wealth gap widens with age to the detriment of women, especially for women in couples with children compared with those without (EIGE, 2024e; Meriküll et al., 2021; Qureshi, 2023). According to the 2022 *Global*

*Gender Wealth Equity Report* <sup>(46)</sup>, based on data from 11 Member States (BE, DK, DE, IE, ES, FR, IT, NL, AT, PL and SE), Norway, the United Kingdom and Switzerland, the gap in accumulated wealth is most prominent for women in senior positions (Bessière and Gollac, 2021; WTW, 2022). Among those in senior positions, women have 34 % less wealth than men. In turn, women in frontline operational roles have 11 % less wealth than men in the same roles (Bessière and Gollac, 2021; WTW, 2022). This disparity results from the gender pay gap and slower career advancement for women in senior roles than for men (WTW, 2022).

Amid ongoing economic challenges in the EU, including the cost-of-living crisis, gender inequalities in financial independence are likely to worsen and disproportionately affect women (Eurofound, 2022; European Parliament, 2024d). Supporting women’s equal participation in the economy and addressing economic abuse are key steps towards enabling them to take control of their financial futures and to lead secure, independent lives. For more on economic violence, see Section [2.4.2.5](#).

### 2.6.2.3. Women’s entrepreneurship is growing, but further support is needed for women-led STEM and ICT ventures

The gender gap in wealth is influenced by a number of economic factors, such as self-employment and entrepreneurship, in which men participate more than women (EIGE, 2024e). For instance, between 2018 and 2022, only 6 % of women in the EU were actively involved in starting or managing a new business (OECD and European Commission, 2023). Although women make up nearly 40 % of all entrepreneurs (European Investment Bank, 2020), they account for just 19 % of entrepreneurs in the ICT sector and for less

than 15 % of start-up founders. Instead of this reference, include: EPRS, 2023b.

The funding gap is particularly stark in the STEM sector. In the EU, venture-capital-backed technology companies with all-men founding teams secure 93 % of the capital invested, while all-women teams secure only 2 % (Pitchbook, 2025). This imbalance is partly due to the under-representation of women in investment decision-making roles. As a result, men investors tend to view women-led ventures as riskier and see entrepreneurship as mostly a field for men (European Investment Bank, 2020). Despite these challenges, women-founded technology scale-ups – defined as ventures with over 50 employees and with funding since 2017 – recently grew faster than their competitors and were notably more focused on having a positive impact on society (European Institute of Innovation & Technology, 2023). Addressing gender biases and increasing support for women entrepreneurs (as in the example in [Box 22](#)), particularly in sectors dominated by men such as STEM, presents an opportunity to drive innovation, foster inclusive growth and create a more sustainable and equitable economy for all.

#### Box 22. Promoting entrepreneurship among women in Italy

In September 2021, the **Italian** government established a EUR 400 million fund [initiative](#) to enhance women’s entrepreneurship. It aims to refine existing support frameworks for women entrepreneurs to boost their impact, help implement already active entrepreneurial projects and offer support for women-led start-ups through mentoring and technical-managerial assistance.

<sup>(46)</sup> The Global Gender Wealth Equity Index estimates how women and men accumulate wealth over their careers by projecting various sources of wealth, such as state and mandatory benefits, employer-sponsored retirement plans, real estate and personal savings. The model shows how wealth accumulation is affected by different job types and salary levels, using a sample of roles that represent the workforce. The chosen roles are based on WTW’s Global 50 data, which represent the typical working population of WTW’s clients in each country.

### 2.6.2.4. More equal sharing of caregiving responsibilities and access to formal care services are essential to enable women’s full participation in the labour market

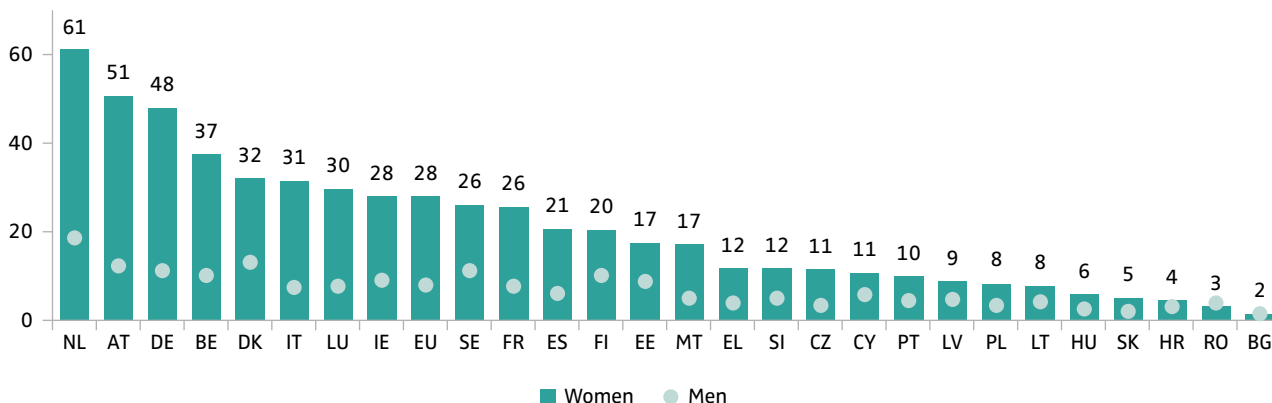
Workplace culture significantly affects the ability of fathers to take parental leave. This is often shaped by traditional stereotypes with childcare viewed as primarily a mother’s role, particularly in heterosexual couples (Andersen, 2018; Närvi and Salmi, 2019). Fathers in same-sex couples experience greater flexibility, as workplaces may be more accepting of childcare responsibilities in these cases (Evertsson and Malmquist, 2023). Financial factors and job security also have an impact on the take-up of parental leave by fathers (Närvi and Salmi, 2019). In addition, fathers with higher incomes and stable positions are better able to take leave. Those in insecure jobs or who have recently been unemployed may prioritise income stability (Närvi and Salmi, 2019). Many fathers resort to alternatives such as unpaid time off, taking annual leave or working part-time to participate more actively in childcare, exacerbating gender inequalities for those less able to sustain income loss (Evertsson and Malmquist, 2023).

Traditional gender roles frame men as primary breadwinners while women are expected to prioritise family and caregiving responsibilities over career ambitions (Aarntzen et al., 2023; Hanlon, 2012). Although attitudes towards gender roles in the labour market have changed

considerably (e.g. in 2021, for around 60 % of the EU population, women’s career ambitions were not secondary to their family responsibilities, while men were no longer thought of as the sole providers for the family), attitudes towards sharing unpaid care housework have seen less change (European Commission, 2024c). As a result, women continue to shoulder the overwhelming majority of unpaid care work (UNECE and UN Women, 2021). According to EIGE’s 2024 Survey of Gender Gaps in Unpaid Care, Individual and Social Activities (CARE Survey) (second wave), around 43 % of women with children under 12 years old spend at least 35 hours per week (approximately 5 hours or more per day) day on childcare, compared with 20 % of men.

In 2023, women in all Member States except Romania worked part-time more often than men (Figure 26). Among those providing long-term care in 2022, 42 % of women worked part-time, compared with 29 % of men (EIGE, 2023a). In 2023, 26 % of women said their main reason for engaging in part-time work was the need to care for adults with disabilities or children, in contrast with 6 % of men (Eurostat, 2024m, 2024o). These disproportionate care duties and the lack of access to formal care services negatively affect women’s work–life balance, lifetime earnings, career advancement and overall economic productivity (Zacharenko and Elomäki, 2022). This struggle is reflected in employment rates, with the gender employment gap widening with the number of children (see Figure 25).

**Figure 26. Part-time employment among those aged 20–64 years, by country and sex (% of total employment, EU, 2023)**



Source: Eurostat, EU LFS (lfsa\_eppga).

Due to the ageing population and the increasing demand for long-term care, more targeted policies are needed to reduce the burden on caregivers (for an example, see [Box 23](#)), who remain predominantly women (Chiericato, 2020; EDF, 2022b; EIGE, 2021b). Despite a projected 23 % increase in the size of the population aged 65 or older by 2035, anticipated employment growth in the care sector is only 7 % (Cedefop, 2023). Reskilling and upskilling men for roles in the care sector can widen job opportunities for men within local areas and help to challenge traditional gender stereotypes (Boys in Care, 2019). For example, this could be done by integrating emotional and physical caregiving into vocational training and promoting healthier forms of masculinity. Ultimately, this shift could help reframe care work as a shared societal responsibility, rather than the responsibility of women.

The reconciliation of paid work and care dilemmas has received a lot of research and policy attention. The most recent research findings of the rEUsilience project <sup>(47)</sup> suggest a care trilemma, which refers to the trade-offs in key decisions that families occupied with care tasks, especially low-resourced families, are forced to make when they face three types of resource scarcity: paid work that can be accommodated with care, too little income support when paid work is not available and time scarcity. For example, working in a full-time job or additional hours might improve material conditions but leave less time for self-care and care for family members. This trilemma could be resolved by providing an adequate and universal system of child-related income support; adequate, flexible and inclusive childcare and parental leave policies; and, finally, universal family support services that can offer both general and specific family support (Daly, 2024; Leon and Cerrillo, 2023).

### **Box 23. Fostering a better work–life balance in Greece while creating formal employment in the care sector**

In 2020, Greece launched the [neighbourhood babysitters programme](#), aimed at fostering a better work–life balance and creating formal employment opportunities in the care sector, thereby reducing informal work. This initiative offers childcare services for infants up to 2.5 years old, managed by certified caregivers. It also provides financial assistance to parents, which they can use to compensate a certified caregiver.

#### **2.6.2.5. The digital transition facilitates remote work, which introduces new opportunities and challenges for women and men teleworkers**

The COVID-19 pandemic accelerated workplace digitalisation by emphasising the importance of digital tools in facilitating remote work (European Commission, 2023g). This shift has highlighted remote work as a flexible work arrangement that can enhance work–life balance, shorten commuting time and offer opportunities to employees with reduced mobility. Despite these benefits, the widespread adoption of remote work has also

revealed a growing gap between those who can take advantage of such arrangements and those who cannot. Specifically, remote roles are often concentrated in higher-paying jobs that require advanced qualifications, leaving many lower-waged frontline workers (a group in which women are over-represented) without access to such opportunities (Hansen et al., 2023).

Even for those with access to remote work, challenges such as maintaining work–life boundaries and having the right to disconnect can undermine its advantages. For instance, increased stress and disrupted work–life

<sup>(47)</sup> <https://reusilience.eu/>.

balance became common during the pandemic, particularly for mothers balancing work and caregiving responsibilities (Arabadjieva and Franklin, 2023). Additionally, many women who telework due to caregiving responsibilities often become 'invisible' to employers and colleagues. This invisibility can limit their opportunities for career advancement, pay rises and promotions (Arabadjieva and Franklin, 2023; UNESCO et al., 2022). The resulting isolation and limited face-to-face interactions may also lead to loneliness and emotional strain, hindering long-term professional growth (Flynn et al., 2024).

Teleworking has also been associated with other health issues, such as fatigue, headaches, eyestrain and anxiety, which are reported significantly more often by teleworkers than on-site workers (Eurofound, 2020). These health problems contribute to psychosocial risk factors that can adversely affect mental and physical health, with women being particularly vulnerable – see more in Section 2.3.2.5. The digital workplace also creates new avenues for violence and harassment, as technology blurs the lines between personal and professional communication, allowing misconduct to go unnoticed (York, 2022). Among teleworkers, women experience harassment or bullying at twice the rate of men (6 % versus 3 %, respectively) and face violence or verbal abuse more frequently (9 % versus 6 %, respectively) (EU-OSHA, 2024).

#### 2.6.2.6. The use of artificial intelligence technologies in recruitment and human resource management creates new risks relating to gender bias and discrimination

The digital transition in the labour market has increased reliance on AI technologies, transforming hiring, task allocation and performance evaluation processes. The use of AI-driven systems in recruitment raises concerns over gender bias, limited worker autonomy and impacts on well-being (Nguyen

and Mateescu, 2019). For instance, hiring algorithms are often trained on data predominantly from white men, which can create biases against candidates based on gender, race or disability (EIGE, 2022a).

Employers may also use AI-powered surveillance technologies such as camera and keystroke monitoring to track their remote-working employees (Skelton, 2020). Among teleworkers, 36 % of women and 31 % of men report experiencing increased surveillance through digital technologies<sup>(48)</sup> (EU-OSHA, 2024). The algorithmic standards used in AI surveillance systems are typically developed using limited data based on men with no disabilities (De Stefano, 2015). This can unfairly penalise workers whose behaviour, speed or work practices differ from these narrow standards. Women face a higher risk of being penalised, as they are more likely to be primary caregivers and may need to leave their workstations to deal with family interruptions while working from home (EIGE, 2022a). Platform workers, who are more often subject to algorithmic management such as customer ratings and performance scores as opposed to traditional managerial oversight (European Commission, 2019; Hannák et al., 2017; Westhoff, 2023), are left with limited support structures to address workplace issues. This means that heightened psychosocial risks, unfair treatment based on gender or age and sexual harassment remain under-reported (EIGE, 2022a).

#### 2.6.2.7. Addressing horizontal gender segregation is crucial for both women and men to benefit fully from the digital and green transitions in the labour market

As the green and digital transitions advance, the demand for skilled workers in sectors such as STEM, ICT, energy and transport is expected to grow (European Commission: DG Education, Youth, Sport and Culture et al., 2023). However, these sectors already face skills shortages,

<sup>(48)</sup> Based on a 2022 EU-OSHA survey, covering all Member States plus Iceland and Norway.

which are likely to be exacerbated by the increasing demand (European Commission, 2023g). At the same time, these fields are marked by structural gender segregation, with men making up the majority of the workforce. This imbalance means that women may not benefit fully from the opportunities emerging in these industries.

In addition to gender stereotypes that shape educational choices (see Section 2.2.2.2), another key factor contributing to gender occupational segregation is the 'leaky pipeline' phenomenon (Chowdhury et al., 2021). This refers to the gradual loss of women from certain fields as they face challenges that make it difficult to remain and advance in their careers (Berry et al., 2022). For example, women in ICT jobs leave the sector at higher rates than men due to the gender pay gap, gender stereotypes about men's 'better suitability', a lack of women in leadership roles and slower career advancement in an industry dominated by men (EIGE, 2023i). Consequently, there remains a largely untapped pool of female talent.

In the rapidly evolving field of AI, since 2020, there has been an upward trajectory in the worldwide representation of women among researchers at international conferences, suggesting a positive development (European Commission: Joint Research Centre et al., 2022). However, as AI professionals progress in their careers, the effects of the 'leaky pipeline' become more pronounced. In 2019, while

women in the EU and in the United Kingdom constituted almost 20 % of AI professionals with zero to two years of experience, this number dropped to just 12 % among those with more than 10 years' experience (LinkedIn, 2019).

## 2.7. Women in power and decision-making roles (area G)

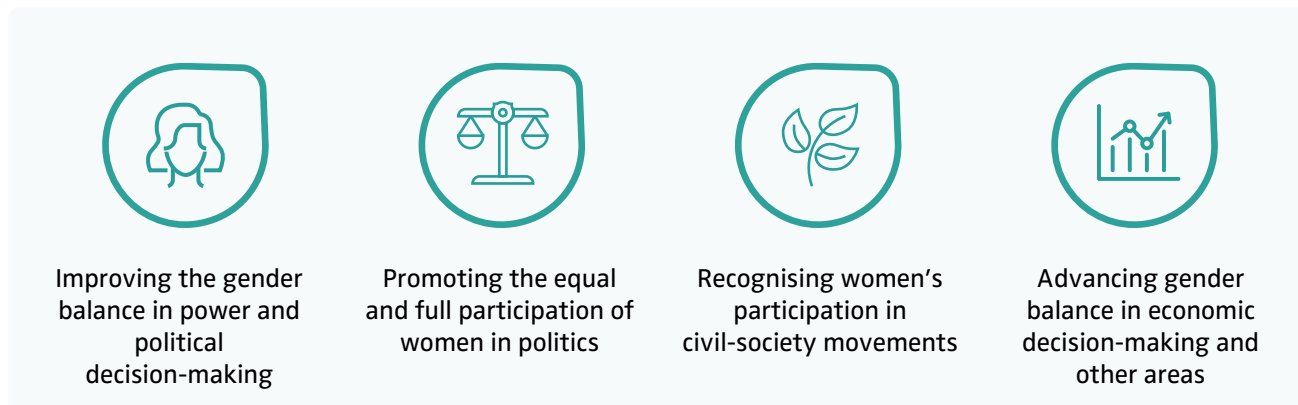
Under the BPfA, Member States have committed to promoting the equal representation and participation of women in decision-making and leadership roles across all areas of life, recognising gender equality as key to fair governance. Area G calls for electoral systems to be revised and for the use of positive actions such as quotas to achieve gender parity in public office and to transform organisational cultures to remove discriminatory practices. The officially agreed EU indicators to track progress in area G cover the representation of women in different areas of public life and decision-making (e.g. parliaments at all levels, political parties, civil service, supreme courts, central banks, company boards and social partners). However, they do not fully measure whether women's and men's roles are equally important or if policies are promoting gender balance effectively.

### Area G (women in power and decision-making) alignment with SDGs

**5.5** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life



For the BPfA + 30 review, the thematic focus and priority topics of area G include:



These priority topics reflect the need to ensure that decision-making processes in the EU equally reflect the perspectives and needs of women and men in all their diversity. Following the COVID-19 pandemic, the ongoing climate crisis and the Russian war of aggression against Ukraine, inclusive leadership and gender balance in all spheres of power matter more than ever.

### 2.7.1. EU policy developments

Achieving gender balance in decision-making is a key priority of the **EU gender equality strategy** (European Commission, 2020d), but the EU's power to promote gender balance in decision-making varies by policy area. EU efforts have focused on improving the gender balance in economic decision-making, along with some initiatives to enhance parity democracy in the European Parliament. Adopting **Directive (EU) 2022/2381 on improving the gender balance among the directors of listed companies** was a key step towards addressing the under-representation of women in corporate management and improving transparency in the selection of board members (see [Figure 2](#)). It requires large, listed EU companies to achieve gender balance on their boards by 30 June 2026, with a target of women making up at least 40 % of non-executive board members or 33 % of all directors.

There is an ongoing debate about the introduction of EU-level legislation to ease the

inclusion of gender equality provisions in the election of Members of the European Parliament (MEPs) (EIGE, 2024l). In May 2022, the European Parliament adopted a **proposal for a Council regulation concerning the election of MEPs via direct universal suffrage** (European Parliament, 2022b), which proposed the implementation of quotas or zipped lists, alternating women and men candidates but without specifying the quota percentage or penalties for non-compliance (EPRS, 2022). In addition, provisions were suggested for the temporary replacement of MEPs on maternity, paternity or parental leave and long-term sick leave.

In 2021, the European Commission proposed amendments to the **regulation on the statute and funding of European political parties** (European Commission, 2021l), mandating that European political parties incorporate rules on gender equality into their statutes. The European Parliament has acknowledged that voluntary measures have proven insufficient to achieve gender parity in parliaments and has proposed amendments to ensure gender balance in the governing bodies of European political parties and foundations, along with the adoption of gender equality plans (European Commission, 2021c). Because all of these changes require unanimous support from the Member States and remain under discussion, no new EU-level measures were introduced in the 2024 elections.

## 2.7.2. Key challenges and trends

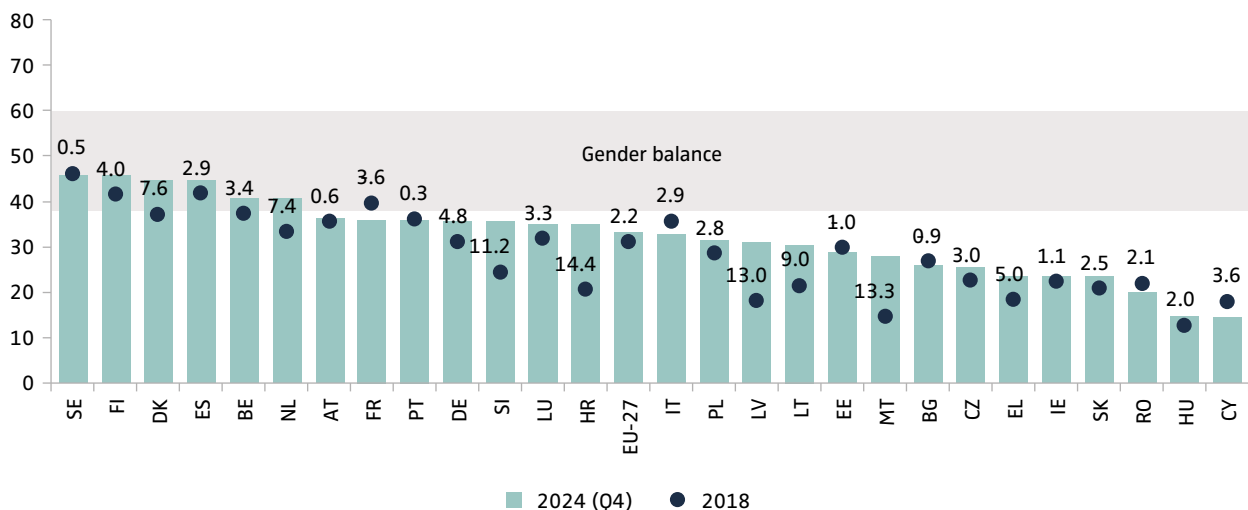
### 2.7.2.1. The European Parliament and the Commission in 2019–2024 were the most gender balanced in history, but women’s presence in national parliaments remains low

The 2019–2024 European Commission numbered 12 women and 14 men and was chaired by a woman president. At the beginning of the 2019–2024 term, women constituted 41 % of MEPs (EIGE, 2024I). The share of women fell to 40 % in the second half of 2022, due to the post-Brexit restructuring of seats (EIGE, 2024I). By the end of the mandate, women

made up 40 % of MEPs, exceeding the EU average for national/federal parliaments (33 %). In a historic turn, following the 2024 elections, the share of women MEPs reduced for the first time since the first direct elections in 1979 (EIGE, 2024a). After the June 2024 elections, women now occupy 39 % of seats in the European Parliament (EIGE, 2024a).

The representation of women in national parliaments varies greatly by country, from 46 % women in Sweden and Finland to 14 % in Cyprus, as of the end of 2024. Although the EU average has increased by 2 pp since 2018, setbacks have been seen in eight Member States (BG, EE, FR, IT, CY, PT, RO and SE) (Figure 27).

**Figure 27. Seats held by women in the single/lower house of the national/federal parliaments, by country (% of seats, pp difference, 2018 and Q4 2024)**



NB: Gender balance is defined as 40–60 % women. The values above the bars on the figure represent the pp difference between 2018 and Q4 2024 in the number of seats held by women in the single/lower house of the national/federal parliament.

Source: EIGE, Gender Statistics Database, data collection on women and men in decision-making.

Notable increases in women’s representation have been observed in Croatia and Malta (with rises of 14 pp and 13 pp, respectively). Only seven Member States have achieved gender balance, with women making up more than 40 % of members of national/federal parliaments in Sweden, Finland, Denmark, Spain, Belgium, the Netherlands and Austria. In

six Member States, women constitute less than 25 % of parliament members (EL, IE, SK, RO, HU and CY).

At the beginning of 2024, five Member States (DK, EE, IT, LV and LT) had a woman prime minister <sup>(49)</sup>, and women represented approximately one third (34 %) of all senior

<sup>(49)</sup> The prime ministers of Estonia and Italy are the first women in their countries to serve in this role.

ministers across the EU. Although women are gaining representation in the national ministries of some Member States, they frequently hold ministerial positions in policy areas that are typically linked to traditional women's roles, such as social affairs, health and education. Only one in three ministers in the EU

with an economic position (finance, trade or agriculture), infrastructure position (transport or the environment) or core portfolio such as foreign affairs and defence is a woman (EIGE, 2024f). For examples of attempts to promote women's participation in politics in Ireland, Austria, Slovenia and Slovakia, see [Box 24](#).

### Box 24. Efforts to promote equal representation and participation of women in politics

- In **Ireland**, the Irish Citizens' Assembly on Gender Equality, created in 2019, aims to develop recommendations to the Oireachtas (the bicameral parliament of Ireland) on addressing gender inequality through inclusive public participation. These recommendations include key proposals such as extending gender quotas in elections and public-funded bodies, family leave for elected representatives and flexible work arrangements. Despite being considered groundbreaking, a 2024 referendum to amend a sexist constitutional article concerning women's roles in the home failed to gain enough support (Bürgerrat, 2024; Citizens' Assembly, n.d., 2021; Joint Committee on Gender Equality, Houses of the Oireachtas, 2022).
- Since 2022, to mark the International Day of the Girl, the **Austrian** Directorate-General for Women and Equality and the Association of the Austrian Municipalities (Österreichischer Gemeindebund) launched the '[Girls in politics](#)' initiative. This programme allows girls aged 6 to 18 to shadow their mayoresses or mayors for a day, giving them first-hand exposure to regional politics, challenging gender stereotypes and inspiring interest in politics.
- **Slovenia's** 2022 '[Empowering women in active society](#)' project, implemented by the Ministry of Labour, Family, Social Affairs and Equal Opportunities, focused on overcoming barriers to young women's participation in politics by challenging gender stereotypes and promoting their civic and political engagement.
- In **Slovakia**, a civil association called Zakrúžkuj ženu (Circle the Woman) actively campaigns for the equal representation of women in politics. Founded by experts, activists and volunteers dedicated to creating a balanced society, it originated from the 'Circle the woman' campaign, which promoted voting for women candidates in the 2023 parliamentary elections (Kazar et al., 2023).

Despite overall improvements since 2018, the leadership of major political parties (i.e. parties with at least 5 % of seats in the national parliament) remains predominantly in men's hands. In 2024, women accounted for only 26 % of party leaders, representing an 8 pp increase since 2018 (EIGE, 2024d). The share of women among deputy leaders has decreased by 1 pp since 2018, with women accounting for 34 % of these positions in 2024 (EIGE, 2024g).

#### 2.7.2.2. Legislative actions stimulate progress towards gender-balanced decision-making, but more efforts are needed, including comprehensive and intersectional data

The Committee on the Elimination of All Forms of Discrimination against Women (CEDAW) 2024 General Recommendation No 40 on equal and inclusive representation of women in decision-making systems calls for women's and men's equal access to and equal power within decision-making systems (CEDAW, 2024). The recommendation sets out a roadmap to 50:50 parity and states that lower targets for

women's representation in decision-making are incompatible with the goal of eliminating discrimination against women (CEDAW, 2024).

As of March 2024, 11 Member States had legislative quotas for parliaments: Belgium and France (50 %); Ireland, Greece, Spain, Croatia, Italy, Luxembourg and Portugal (40 %); and Poland and Slovenia (35 %) (see more in Annex 4). Research shows that quotas are effective in promoting gender balance, especially if they are well designed and enforced with penalties (EPRS, 2023a). In 2023, Member States with quotas slightly outperformed those without <sup>(50)</sup> (34 % versus 33 %, respectively) (EIGE, 2024j). These results become more significant in the long run, as countries with quotas are projected to achieve gender balance by 2031, compared with 2039 for those without (EIGE, 2024j; European Commission, 2024a). Therefore, progress appears slower among those countries without quotas. However, even if the quota target is met on electoral lists, this does not necessarily translate into meeting the target in terms of elected seats (EPRS, 2023a). This highlights the need for higher quotas and enforcement mechanisms, including sanctions for non-compliance and placement rules to ensure equal visibility for women and men (EPRS, 2023a).

Intersectional data, although very scant, reveal the under-representation of certain groups, such as Roma women (EPRS, 2024b). Following Brexit, while racialised women made up 57 % of racialised MEPs in 2019–2024, up from 39 % in the previous mandate (ENAR, 2024), overall ethnic minority representation in the European Parliament remains low (4 %), despite such groups constituting 10 % of the population (ENAR, 2019, 2020). In national parliaments,

women's representation remains more or less consistent until the age of 50 (36–37 %) but declines from there, with women over 70 holding fewer than 20 % of seats. Only 4 % of members of parliament in the EU are under the age of 30, of which 37 % are women (EIGE, 2024l). No Member States have specific measures in place to promote the political participation of women from minority groups. The lack of data based on racial or ethnic identity hinders efforts to address intersectional inequalities.

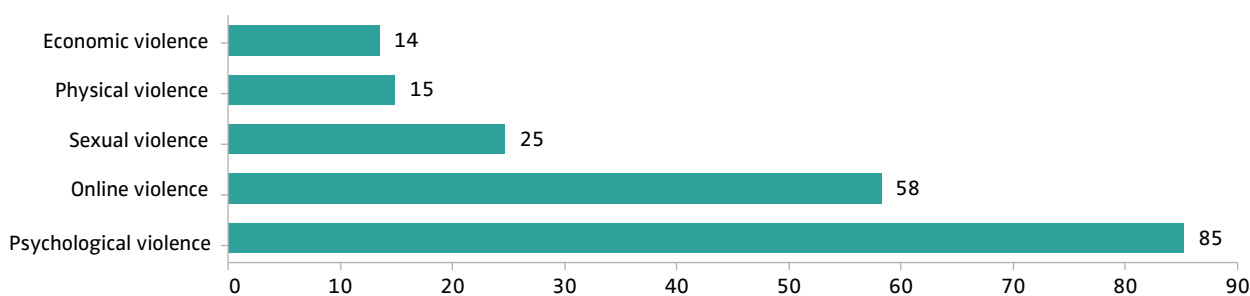
### 2.7.2.3. The increasing violence against women who are active in politics poses a significant challenge to their political participation and political rights

Violence against women in politics takes various forms, aimed at controlling and limiting their participation in decision-making. Hostile environments, stereotypes and discrimination create a chilling effect. This deters women from political engagement (National Democratic Institute, 2021), worsens their under-representation, discourages future generations from entering politics (EIGE, 2022c, 2024l; EPRS, 2024a) and provides a fertile ground for violence to thrive (EPRS, 2024a). A 2018 survey by the Inter-Parliamentary Union (IPU) and the Parliamentary Assembly of the Council of Europe (PACE) <sup>(51)</sup> revealed high levels of sexism, harassment and violence against women parliamentarians in Europe (Figure 28). Women under 40 in particular were targeted, with 76 % of such women reporting acts of cyberviolence, especially for their political views and women's rights advocacy.

<sup>(50)</sup> Taking into account Member States in which quotas are voluntary or where no measures have been implemented.

<sup>(51)</sup> The joint survey conducted by the IPU and PACE was based on responses from 123 women from 45 European countries, including 25 Member States. There were no respondents from Malta or Slovakia.

**Figure 28. Forms of violence experienced by women parliamentarians in Europe (% of all women parliamentarians surveyed, 2018)**



Source: IPU–PACE survey, 2018.

Gendered disinformation, which is often racially charged, portrays women candidates as unqualified or overly emotional (Allen, 2023; Thakur and Hankerson, 2021), diverting focus from policy discussions to personal attacks. According to the IPU–PACE survey, one third of women parliamentarians report that such violence has affected their freedom of expression, leading them to become more cautious and to seek less visibility (IPU and PACE, 2018). Similarly, a 2023 survey by the Council of European Municipalities and Regions <sup>(52)</sup> reported on the consequences of violence experienced by elected women in local and regional roles. These included impacts on their private life (31 %), quitting social media or restricting access to their accounts (32 %), becoming less vocal about a political conflict (21 %), and deciding not to run for office again

(9 %) (Council of European Municipalities and Regions, 2024).

#### 2.7.2.4. Beyond party politics, women leaders in civil-society movements in the EU face unique challenges in achieving systemic change

CSOs are critical drivers of gender equality in the EU. However, those CSOs working towards gender equality and for women’s rights face various challenges, including funding cuts and attacks from anti-gender movements (see Sections 2.8.2.6 and 2.9.2.1). Beyond those organisations that work specifically on gender equality, CSOs play a key social, environmental and economic role in the EU today. However, women’s leadership in these organisations has frequently been overlooked (Lang, 2021).



**Feminist leadership** promotes systemic change by challenging traditional power structures and fostering more equitable systems. It calls for a shift from conventional ‘hero-style’, individualistic leadership to relational, collaborative models based on collective power, coalition-building, care, diversity and inclusion as central elements of leadership.

Source: Summary by the authors, based on Charveriat et al. (2024).

<sup>(52)</sup> The Council of European Municipalities and Regions survey was based on responses from 2 424 elected women at the local, intermediate and regional levels in 31 European countries.

A survey of 148 women CSO leaders at the EU and Member State levels revealed widespread burnout among them (Charveriat et al., 2024). Many experienced exhaustion and poor health due to overwork and the financial insecurity faced by CSOs. Despite its being a feminised sector, men still dominate senior positions in and the boards of CSOs. Many organisations retain outdated patriarchal leadership

structures, hindering the ability of women leaders to enact transformative change (Charveriat et al., 2024). These challenges threaten the missions of CSOs and the potential for women to drive change within their organisations and in European societies. [Box 25](#) provides examples of initiatives to support leadership by women.

### Box 25. Examples of projects aiming to support women leaders

- Women entrepreneurs, particularly in ICT and STEM sectors, face challenges in accessing funding for new businesses. To address this, the EU-funded [Women TechEU](#) programme (2024–2026) supports women-led technology start-ups in Europe. Aiming to promote a gender-balanced entrepreneurship ecosystem, the programme targets early-stage start-ups founded or co-founded by women in top management roles (chief executive officers, chief technology officers, etc.). It will support 160 beneficiaries, providing personalised business development programmes, including mentoring and training, along with EUR 75 000 in grants.
- In 2020, the [Folke Bernadotte Academy](#), Sweden’s government agency for peace, security and development, launched the gender-responsive leadership initiative. This includes an online learning programme for leaders and managers in organisations such as the EU, the UN, the Organization for Security and Co-operation in Europe and the African Union. The programme includes workshops, skills practice and personal coaching to help leaders promote gender equality in peace and security work.

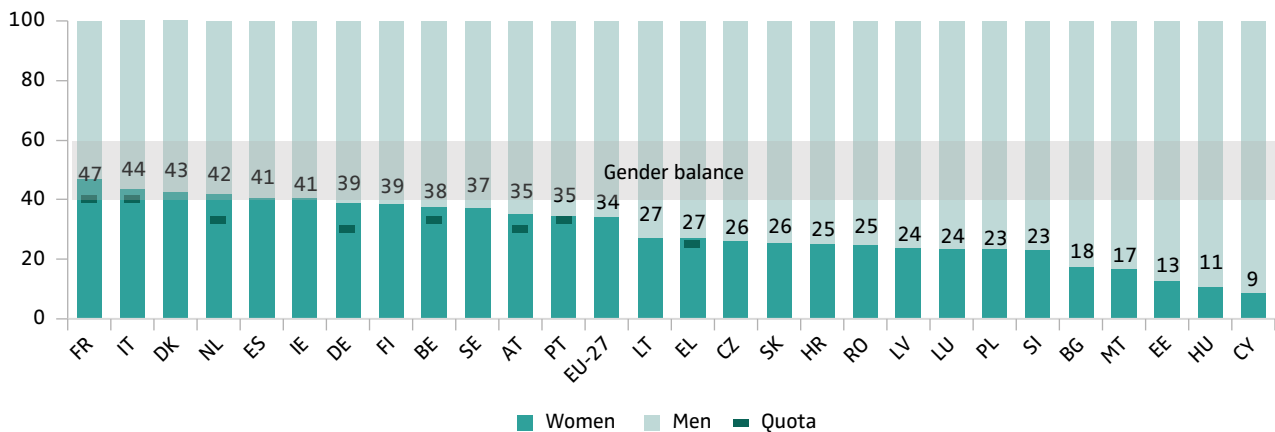
#### 2.7.2.5. The proportion of women on the boards of the largest listed companies in the EU has reached an all-time high, but economic decisions are still mostly taken by men

literature showing a positive correlation of gender diversity on boards with corporate innovation and with greater investments in climate change innovation and the sustainability agenda (García-Sánchez et al., 2023; Griffin et al., 2021).

In 2024, the boards <sup>(53)</sup> of the largest publicly listed companies registered in the EU comprised only 34 % women. This is an increase of 6 pp since 2019 (when the figure was 28 %), yet it remains below the gender balance threshold of 40 %. Six Member States have achieved the gender balance level of 40 % on their boards ([Figure 29](#)), while setbacks occurred in four Member States compared with 2019 (LV, HU, SI and SK). This is despite the large body of

<sup>(53)</sup> Data on board members cover all members of the highest decision-making body in each company (i.e. chairpersons, non-executive directors, senior executives and employee representatives, where present). The highest decision-making body is usually termed the supervisory board (in the case of a two-tier governance system) or the board of directors (in a unitary system). More information is available via EIGE’s [Gender Statistics Database](#).

**Figure 29. Positions held by women and men on the boards of the largest listed companies, by country (% of board members, first six months of 2024)**



NB: Certain Member States have binding quotas, as follows: Belgium (33 %), Germany (30 %), Greece (25 %; from 2020), France (40 %), Italy (40 %), the Netherlands (33 %; from 2022), Austria (30 %) and Portugal (33 %).

Source: EIGE, Gender Statistics Database, data collection on women and men in decision-making.

Progress towards the better representation of women on boards has been slow, but countries with corporate quotas have seen rapid improvements (EIGE, 2023h, 2024i). In 2023, women made up over 39 % of board members in the eight Member States with quotas (BE, DE, EL, FR, IT, NL, AT and PT), compared with 34 % in those using soft measures (DK, EE, IE, ES, HR, LV, LU, PL, RO, SI, FI and SE), and just 17 % in countries that took no action (BG, CZ, CY, LT, HU, MT and SK) (EIGE, 2024i).

This highlights the effectiveness of quotas in promoting gender balance on boards (EIGE, 2023h, 2024i). Member States with binding quotas have already met or are closer to meeting the 2026 targets set by the directive on improving the gender balance among the directors of listed companies, while countries without quotas (e.g. BG, EE, CY, HU, MT and RO) still lag behind. Although the proportion of women in top executive roles such as chief executive officers has remained around 8 % since 2019, there has been a 6 pp increase in women in senior executive positions, reaching 23 % in 2024. However, only 9 % of women occupy the seat of president (EIGE, 2024h).

### 2.7.2.6. Since 2019, a woman has led the European Central Bank, but gender imbalance persists in central banks across the EU

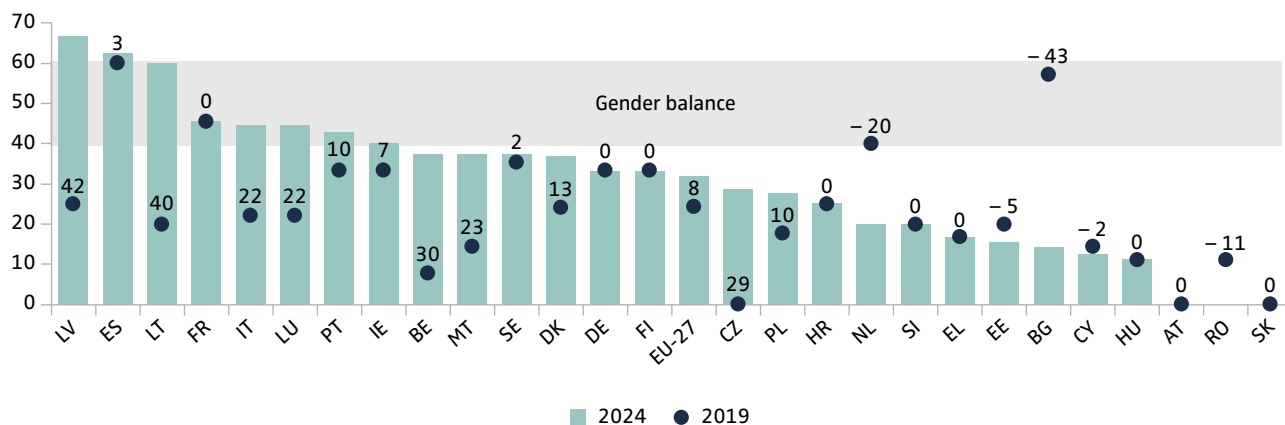
Research indicates that greater gender balance in central banks leads to more proactive monetary policies (Masciandaro et al., 2020). Despite this, women remain under-represented in the European Central Bank, with only two women on its 26-member governing council. Christine Lagarde became the first woman President of the European Central Bank in 2019.

On average, women make up 32 % of the decision-making bodies of national central banks (Figure 30), an increase from 24 % in 2019. However, key decisions in Austria, Romania and Slovakia are made exclusively by men. In September 2024, despite progress in deputy governor roles, with women holding 38 % of these positions (up from 28 % in 2019), the role of governor in all national banks in the EU (except for that in Spain) is held by a man. Despite their higher educational attainment, women continue to face a glass ceiling that limits their ability to reach leadership positions (European Commission, 2023a). Among others, barriers include women being assigned to positions with lower visibility and fewer networking opportunities, a lack of mentorship, gender stereotypes and differential treatment

between women and men that undermines

women's confidence and self-esteem (Babic and Hansez, 2021; Taparia and Lenka, 2022).

**Figure 30. Positions held by women in the decision-making bodies of the national central banks, by country (% of members, pp difference, 2019 and 2024)**



NB: The count includes the governors, deputy/vice-governors and members of all key decision-making bodies. The values above the bars represent the pp difference between 2019 and 2024 (September).

Source: EIGE, Gender Statistics Database, data collection on women and men in decision-making.

### 2.7.2.7. Gradual improvements have occurred in recent years, but the number of women in decision-making positions in research and sports remains low

Women remain under-represented in decision-making roles across key social institutions. In science, women hold 28 % of the seats in the highest decision-making bodies of national academies, a 5 pp increase since 2019. Gender balance in research funding organisations<sup>(54)</sup> was achieved in 2021. By 2024, women represented 43 % of the members of the highest decision-making bodies of these organisations. Country disparities persist, especially in the nine Member States in which fewer than one third of decision-makers are women (in descending order: IT, CZ, BE, PL, CY, HR, HU, EL and SK) (EIGE, 2023d).

A significant gender imbalance remains in the sports sector. In 2023, only 22 % of members of national sports federation boards were women. This is a slight rise from 16 % in 2019, according to data on the top 10 most popular sports in each country (EIGE, 2024q). For examples of the introduction of gender quotas in sports leadership in France, Spain and Greece, see [Box 26](#).

<sup>(54)</sup> Research funding organisations are self-governed funding organisations that allocate national public funds to research organisations, programmes or projects in the countries covered. For these organisations, a chairperson and members of the highest decision-making body are counted. In cases where there is no research funding organisation fulfilling these criteria, the ministry responsible for allocating the funds is covered and the decision-makers are identified on a case-by-case basis due to inherent differences. More information is available via EIGE's [Gender Statistics Database](#).

### Box 26. Gender quotas in sports leadership

Despite the increasing participation of women in sports and their achievements as elite athletes, their representation in top sports management positions remains limited. Few countries have adopted gender quotas in sports decision-making. In 2014, **France** mandated gender parity in sports federation leadership, while **Spain** has introduced a 33 % quota for national sports federation boards (Valiente, 2022). In 2020, **Greece** passed law 4276/2020 on composition of sports clubs/associations management boards requiring that at least one third of candidates for management board positions, including the president, be women. The limited use of gender quotas in EU sports leadership signals that there is an opportunity for more further action to be taken to boost women’s representation.

## 2.8. Institutional mechanisms for the advancement of women (area H)

Under the BPfA, all Member States have committed to establishing institutional mechanisms to promote, advocate and support gender equality and the mainstreaming of gender equality concerns across policy areas. In the EU, institutional mechanisms entail governmental, independent and other bodies for the promotion of gender equality and make sure that women’s rights are supported and protected in all areas of society. The objectives of area H include ensuring a high level of governmental responsibility for gender equality, integrating a gender perspective into all policymaking and disseminating sex-disaggregated data and information.

#### Area H (institutional mechanisms for the advancement of women) alignment with SDGs

- 5.c** Sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls
- 16.7** Responsive, inclusive, participatory and representative decision-making at all levels
- 16.b** Promote and enforce non-discriminatory laws and policies
- 17.18** Increase the availability of high-quality data disaggregated by gender and other characteristics



This section reviews the indicators in area H on the status of institutional mechanisms in the Member States:



Governmental commitment, structures and accountability for promoting gender equality



Resources allocated to national gender equality bodies



The use of gender mainstreaming methods and tools in policymaking



The production and dissemination of sex-disaggregated statistics

Advances in these institutional mechanisms underpin progress in the other areas of the BPfA, making them vital to achieving gender equality (EIGE, 2020a).

### 2.8.1. EU policy developments

The main policy development at the EU level in the area of institutional mechanisms since 2019 concerns the adoption of the two parallel directives strengthening the independence and functioning of the EU’s **equality bodies**.

In 2022, the Commission put forward two ‘parallel proposals’ with different legal bases to establish minimum binding standards for equality bodies to enhance their mandate and effectiveness (European Commission, n.d.-b). Adopted in 2024, one of the directives focuses on equality between men and women in employment and occupation, while the other concerns sex, racial or ethnic origin, religion or belief, disability, age and sexual orientation <sup>(55)</sup> (Council Directive (EU) 2024/1499; Directive (EU) 2024/1500). Together, they establish EU-wide minimum requirements for equality bodies, as listed in [Figure 31](#).

**Figure 31. Provisions of the equality bodies directives**

<p><b>Mandate:</b> equality bodies’ jurisdiction has been extended to combat discrimination on the grounds of religion or belief, disability, age and sexual orientation in the area of employment, along with discrimination based on sex in the area of social security.</p>	<p><b>Enhanced powers:</b> equality bodies need to be empowered to investigate discrimination cases, issue opinions or binding decisions, act in courts and propose an alternative dispute resolution mechanism, such as conciliation or mediation, to the parties in a complaint procedure.</p>
<p><b>Sufficient resources:</b> Member States are obligated to provide equality bodies with the human, technical and financial resources necessary to exercise all of their powers effectively.</p>	<p><b>Consultation on law- and policymaking processes:</b> public institutions are asked to consult equality bodies on matters related to discrimination and equal treatment.</p>
<p><b>Independence:</b> equality bodies are legally required to be free from external influence.</p>	<p><b>Awareness raising and prevention:</b> equality bodies need to be empowered to promote equality effectively.</p>
<p><b>Accessibility:</b> equality bodies’ services are required to be free and accessible to all victims.</p>	<p><b>Reporting:</b> equality bodies are required to produce regular reports on the state of equal treatment and discrimination.</p>

Source: Summary prepared by Equinet (2024a).

Member States already had an obligation under the EU equal treatment directives <sup>(56)</sup> to designate an independent equality body to promote equality and combat discrimination (Equinet, 2023). However, the previous provisions left considerable discretion to the Member States regarding the mandate, independence and resources of these equality bodies. This resulted in unequal protection against discrimination across the EU (Equinet,

2023). The new standards for the independence and functioning of equality bodies will ensure more effective protection from discrimination for everyone in the EU. Member States are required to incorporate the directives into national law by 2026. Furthermore, the European Network of Equality Bodies (Equinet) supports national equality bodies in promoting equality and combating discrimination while strengthening their capacities at the EU level

<sup>(55)</sup> Specifically, the second directive establishes binding standards for equality bodies in the fields of (1) equal treatment between people irrespective of their racial or ethnic origin; (2) equal treatment in matters of employment and occupation between people irrespective of their religion or belief, disability, age or sexual orientation; and (3) equal treatment between women and men in matters of social security and in the access to and supply of goods and services.

<sup>(56)</sup> Council Directive 2000/43/EC, Council Directive 2004/113/EC, Directive 2010/41/EU.

through collaboration, expertise and contributions to the development and implementation of EU equality policies and legislation (Equinet, 2024b).

The EU has limited powers to regulate governmental gender equality bodies at the national level. **Governmental gender equality bodies** are bodies within government whose purpose is to design, coordinate and implement government policies for gender equality. Such bodies are ministries or departments within ministerial structures, but can also be government agencies (EIGE, 2023c).

The EU works with Member States to support gender mainstreaming through collective learning and collaboration, for example through the **High-Level Group on Gender Mainstreaming**. In addition, the **subgroup on equality data** of the High-Level Group on Non-discrimination, Equality and Diversity supports Member States in collecting data that reflect inequalities (see also [Box 1](#) in Section [1.1.1.1](#)).

The Commission also coordinates the **mutual learning programme in gender equality** to support the exchange of good practices among

the Member States (European Commission, n.d.-h). In 2022, the Commission (DG Structural Reform Support, now the Commission's Reform and Investment Task Force) also launched a flagship project on **gender mainstreaming in public policy and budgeting** as part of the technical support instrument, which provides funds for Member States to design and implement resilience-enhancing reforms. EIGE also reestablished the **Thematic Network on Gender Mainstreaming** in 2019 to provide a space for practitioners in the Member States and EU institutions to exchange information. In addition, the Commission has acknowledged the importance of enhancing engagement with CSOs and protecting their work, given their crucial role in tackling societal challenges and upholding human rights (von der Leyen, 2024a).

## 2.8.2. Key challenges and trends

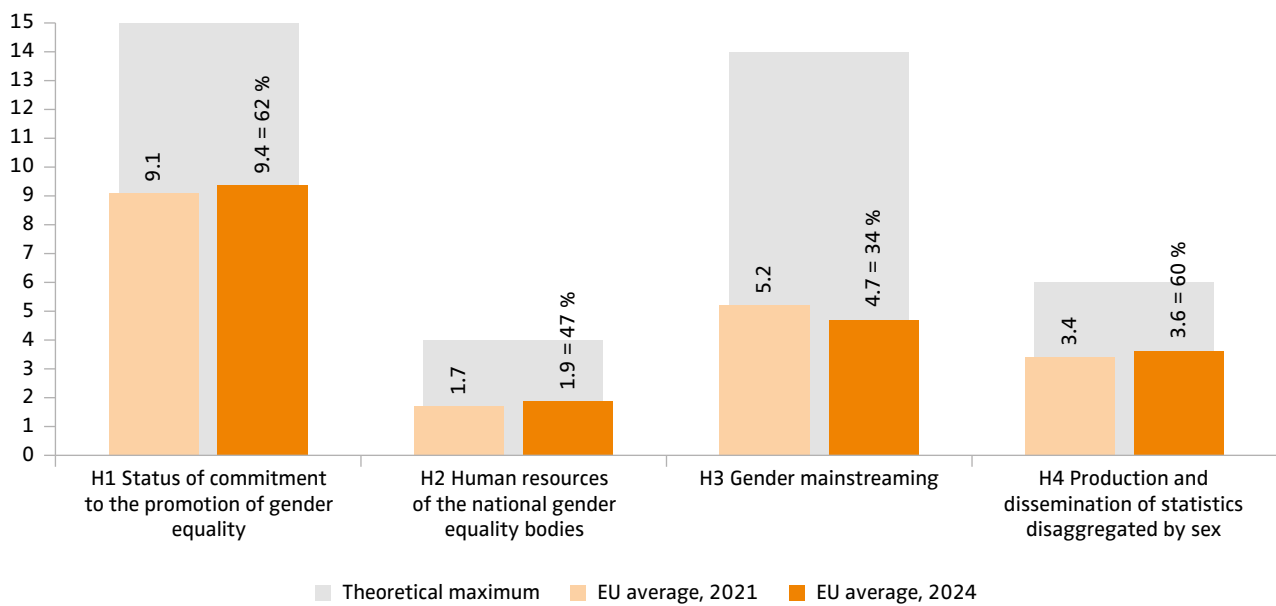
### 2.8.2.1. Member States are committed to promoting gender equality, but institutional mechanisms to make it happen need to be strengthened



Area H, unlike other areas, relies on a set of four officially agreed indicators, specifically updated by EIGE to monitor progress and track changes in gender equality policies and structures across EU Member States. In 2021, EIGE revised the conceptual and measurement framework for these indicators. The revision shifted the focus from simply assessing the presence of gender equality and gender mainstreaming structures and processes to evaluating their actual effectiveness in practice since the adoption of the BPfA. Based on this updated framework, EIGE conducted two ad hoc data collection exercises in 2021 and 2024. Data were collected between April and May 2024. Annex 5 provides further methodological information of this data collection.

For monitoring purposes, 'national gender equality bodies' refers to two types of bodies: governmental gender equality bodies (within government) and independent gender equality bodies (outside government). Data collected by EIGE in 2024 about institutional mechanisms show little change across the Member States compared with the situation in 2021 when summarised as an EU average ([Figure 32](#)). Compared with 2021, in 2024, minor progress was made in the commitment to promoting

gender equality, in the resourcing of independent gender equality bodies and in the production and dissemination of statistics disaggregated by sex. However, there was a notable decline in the use of dedicated tools and methods for gender mainstreaming in this period.

**Figure 32.** Average score for each indicator in relation to its theoretical maximum (% of the EU-25 and the EU-27, 2021 and 2024)

NB: Data for 2021 exclude Ireland and France (hence EU-25) and are incomplete for Hungary.  
 Source: EIGE, data collection on institutional mechanisms in 2021 and 2024 (EIGE 2025c).

### 2.8.2.2. The responsibility for promoting gender equality is vested in the highest levels of government across the Member States, but more efforts are needed to translate this into a practical and well-resourced gender equality strategy or action plan

[Figure 33](#) summarises the EU average score and Member States' scores regarding the status of their commitment to promoting gender equality within governmental structures across various indicators. Scores are generally high in terms of visible commitments to the promotion of gender equality, with an average combined score of 70 % for the three subindicators dealing with the highest level of responsibility

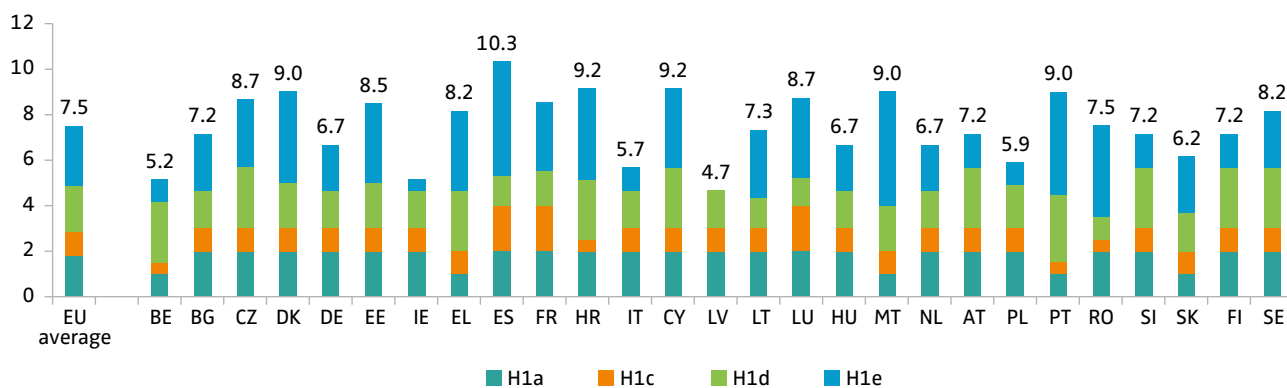
in government (H1a, 91 %), the position of the gender equality body within the government hierarchy (H1c, 52 %) and the scope of the mandate of that body (H1d, 67 %) (EIGE, 2025a).

Placing the responsibility for promoting gender equality on a senior minister<sup>(57)</sup> should increase the power to promote gender equality across the government (EIGE, 2023c). In 2024, all but five Member States (BE, EL, MT, PT and SK) had a senior minister with direct responsibility for promoting gender equality. This situation is slightly worse than in 2021, as three countries (MT, PT and SK) have demoted this responsibility to a junior minister<sup>(58)</sup>, while two Member States have raised their commitment to gender equality to the highest level (PL and RO).

<sup>(57)</sup> A member of the government who has a seat on the cabinet or council of ministers.

<sup>(58)</sup> Members of the government who do not have a seat on the cabinet.

**Figure 33. Status of commitment to the promotion of gender equality (H1, governmental commitment only: H1a–H1e, 2024)**



H1a - highest responsibility for promoting gender equality within government;  
 H1c - position of the governmental body within the government structure;  
 H1d - mandate and functions of the governmental body;  
 H1e - accountability of the government for the promotion of gender equality.  
 Source: EIGE, data collection on institutional mechanisms in 2024.

The positioning of governmental gender equality bodies is crucial, as those that are given a full ministry have greater authority in promoting gender equality, while those situated within a department or a governmental agency may face more limitations (EIGE, 2023c). In 2024, three Member States (ES, FR and LU) had positioned their governmental gender equality bodies at the highest level, that is, as an entire ministry. The remaining Member States positioned their governmental gender equality bodies either as a section or department of a ministry or as a governmental agency. Compared with being an entire ministry, such positioning of governmental gender equality bodies may provide a lower degree of visibility and power, such as in terms of influencing policymaking.

In 2024 (April–May), governmental accountability for gender equality continued to be limited in many Member States. Nine Member States did not have an overarching gender equality strategy (BE, IE, FR, LV, LT, HU, AT, PL and PT) and 15 Member States had an active action plan exclusively on gender equality (BG, CZ, EE, EL, ES, FR, HR, CY, LT, LU, HU, MT, PT, RO and SK). In 11 Member States (BE, DK, ES, LT, LU, MT, NL, AT, PT, RO and SE), the governmental body responsible for the

promotion of gender equality reported to parliament at least once a year.

### 2.8.2.3. Further efforts are needed to provide resources to gender equality bodies and strengthen the capacity to focus on gender equality within bodies with a wider equalities remit

On average in 2024, Member States scored 47 % for this indicator, suggesting that both governmental and independent gender equality bodies are under-resourced (scoring an average of 49 % and 45 % respectively; see [Figure 32](#)).

More than half of Member States in 2024 have a governmental body whose gender equality mandate is combined with other non-discrimination and equality-related functions. Nearly all governmental bodies were found to be empowered to carry out all relevant functions relating to gender equality. However, when a governmental body with a mandate for gender equality is combined with other non-discrimination areas, this may limit its capacity to focus specifically on promoting gender equality through policies, awareness raising and information, due to insufficient resources.

A similar trend was found among independent bodies, most of which have a mandate for gender equality combined with other non-discrimination areas. In 2024, five Member States (BE, ES, IT, PT and FI) had an independent body exclusively focusing on gender equality, thereby increasing the capacity to focus efforts on gender equality.

Effective institutional mechanisms for gender equality demand adequate human and financial resources (EIGE, 2023c). In 2024, five countries scored the maximum possible for a well-resourced governmental gender equality body

(2 points) and nine scored 1.5 out of the maximum possible of 2 for independent gender equality bodies. Eleven governmental bodies have fewer than five personnel dedicated to gender equality, and nine independent bodies have fewer than ten staff working on gender equality. [Table 1](#) provides further detail on the scoring of indicator H2 by subindicator, grouping countries according to the size band for each type of body and showing (1) where total staff numbers have been adjusted to reflect time spent on gender equality issues and (2) where the data cover multiple bodies.

**Table 1. Personnel resources working on gender equality, by type of body, 2024**

Personnel	< 5	5–10	10–25	25–100	100 +
Score	0	0.5	1	1.5	2
Governmental bodies (H2a)	BG <sup>(a)</sup> , LV <sup>(a)</sup> , HU <sup>(a)</sup> , PL <sup>(a)</sup> , SK <sup>(a)</sup>	EE <sup>(a)</sup> , IE <sup>(a)</sup> , HR, CY <sup>(b)</sup> , LT <sup>(a)</sup> , SI	CZ, DK <sup>(b)</sup> , LU, MT <sup>(a)</sup> , NL <sup>(a)</sup> , FI	BE, IT <sup>(a)</sup> , AT <sup>(b)</sup> , PT <sup>(b)</sup> , RO <sup>(a)</sup>	DE <sup>(b)</sup> , EL <sup>(b)</sup> , ES <sup>(b)</sup> , FR <sup>(b)</sup> , SE <sup>(b)</sup>
Independent bodies (H2b)	CZ, IT, LU, MT, PL	DK, EE, CY, SI	DE, HR, LV, LT, AT, PT, RO, SK, FI <sup>(a)</sup>	BE, BG, IE, EL, ES, FR, HU, NL, SE	

<sup>(a)</sup> Data cover at least one body with a mandate for gender equality combined with other equality-related functions for which the total number of staff was adjusted for the estimated proportion of time dedicated to gender issues.

<sup>(b)</sup> Data cover at least one body with a wider equality remit in which staff work 75–100 % of the time on gender issues; thus, the total number of staff was not adjusted (upper limit of the range always used as the adjustment factor).

NB: For data collected in 2012 and 2018, this result was normalised by expressing resources per million population or per million people employed. In practice, this tends to give higher results for smaller countries and lower results for larger countries. The 2021 study used absolute numbers, which, despite posing some inherent risks to comparability, was justified on the basis that a minimum number of people is required to deliver effective services, regardless of the size of the country. As a result of changes in the measurement framework, the data are not comparable with previous data collections (EIGE, 2023I).

Source: EIGE, data collection on institutional mechanisms, 2024.

Resource limitation makes it challenging for bodies to fulfil the increasingly demanding tasks and functions necessary for effective national gender equality machinery, especially

given their new responsibilities arising from initiatives such as the pay transparency directive ([Box 27](#)) and the directives on equality bodies.

### Box 27. Equality bodies and the pay transparency directive

Under the **pay transparency directive**, equality bodies are involved in tackling gender-based pay discrimination (Directive (EU) 2023/970) and have the right to request information on gender pay gaps, to engage in court proceedings on behalf or in support of workers in cases of alleged infringements and to monitor compliance with pay transparency measures (Equinet, 2022). As outlined by the directive, equality bodies should be sufficiently resourced to perform these tasks effectively. Examples of good practices include the following (Equinet, 2022):

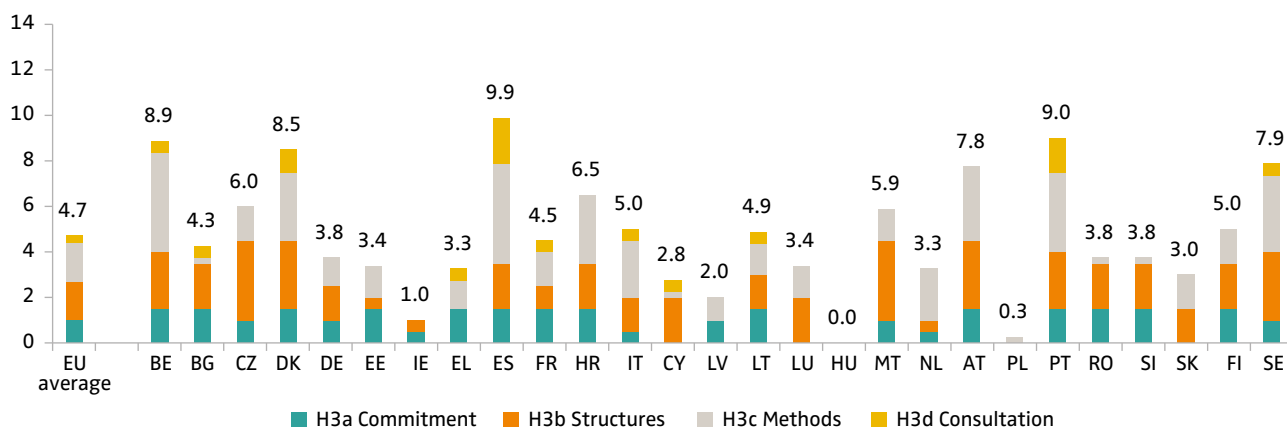
- the Institute of Women in Spain participates in biannual meetings to monitor the effective implementation of the equal pay regulation in collaboration with the Ministry of Labour, the Ministry of Equality and social partners;
- the Federal Anti-Discrimination Agency in Germany provides the '[Eg-check.de](#)' tool for gender-oriented wage analysis, allowing employers and employee representatives to assess pay regulations and practices for potential discrimination;
- the Gender Equality and Equal Treatment Commissioner in Estonia, in collaboration with various institutions, has developed a web-based '[earnings application](#)', which provides transparency regarding occupation-based gender composition and wage gaps.

#### 2.8.2.4. Across the Member States, there is significant room for improvement in the use of gender mainstreaming tools such as gender impact assessments and gender budgeting

Despite some notable exceptions (in BE, DK, ES, AT, PT and SE), the implementation of gender mainstreaming remains uneven across the Member States (Figure 34). Commitment to and the use of gender mainstreaming structures and tools saw a notable decline in 2024 compared

with previous years, making it the weakest aspect of institutional mechanisms, with an average score of 34 %. The comparison among the 25 Member States with data in both years shows that the average score in 2024 had gone down by 2 pp since 2021, falling from 37 % to 35 %. The data show that independent gender equality bodies are not routinely consulted on new policy/legislation (H3d, 16 %), and the application of gender mainstreaming tools (e.g. gender budgeting, gender impact assessments and effective training of staff) is patchily implemented in most Member States (H3c, 28 %).

Figure 34. Commitment, structures and methods for gender mainstreaming (H3, total score out of 14, 2024)



Source: EIGE, data collection on institutional mechanisms, 2024.

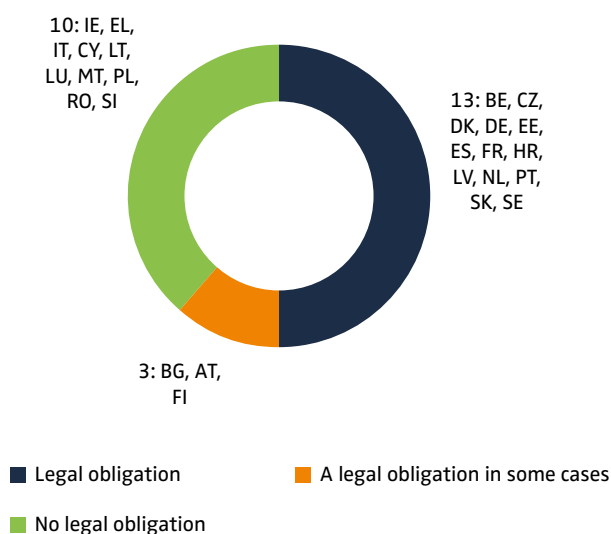
As of 2024, all Member States except five (CY, LU, HU, PL and SK) had adopted some form of commitment to the implementation of gender mainstreaming. However, these commitments are not always legally binding. This is key, because EIGE's research shows that the practical implementation of gender mainstreaming is more prevalent in those Member States with

legislation mandating the use of gender mainstreaming and gender budgeting (EIGE, 2023I). In 2024, only a few Member States (BE, CZ, ES, FR, AT, PT and FI) possessed dedicated structures such as units, departments or internal working groups specifically dedicated to gender mainstreaming within each ministry. Over half of the Member States (BE, BG, CZ, DK,

ES, FR, HR, CY, LT, LU, MT, AT, RO, SI, FI and SE) have gender focal points in ministries, that is, contact people for gender mainstreaming and/or an interministerial group, a coordinating body or a network of contact people to conduct gender mainstreaming.

In terms of the methods used for gender mainstreaming, in 2024 most Member States

**Figure 35. Governments' commitment to *ex ante* gender impact assessments (2024)**



NB: No data were available for Hungary.  
Source: EIGE, data collection institutional mechanisms, 2024.

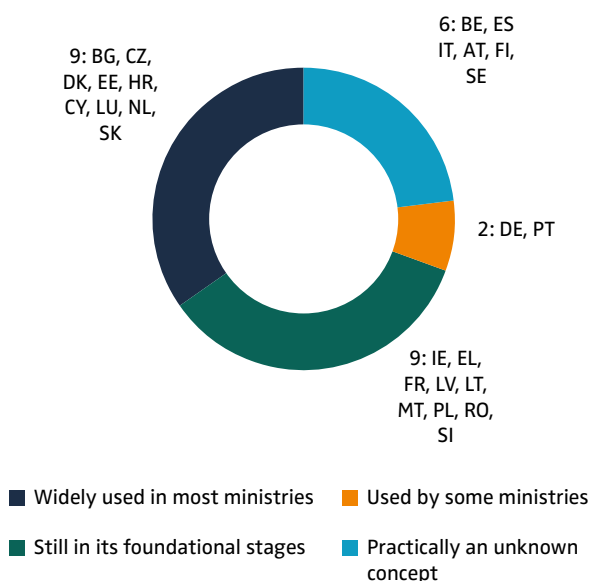
However, some Member States have made significant strides by integrating gender equality considerations into their RRP, demonstrating the potential for gender mainstreaming in national policy frameworks (Box 28).

**Box 28. Gender mainstreaming in the RRP**

**Spain and Italy** have established gender equality as a fundamental priority in their RRP, employing gender mainstreaming tools and integrating gender considerations.

had a legal obligation to carry out *ex ante* gender impact assessments (Figure 35). The use of gender budgeting is limited and, in many Member States, is still a relatively unknown method (Figure 36). Similarly, gender training for government staff occurs on an ad hoc basis in most Member States.

**Figure 36. Gender budgeting in ministerial budgets (2024)**



**Spain's RRP** identifies gender equality challenges within the policy areas addressed, mainstreams gender into the objectives of measures and acknowledges gender gaps in the sector for each measure. Commitment to gender equality from high-level political leadership plays a crucial role in advancing gender mainstreaming in Spain's RRP, supported by existing gender equality structures within each ministry and established processes such as the gender impact assessment for the national budget (EIGE, 2023e).

Similarly, **Italy's** RRP includes an *ex ante* gender analysis for each of its six priority pillars, based on sex-disaggregated data and evidence from the Department of Equal Opportunities. In addition, the interventions under each measure are classified according to their contribution to gender equality based on qualitative and quantitative assessments carried out as part of an *ex ante* evaluation by the Italian Ministry of Economy (EIGE, 2023e).

Gender-responsive public procurement (GRPP) is another key method for integrating a gender perspective into public policies and expenditures, as public institutions in the EU are major investors, spending some EUR 2 trillion per year on the purchase of goods, services and works. Their procurement practices can directly promote gender equality, support sustainable procurement and improve efficiency in public spending (EIGE, 2022j) ([Box 29](#) sets out national examples).

### Box 29. Examples of GRPP in Belgium and Spain

Although the legal framework on GRPP remains limited across Member States, notable examples include the following (EIGE, 2022i).

- The city of **Brussels (Belgium)** incorporated GRPP into its fourth action plan for equality between women and men (2020–2022), focusing on the training of procurement officers on gender issues.
- In **Spain**, the public administration applies social criteria in its public contracts, including a gender perspective. The national Institute of Women provides guidance on GRPP. Equally, other bodies in charge of gender equality at the local and regional levels have achieved the systematic integration of a gender perspective into public procurement.

Gender equality bodies play a key role in promoting GRPP through coordination, awareness raising, training and collaboration on the drafting of instruments and guides alongside public administrations. In 2022, EIGE also launched a step-by-step toolkit to support the implementation of GRPP by contracting authorities at all levels in the EU (EIGE, 2022i). Other levels of administration also have an important role to play in supporting broader gender equality objectives. For instance, municipalities, being closer to the citizens they serve, are in a unique position to address gender equality in a practical and targeted manner, as exemplified in [Box 30](#).

### Box 30. Example of the promotion of gender equality at the municipal level in Luxembourg

**Luxembourg's** Ministry of Equality between Women and Men has created a [thematic website](#) to centralise information relevant to municipalities on promoting gender equality locally. The website offers separate access for political representatives, municipal staff and the public, and provides comprehensive details on integrating gender equality across municipal activities. It features an interactive map detailing specific equality measures implemented in each of Luxembourg's 100 municipalities.

### 2.8.2.5. There is generally a commitment among governments to produce statistics disaggregated by sex, but this does not translate into the effective dissemination of gender statistics

In 2024, nine Member States (BE, BG, ES, FR, HR, IT, MT, RO and SE) had in place a legal obligation for the national statistical office to collect statistics disaggregated by sex. This is a significant obligation that is placed on the centralised bodies that are best placed to collect and disseminate statistics to all

policymakers (for examples, see [Box 31](#)). However, such a commitment to collecting statistics does not clearly correlate with more effective dissemination of gender statistics. As of 2024, greater efforts are needed in seven Member States (BG, EE, EL, IT, CY, MT and PL), as they scored a third (33 %) or less of the maximum possible score for indicator H4. A website is an important tool for disseminating such statistics to support gender mainstreaming, but 10 Member States in 2024 did not possess a website (or section of a website) dedicated to this purpose (BG, EE, EL, HR, IT, CY, MT, PL, RO and SI).

### **Box 31. An example of data collection and dissemination efforts concerning women's green entrepreneurship**

Led by the Gender Equality Unit of the **Spanish** Ministry for Ecological Transition and Demographic Challenge, this initiative focuses on gathering gender-sensitive data on women's roles in the ecological transition, especially in rural areas. Key project activities include:

- the development and dissemination of sex-disaggregated indicators and gender-sensitive analysis across green entrepreneurship and rural business sectors;
- conducting comparative studies with EU countries and temporal analyses to track progress;
- using diverse data sources such as the Spanish Labour Force Survey, the EU LFS and the Gender Entrepreneurship Monitor for in-depth insights.

This initiative has created a database on women's involvement in rural and green entrepreneurship to inform evidence-based policymaking and enhance women's participation in these sectors. The

initiative aligns with the European Green Deal, the Spanish RRP, the Spanish just transition strategy and the Spanish strategic plan for the effective equality of women and men (2022–2025) (Ministerio para la Transición Ecológica y el Reto Demográfico, 2023).

### **2.8.2.6. Emerging trends in government and politics paint a mixed picture for governmental and civil-society actors working for gender equality**

The BPfA + 25 review (2020) already highlighted the shrinking space for civil society amid an organised resistance to women's rights that has emerged from campaigning against 'gender ideology' <sup>(59)</sup> (EIGE, 2020c). These efforts have restricted the operating space and funding for CSOs and activists advocating for women's rights and LGBTIQ rights (EIGE, 2022k; FRA, 2021). They have also contributed to a spike in attacks targeting CSOs and activists, including hate speech, abusive lawsuits, property damage and violent physical attacks (EIGE, 2022k; FRA, 2021; see also Section 2.9).

This situation creates a chilling effect on civil society and reduces policymakers' ambition to tackle gender equality issues. For instance, topics such as SRHR, including comprehensive sexuality education, same-sex marriage and LGBTIQ rights, are made increasingly contentious at the national and EU levels (EIGE, 2022k). Furthermore, recent political trends and movements opposing gender equality are gaining power in a growing number of Member States. This can make it increasingly difficult to advance gender equality legislation and to maintain and strengthen institutional mechanisms (Guerrina et al., 2023).

Furthermore, across the Member States, the involvement of CSOs in shaping gender equality policies is inconsistent and often ad hoc (EIGE, 2024o). The absence of systematic procedures

<sup>(59)</sup> 'Gender ideology' is a concept created as a purposeful misinterpretation of the term 'gender' to gather support for restrictive traditional gender roles, the traditional family and criticism of various progressive causes that are seen as challenging these beliefs (EIGE, 2020c).

and regular consultation processes hampers both transparency and inclusivity. In addition, governments frequently rely on unpaid contributions, which weigh most heavily on smaller organisations that bring diverse perspectives (EIGE, 2024o). The COVID-19 pandemic exacerbated this shrinking space, as many Member States neglected to engage women's organisations in decision-making and did not consult them during the preparation of their recovery plans (EIGE, 2023f).

Despite the current challenges, significant opportunities exist to strengthen institutional mechanisms and the work of gender equality

actors in civil society. For example, digital communication tools can boost engagement among civil society and gender experts, especially for under-represented groups in decision-making spaces, such as young women and women living in rural areas. Equally, the digital transformation of governments and administrations can provide unique opportunities to develop built-in gender mainstreaming tools as part of public policy and budget making and to improve the systematic collection of administrative sex-disaggregated data. For details of some efforts to support gender equality efforts from CSOs, see [Box 32](#).

### Box 32. Funding for women's rights and gender equality organisations

- The **EU citizenship, equality, rights and values** programme, with a total budget for 2021–2027 of EUR 1.6 billion, provides funding to organisations at all levels working to support EU rights and values, including those promoting gender equality and gender mainstreaming and working to end gender-based violence (European Commission, n.d.-a).
- The **Alliance for Gender Equality in Europe**, established in 2021, is the only pooled fund bringing together diverse donors to advance gender equality and women's rights in Europe. It was created to support an underfunded sector driven by limited support from national governments, by the allocation of EU funds in this area mostly to the Global South and by weak philanthropic involvement. Through the adoption of an intersectional approach, the alliance provides funding to and strengthens the capacity of small, frontline organisations working on gender equality across Europe (Alliance for Gender Equality in Europe, n.d.).

## 2.9. Human rights of women (area I)

The BPfA's objectives in area I affirm the universality of women's human rights across all spheres and emphasise sexual and reproductive rights, including the freedom to choose if and when to have children. These objectives call for the ratification and implementation of international human rights instruments such as the **Convention on the Elimination of All Forms of Discrimination against Women**, which all Member States have ratified. The objectives also urge governments to integrate women's rights into national laws, addressing features such as race, disability and socioeconomic status.


The EU lacks indicators to track the progress of the BPfA objectives in area I. EIGE suggests that the ratification and enforcement of fundamental human rights treaties and legislation be examined and that the rights of the most socioeconomically disadvantaged women be reviewed, including those with disabilities, Roma women, LGBTIQ people and migrant women (EIGE, 2020b).

**Area I (human rights of women) alignment with SDGs**

- 5 Gender equality
- 10 Reduced inequalities
- 16 Peace, justice and strong institutions



For the BPfA + 30 review, the thematic focus and priority topics of area I include:



Strengthening democratic processes and institutions

Ensuring access to safe abortion

Tackling intersectional discrimination and gender-based violence

These topics shed light on current threats to women’s human rights in the EU, including democratic backsliding, anti-gender movements and multidimensional crises. These forces have exposed vulnerabilities in democratic institutions, undermined legal protections and endangered access to essential SRHR, including abortion. They have also intensified socioeconomic disparities, perpetuating intersectional discrimination and violence, particularly against LGBTIQ women, women with disabilities and women from ethnic minorities.

### 2.9.1. EU policy developments

Under von der Leyen’s Commission of 2019–2024, the priority ‘a new push for European democracy’ and the theme of a ‘union of equality’ saw several new strategies and action plans aimed at women’s human rights. These

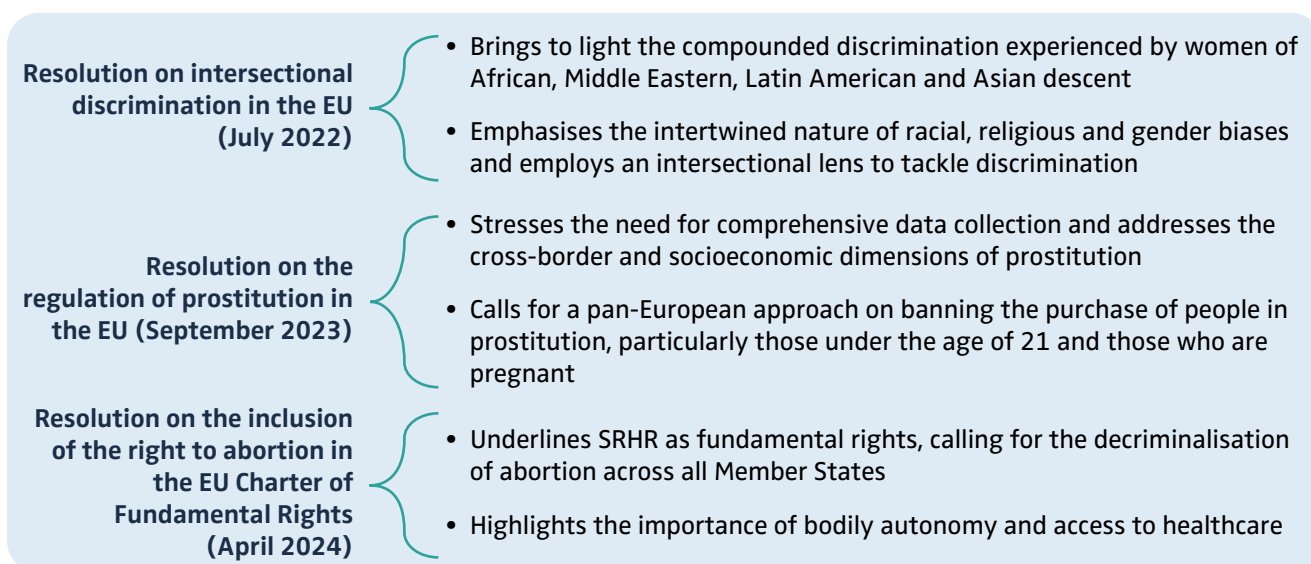
included the **European democracy action plan**, the **EU gender equality strategy for 2020–2025**, the **LGBTIQ equality strategy** and the **Roma strategic framework (2020–2030)** (see more in Section 1.4.5). The **pay transparency directive** marked a milestone in legally defining intersectional discrimination (Council of the European Union and the European Council, 2023), and the adoption of the **directives on equality bodies** was also a significant milestone (see more in Section 2.8.1). However, progress on an **anti-discrimination directive** (European Commission, 2008) has stalled due to the inability to reach unanimity in the Council despite growing support (European Parliament, 2024a). This directive would enforce the principle of equal treatment outside the labour market, irrespective of age, disability, sexual orientation or religious belief.

In December 2021, the Commission issued a **communication to expand the list of EU crimes**

to include hate speech and hate crime<sup>(60)</sup>, covering bases such as gender, sexuality, race and religion. The communication acknowledges the specific threats faced by women, particularly online, with groups such as the ‘manosphere’ and ‘incels’ amplifying misogynistic rhetoric. If adopted by the Council, the communication would create a legal basis for criminalising offline misogynistic hate speech or hate crimes. The initiative aims to complement the directive on violence against women and domestic violence, which specifically criminalises misogynistic hate speech online (European Commission, 2023a).

In recent years, the Parliament has urged action on intersectional discrimination. Although European Parliament resolutions are non-binding, they reflect ongoing concerns at the EU level (Figure 37). It has also advocated for the inclusion of abortion rights into the EU Charter of Fundamental Rights. This stance challenges the influence of conservative movements, which oppose ‘gender ideology’ and promote anti-abortion policies (Beláňová, 2020; Kováts, 2017; Vida, 2019).

**Figure 37. Overview of the European Parliament’s recent resolutions to address women’s human rights**



Source: Summary by the authors, based on European Parliament (2022e, 2023c, 2024c).

The European Parliament has called for common **EU guidelines to harmonise protection and support for people in prostitution**, emphasising the need to address the root causes of exploitation, such as poverty and discrimination (see, for example, Resolution 2022/2139). The Council of Europe’s Commissioner for Human Rights has reinforced the need for a human-rights-based approach to the protection of sex workers’ rights, safety and bodily autonomy, while acknowledging

that this cannot be secured through the criminalisation of sex work (Council of Europe, 2024). Prostitution also remains a contentious issue among civil-society groups. Some advocate for the decriminalisation of sex work and the protection of sex workers’ rights (Amnesty International, 2022c; European Sex Workers Rights Alliance, 2024). Others oppose the recognition of prostitution as work, arguing it could legitimise exploitation, and call for its

<sup>(60)</sup> Communication from the Commission to the European Parliament and the Council – A more inclusive and protective Europe: Extending the list of EU crimes to hate speech and hate crime, COM(2021) 777 final of 9 December 2021, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:52021DC0777>.

abolition (European Network of Migrant Women, 2019; EWL, 2024).

## 2.9.2. Key challenges and trends

### 2.9.2.1. A strong democracy is crucial for the promotion of gender equality, ensuring women's rights and dismantling discriminatory practices in the EU

Since 2019, anti-feminist and anti-gender movements have gained momentum in their attempts to roll back women's rights, particularly in areas such as violence against women and SRHR. These movements align with the rise of new governing systems in which emotional appeals and personal beliefs dominate politics and anti-democratic actors gain influence (European Commission, n.d.-i). Anti-gender mobilisation has become a transnational movement, uniting politicians, parties and organisations across the EU to undermine women's rights (Graff and Korolczuk, 2022).

Often, populist and far-right parties openly oppose gender equality (Kantola and Lombardo, 2021). Gender equality and democracy are closely linked. Democratic principles support gender equality, while feminist movements promote democratisation by challenging exclusion and advocating for social justice (Bellamy et al., 2018; Lombardo et al., 2021). Anti-gender movements thrive in backsliding democracies and are essential in de-democratisation attempts, pushing for traditional gender and heteronormative norms (Butler, 2021). These movements thrive on the fake arguments that feminists hate men, and they promote the idea of men as the victims of discrimination as a result of gender equality policies (Hopkins-Doyle et al., 2024; Vázquez et al., 2024). These movements are often backed by religious, conservative and nationalist groups and rely on clandestine transnational funding systems. They work to discredit women's rights organisations, compete for resources and influence policy (EPF, 2021; Ortiz et al., 2023; UN Women, 2020a). As a result, women's rights organisations face both

physical and verbal threats and are targeted with online attacks, surveillance, criminalisation, legal restrictions and strategic lawsuits (European Commission, 2023d).

In some Member States, the Istanbul Convention has been framed as an attack against the traditional heterosexual family, leading to opposition and even regression, particularly with regard to measures aimed at preventing and countering gender-based violence (EIGE, 2022k; Roggeband and Krizsán, 2021). As observed by international organisations, anti-gender policies in Hungary and Poland have resulted in rollbacks on SRHR, increased restrictions on LGBTIQ people and educational reforms promoting traditional family values (Amnesty International, 2024a; Human Rights Watch, 2022a). To counter these trends, the European Commission adopted the European democracy action plan in 2020. This plan aims to protect and strengthen democracy across Member States by taking proactive steps against anti-democratic actions and hate speech that discourage women and other groups from political engagement (European Commission, 2020f). The Commission has also called on Member States to monitor the civic space to ensure that CSOs working on women's rights, SRHR and the rights of LGBTIQ people are protected and can operate without fear of attacks, online or offline (European Commission, 2023d).

### 2.9.2.2. Access to legal and safe abortion is essential to women's human rights, yet it remains uneven across the EU

The provision of legal and safe abortion is a fundamental component of women's right to life and to the prohibition of torture and inhuman or degrading treatment, as outlined in the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 2022, 2023). The historical development of the right to abortion varies across EU countries (Leskošek, 2022). In Slovenia, for example, abortion was unconditionally recognised in the 1974 constitution, contributing to fewer abortions due to creating conditions for inclusive parenting and wider childcare

possibilities within social and institutional structures (Leskošek, 2022). In a recent move, France enshrined the right to abortion in its constitution in 2024, marking a historic move amid global rollbacks on abortion rights (Congrès, 2024). These landmark decisions set powerful standards for other Member States, addressing mounting concerns over global threats to SRHR. Positive developments, although less extensive, have also been observed in other countries, such as Malta (Box 33).

### Box 33. Progress towards the decriminalisation of abortion in Malta

In response to pressure from national and international human rights organisations, **Malta** introduced a new law in June 2023 permitting abortion, but only when a woman's life or health is at risk (Government Gazette of Malta, 2023). The criminal code previously enforced a strict ban on abortion in all situations, with severe penalties, including imprisonment, for those involved in performing or assisting abortions (Center for Reproductive Rights, 2023b). Despite progress, critics call for more comprehensive reforms to guarantee access to safe and legal abortion (Amnesty International, 2023c).

In contrast, some countries have tightened abortion rules and access. As of 2022, it became mandatory in Hungary for doctors to sign a document confirming that the pregnant woman listened to the heartbeat of the foetus before the procedure (Dyer, 2022). Poland also implemented a near-total abortion ban in 2021, allowing the procedure only if the pregnant woman's life or health was at risk or if the pregnancy resulted from a crime (Amnesty International, 2024b). In 2024, the Polish parliament began discussing amendments to liberalise the law, potentially allowing abortion until the 12th week of pregnancy; however, securing the parliamentary majority necessary to reform the abortion law may not yet be possible (Amnesty, 2024b).

Access to abortion remains restricted across the EU, even where it is legal. In 2021, only 13 Member States covered abortion through national health insurance (BE, DK, IE, EL, ES, FR, IT, LU, NL, PT, SI, FI and SE) (EPF and International Planned Parenthood Foundation, 2021). In other countries, the lack of coverage creates financial barriers, particularly for low-income women. In addition, mandatory waiting periods in nine Member States (BE, DE, IE, IT, LV, LU, HU, PT and SK) cause further delays (Center for Reproductive Rights, 2023a). Gynaecologists' ability to conscientiously object also creates geographical barriers and inequalities in access to abortion. In Italy, for example, 65 % of gynaecologists refuse to perform abortions (Italian Minister of Health, 2022).

These barriers disproportionately affect women from lower socioeconomic backgrounds and ethnic minorities or those living in rural areas (WHO, 2022a). Transgender and non-binary individuals encounter additional challenges when seeking abortions, for example due to discrimination and inadequate training among healthcare providers (Fiorilli and Ruocco, 2019; Saadat et al., 2023).

Violence and harassment outside abortion clinics are growing issues across the EU, creating hostile environments both for those seeking abortions and for providers and pro-abortion activists. Incidents include verbal abuse, physical threats and aggression (Amnesty International, 2023a; Fiala et al., 2020). The international funding that supports these movements reveals transnational efforts by anti-gender groups to roll back women's SRHR (Amnesty International, 2023a; EPF, 2021). For examples of national attempts in Ireland and Spain to ensure safe access to abortion clinics, see Box 34.

### Box 34. National efforts to ensure safe access to abortion clinics

In **Ireland**, the Safe Access Zones Act 2024 establishes safe and legally defined access zones that are 100 metres from an entrance or exit to premises where a general practitioner and/or gynaecologist/obstetrician provides services. Within these

zones, certain conduct aimed at impeding access to or influencing decisions concerning termination of pregnancy services is now prohibited. The law defines penalties for violations, including fines and imprisonment (An Bille Sláinte 2023 [Health Bill 2023]; Department of Health, 2024).

In 2022, **Spain** also passed a law that criminalises gatherings in front of abortion clinics. Anybody who attempts to prevent people from exercising their right to abortion through harassment, insults, intimidation or threats faces a jail term of between 3 and 12 months or community service (Ley Orgánica 4/2022).

### 2.9.2.3. Addressing the unique experiences of women from ethnic minorities and religious groups is essential to advancing the human rights of all women

Roma women continue to face high levels of discrimination and a heightened risk of gender-based violence across the EU. In 2021, an average of 35 % of Roma women and men in eight Member States (CZ, EL, ES, HR, HU, IT, PT and RO) reported experiencing discrimination in key areas of life due to their ethnicity, with little change since 2016 (FRA, 2022b). Between 2012 and 2020, Roma inclusion policies in the EU demonstrated insufficient gender sensitivity (Sanchís-Ramón et al., 2023). In 2023, only 24 % of Eurobarometer respondents believed that efforts to integrate Roma populations in their countries were effective (European Commission, 2023h).

Roma women face specific challenges in employment, education and healthcare. In 2021, only 28 % of Roma women aged 20–64 were employed, compared with 58 % of Roma men in the same age group (FRA, 2022b). Only 26 % of Roma women (compared with 37 % of Roma men) had completed upper-secondary education. Additionally, 16 % of Roma women (compared with 13 % of Roma men) faced

difficulties in accessing healthcare, often due to discrimination and financial barriers (FRA, 2022b). For an example of a transnational project aiming to address domestic violence against Roma women, see [Box 35](#).

#### Box 35. Addressing gender-based violence against Roma women

The [Pattern project](#), supported by the EU's rights, equality and citizenship programme, aims to prevent and combat domestic violence against Roma women in **Bulgaria, Greece and Portugal**. This initiative aims to enhance the skills of Roma cultural mediators and professionals in handling cases of domestic violence.

During the COVID-19 pandemic, racial discrimination, stigmatisation and violence against individuals of Asian descent increased significantly, with Asian women being disproportionately affected (Wang and Madrisotti, 2023). Far-right parties exploited the crisis to foster xenophobic narratives, promoting fear and exclusion (Human Rights Watch, 2020).

Islamophobia has surged in the EU, in particular targeting Muslim women (Amnesty International, 2022a). For example, displaying religious symbols and attire in schools and workplaces has become contentious in some Member States. A 2023 ruling from the EU's top court that permitted bans on religious symbols in government offices (opinion of Advocate General Collins of 4 May 2023 <sup>(61)</sup>) may lead to further restrictions. This could force Muslim women into financial instability and social exclusion if they are forced to choose between religious practices and employment (Open Society, 2022).

Migrant women in precarious situations face greater risks of domestic violence (Khaligh et al., 2022). Many are not adequately protected, especially if their residency rights depend on a family member. The citizens' rights directive (Directive 2004/38/EC) allows victims to retain their residency rights after divorce or separation

<sup>(61)</sup> Opinion of Advocate General Collins of 4 May 2023, *OP v Commune d'Ans*, C-148/22, ECLI:EU:C:2023:378.

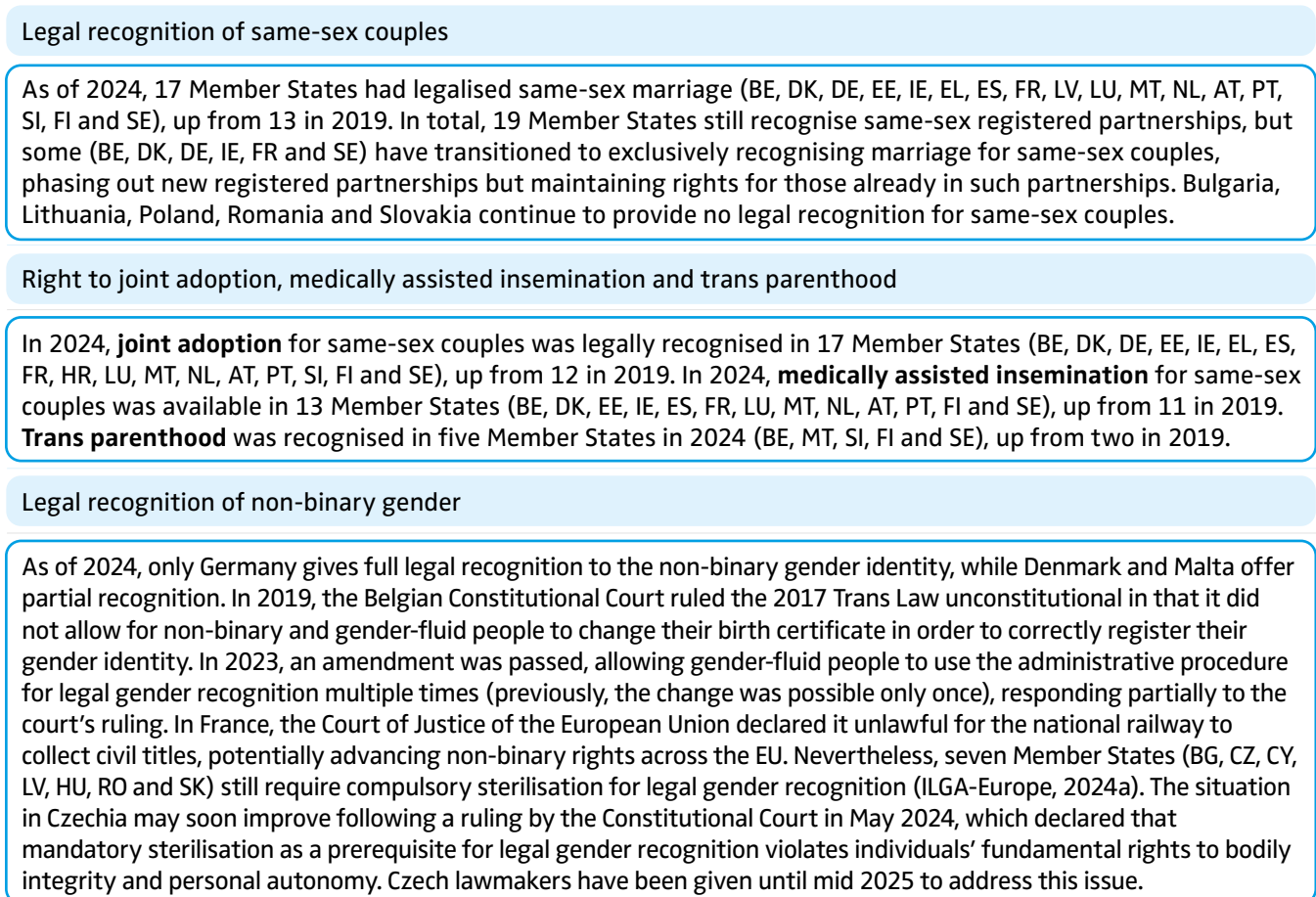
(Article 13). However, it requires them to be economically active and to have comprehensive health insurance. This contrasts with the protective approach in Article 59 of the Istanbul Convention. This requirement of the directive is problematic, since, in the EU, women constitute a slight majority of the migrant population, but migrant women are more often economically inactive than migrant men (Blower-Nassiri, 2023).

#### 2.9.2.4. Legal protections for LGBTIQ people have been expanded, although the situation remains uneven across Member States

Article 21 of the EU Charter of Fundamental Rights recognises sexual orientation among the

grounds for discrimination but does not explicitly cover gender identity or expression (ILGA-Europe, n.d.). Protection is mainly limited to employment, leaving gaps in social protection, healthcare, education and access to goods and services (ILGA-Europe, n.d.). The 2020 EU LGBTIQ equality strategy marked a significant step forwards in promoting and supporting LGBTIQ rights in the EU. Another important step was taken in 2021 by the European Parliament, which declared the EU an ‘LGBTIQ freedom zone’ in response to discriminatory actions in Hungary and Poland (European Parliament, 2021c). While national protections remain uneven, positive legal trends have emerged since 2019 (Figure 38).

**Figure 38. Protection of LGBTIQ rights across Member States since 2019**



Source: ILGA-Europe (2019a, 2019b, 2022, 2024a, 2024b).

Despite decreases in rates of discrimination against lesbian and bisexual women and gay and bisexual men from 2019 to 2023, transgender individuals still face high levels of

discrimination (FRA, 2024). In 2023, 64 % of transgender women and 63 % of transgender men reported experiencing discrimination in the preceding year, the highest rates among

LGBTIQ groups (FRA, 2024). Evidence points to a significant rise in attacks and murders specifically targeting transgender individuals in Europe (ILGA-Europe, 2023a). LGBTIQ people under-report discrimination and violence. This is due to a belief that reporting will not lead to any change (49 %), a fear of not being taken seriously (33 %) and a lack of trust in authorities (31 %) (FRA, 2024). For an example of legislative progress for the protection of LGBTIQ rights in Portugal, see [Box 36](#).

### Box 36. Legislative advances in the protection of LGBTIQ rights

**Portugal's** Law No 15/2024 bans forced conversion practices related to sexual orientation and gender identity, with penalties of up to three years' imprisonment or fines for attempts to alter these traits and up to five years for irreversible medical or surgical interventions (CIG, 2024). In 2021, Portugal had issued Law No 85/2021 prohibiting discrimination on the basis of gender identity or sexual orientation with regard to the eligibility to donate blood (CIG, 2021b).

#### 2.9.2.5. Women with disabilities in the EU are at a heightened risk of gender-based violence and endure unique forms of abuse that exploit their specific vulnerabilities

In the EU, approximately 33 % of women who have ever had a partner and who have some form of disability and 49 % of such women with severe disabilities have experienced violence by an intimate partner (Eurostat, 2021b). Financial abuse is a widespread form of violence against women with disabilities (García-Cuellar et al., 2023). Financial dependency further limits autonomy and traps victims in abusive situations (Council of Europe, 2022a). Sexual violence is experienced by around twice the proportion of women with disabilities as non-disabled women (Ledingham et al., 2022).

Women with disabilities are also exposed to specific forms of abuse, including withdrawing or controlling essential support for independent living and communication, such as wheelchairs or communication assistance (Women Enabled International, n.d.). For an example of legislative progress in protecting the rights of disabled people in France, see [Box 37](#). Other forms of abuse include inhibiting help with crucial daily activities, such as bathing, eating and menstrual management (Council of Europe, 2022a). In institutional settings, reporting is made difficult due to isolation, power imbalances and a lack of access to external help (Council of Europe, 2022a).

### Box 37. Separating spousal income for the allowance for disabled adults in France

The policy of separating spousal income for the allowance for disabled adults in **France** came into effect in October 2023, individualising the resources used to allocate the allowance. This aims to enhance financial autonomy for people with disabilities by excluding household income from the eligibility criteria and considering only the personal income of the person with disabilities. This allows beneficiaries to receive adequate support without being financially dependent on their spouse's income (République Française, 2023).

Women with disabilities also face significant violations of their SRHR, including involuntary sterilisation, contraception and abortion. In total, 13 Member States still allow forced sterilisation, citing reasons such as the individual's 'best interests' or 'protection from abuse' (EDF, 2022a). Women and girls with disabilities face harmful stereotypes that deny and ignore their sexuality. They are often excluded from sexuality education, thereby increasing their vulnerability to sexual violence (Council of Europe, 2022a). Their under-representation in decision-making bodies such as national parliaments, disability coordination mechanisms and gender institutions limits their

influence on issues that affect them (EIGE, 2024; UN Women, 2019).

Nonetheless, women with disabilities are emerging as influential leaders, particularly through social media, showing leadership and the potential for transformative political impact (UN Women, 2019).

## 2.10. Women and the media (area J)

Under area J of the BPfA, all Member States have committed to promoting gender equality in the media. This includes increasing women’s

participation in and access to roles involving freedom of expression and decision-making within the media and via new communication technologies, as well as promoting balanced, non-stereotyped portrayals of women in the media.

The officially agreed EU indicators to track progress in area J cover the representation of women in decision-making roles and on the boards of media organisations and the existence of policies promoting gender equality within these entities. However, due to the emergence of new media platforms and digital technologies, these indicators fall short of adequately capturing gender representation and portrayal in the media industry.

### Area J (women and media) alignment with SDGs

- 5.2 Eliminate violence against all women and girls in the public and private spheres
- 5.5 Ensure women’s full and effective participation and equal opportunities for leaderships at all levels of decision-making in political, economic and public life
- 5.b Enhance the use of technology to promote the empowerment of women



For the BPfA + 30 review, the thematic focus and priority topics of area J include:



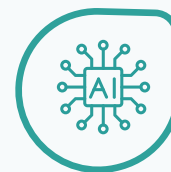
Fostering women’s participation in decision-making in the media industry



Promoting equal, fair and safe working conditions for women and men in the media industry



Tackling gender-based cyberviolence against media professionals and public figures



Challenging gender stereotypes in the media, amplified by AI

These priority topics reflect how the COVID-19 pandemic has accelerated the digital transformation of communication environments, bringing to light new and emerging challenges in gender equality. These include unequal participation in digital developments, along with online and offline

gender-based violence against women journalists and public figures. There are also enduring challenges, such as precarious working conditions, which particularly affect women in the media industry. Amid the AI-fuelled digital revolution, in which the media plays a pivotal role, achieving full and gender-equal

representation, tackling gender stereotypes and improving conditions in the media industry are crucial for women to benefit from technological advancements fully.

### 2.10.1. EU policy developments

Within the EU, shared jurisdiction exists over certain aspects of women and the media, particularly those elements that fall within consumer protection, such as advertising. However, the fragmentation of the media sector, which spans both traditional and digital platforms, has led to diverse regulatory approaches among Member States. For example, advertising, news media, cultural products and digital technologies are often regulated as separate policy domains in various countries.

While gender equality in the media has long been an EU concern, actions have intensified since 2019. The **EU gender equality strategy for 2020–2025** recognises the pervasive nature of cyberviolence targeting women and girls and the far-reaching effects of cyberviolence, cyber harassment and cyberbullying on social media platforms. It also highlights the need to combat gender stereotypes and violence against women in the media and in the digital sphere.

The European Parliament has taken steps to address gender disparities in the digital realm. The **resolution with recommendations to the Commission on combating gender-based violence: cyberviolence** stressed the rise of cyberviolence and called for measures to combat and criminalise gender-based violence online (European Parliament, 2021e). Building upon this, the **directive on combating violence against women** acknowledges the specific challenges faced by women journalists, women politicians and human rights defenders, who are particularly vulnerable to cyberviolence due to both their gender and their profession (see Section 2.7.2.3). This concern was previously highlighted in the Commission's 2021 **recommendation on the protection, safety and empowerment of journalists and other media professionals**. This recommendation

acknowledges that women journalists, as well as those from minority groups and those reporting on equality issues, are particularly vulnerable to discrimination, threats and attacks (European Commission, 2021b).

Nevertheless, challenges persist in translating policy goals into tangible outcomes. Soft measures, such as self-regulatory initiatives and codes of conduct, predominate in the EU context with regard to both traditional and digital media. The limited results in fostering gender equality in the media through such soft measures invite the consideration of more robust frameworks to address systemic inequalities and promote gender diversity within media organisations and content (Cusumano et al., 2021; Jørgensen and Zuleta, 2020; Vega Montiel, 2021).

While the **DSA** (Regulation (EU) 2022/2065) and the **AI Act** (Regulation (EU) 2024/1689) represent significant steps forward in regulating the digital landscape, they fall short in addressing certain gender-specific concerns. The DSA aims to create a secure online environment and mitigate risks, including the risks of gender-based violence. However, it does not address the negative impacts of social media on women and girls from an intersectional perspective (Allen, 2023; EIGE, 2024b). Similarly, the AI Act, while promoting transparency and non-discriminatory AI technology, fails to address the specific challenges women face, such as biases in AI recruitment and processes that perpetuate patterns of discrimination.

### 2.10.2. Key challenges and trends

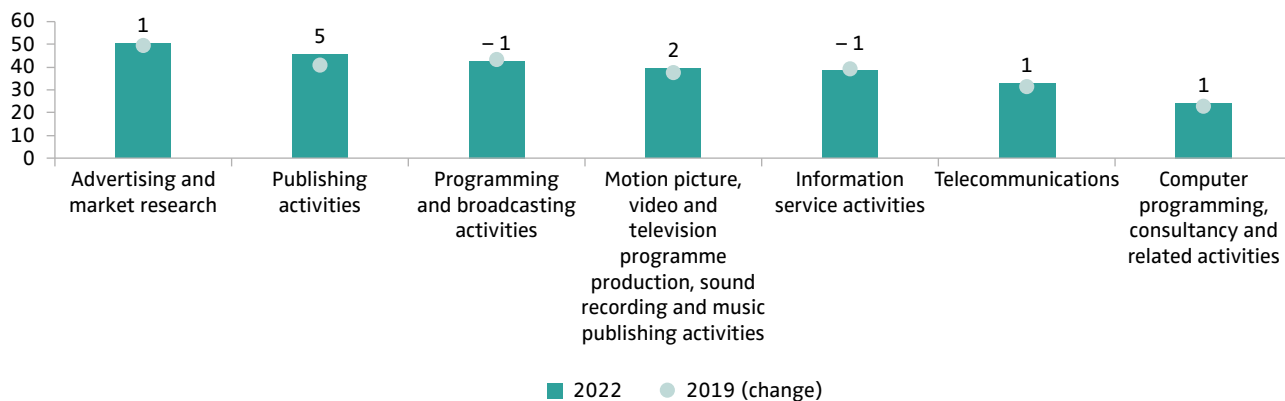
#### 2.10.2.1. Gender balance has been achieved in some media professions, but there are patterns of stagnation across the multifaceted professions of the media industry

The rapid expansion of the media industry and its growing need for a skilled workforce have

paved the way for the increased involvement of women in various sectors. As shown in [Figure 39](#), in 2022, women made up 51 % of those employed in programming and broadcasting, 46 % of those employed in publishing and 43 % of those employed in advertising and market research, thereby achieving gender balance. However, aside from a 5 pp increase in publishing activities, progress since 2019 has been limited. This shows stagnation in the level of women’s representation in media professions. Jobs in computer programming, consultancy and

related activities are predominantly held by men, with only 24 % of women occupying such roles in 2022. Women are also significantly under-represented in telecommunications (33 %) and information service activities (38 %). Despite the expansion of the media industry, since 2019 women have continued to be under-represented across various subsectors and occupations – including photographers, writers, producers, social media content creators and others – reflecting persistent gender segregation within the sector.

**Figure 39. Women employed in media-related sectors of activity (pp difference, EU, 2019 and 2022)**

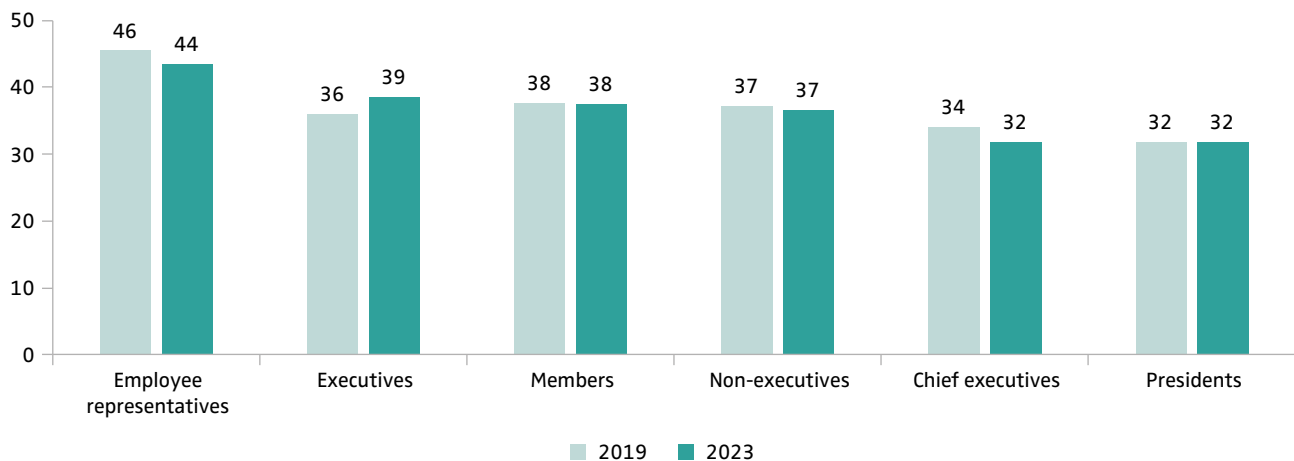


NB: The values above the bars on the figure represent the pp difference between 2019 and 2022.  
Source: Eurostat, EU LFS (lfsa\_egan22d).

Similarly, significant gender disparities can be seen in the film industry, with a clear vertical segregation in prestigious creative roles. Women accounted for just 26 % of directors, 11 % of cinematographers and 10 % of composers in European films from 2018 to 2022. In contrast, the gender ratio on-screen is more balanced, with women making up 41 % of lead actors during the same period (European Audiovisual Observatory, 2023). However, data show that the presence of at least one woman co-director leads to greater gender balance within film crews. For instance, between 2018 and 2022, the share of women screenwriters increased from 29 % to 77 % in films directed by at least one woman (European Audiovisual Observatory, 2023).

Despite the efforts made, progress in increasing the number of women in decision-making roles within media organisations remains slow. From 2019 to 2023, beyond a marginal increase of 3 pp among executive members, women’s representation remained relatively stable among presidents and board members, but decreased among chief executive officers, employee representatives and non-executive members ([Figure 40](#)). Similarly, in 2023, women accounted for only 37 % of members of media regulatory authorities, reflecting a marginal increase of 3 pp since 2019. While 15 Member States have reached gender balance in these authorities (in descending order: BG, IE, FI, PL, AT, LV, EE, RO, NL, ES, FR, DK, LU, IT and SE), women still account for fewer than one third of members in 10 Member States (in descending order: DE, CY, HR, LT, CZ, BE, MT, PT, SI and HU).

**Figure 40. Proportion of women among employee representatives, executives, board members, non-executives, chief executives and presidents in national public broadcasters (% EU, 2019 and 2023)**



Source: EIGE, Gender Statistics Database, data collection on women and men in decision-making.

### 2.10.2.2. Working conditions for women in media sectors are affected by multiple crises and are challenged by digitalisation

Women in the media often face obstacles due to the disproportionate amount of unpaid care work they have to take on. For example, many women in the industry struggle to balance long working hours with family responsibilities. This challenge intensified during the COVID-19 pandemic, when work collided with increased caregiving duties. These pressures limit women's career advancement and contribute to ongoing gender pay gaps, as setbacks early on in women's careers can be difficult to overcome later on (International Federation of Journalists, 2020).

Women working in the cultural and creative sectors struggle to combine paid and unpaid work due to poor working conditions, atypical work patterns, irregular income and weak social protections, further exacerbated by limited access to care services. These challenges

increase the vulnerability of women to underpaid or unpaid work, and they are more likely to be subject to discrimination and harassment (European Parliament, 2023d). These concerns have led to the adoption of a proposal for an EU framework to improve the living and working conditions for cultural and creative workers (European Parliament, 2023d). As exemplified by [Box 38](#), Germany offers a promising model for addressing such issues.

A recent survey on the status and working conditions of artists and professionals in the cultural and creative sectors in Europe highlights that women are disproportionately affected. The findings indicate that 48 % of women, compared with 42 % of men, reported poor working conditions. Furthermore, 88 % of women artists and professionals in the cultural and creative sectors indicated that they were unfairly remunerated for their efforts, while 75 % of women respondents (compared with 64 % of men) reported having insufficient access to social protections (Panteia and Culture Action Europe, 2024).

### Box 38. How Germany ensures social security for freelance journalists

In Germany, the *Künstlersozialversicherungsgesetz*, also referred to as the Artists' Social Security Act, provides social security coverage for freelance artists and publicists, including journalists. This law ensures that freelance professionals in these fields have access to the same social security benefits as employees, protecting them against social risks such as illness, retirement and unemployment. Freelance women journalists receive comprehensive social security coverage, including health insurance, pension contributions, maternity leave and unemployment benefits (*Künstlersozialkasse – Artists' Social Security Fund*, 2023).

#### 2.10.2.3. The media plays a pivotal role in shaping societal perceptions and challenging gender norms and stereotypes, which persist in news media coverage

In a 'mediatised' society, voice and visibility in the media constitute valuable resources that can be converted into societal influence (Djerf-Pierre and Edström, 2020). Gender equality in the media goes beyond mere numbers. Instead, it is a state in which women and men, in all their diversity, have equal status in media organisations and content (Djerf-Pierre and Edström, 2020). However, news media coverage often lacks a gender dimension and fails to challenge gender stereotypes. Although it has always proved a subjective challenge to define which stories challenge gender stereotypes, the sixth edition of the *Global Media Monitoring Project* found that, in 2020, only 2 % of stories in Europe <sup>(62)</sup> clearly challenged gender stereotypes (GMMP, 2020).

In particular, stories on topics related to violence and women often fail to challenge stereotypes (GMMP, 2020). For instance, in televised news about COVID-19, health specialists were the experts most often featured, yet only one in three was a woman, despite women constituting the majority of the workforce in the health sector, particularly in lower-ranking roles (GMMP, 2020) (for more on this, see Section 2.3.2.4). Moreover, by failing to challenge entrenched gender norms and attitudes, news media coverage of gender-based violence can contribute to normalising and perpetuating the very injustices that are the focus of these stories. Box 39 sets out examples of the promotion of fair portrayals of women and men in the media.

### Box 39. Promoting a fair portrayal of women and men in the media

- '[Rewriting the story: Gender, media and politics](#)' is an EU-funded project led by the International Federation of Journalists in collaboration with the University of Padova (Italy) and the Permanent Conference of the Mediterranean Audiovisual Operators. It aims to address barriers to the fair representation of women and men in politics and public life by tackling stereotypes. The project focuses on enhancing the skills of journalists, media students and public broadcasters in gender-sensitive political reporting, while promoting a gender-equal newsroom culture and gender-transformative media policies (International Federation of Journalists, 2022).
- In 2021, the Ministry of Social Security and Labour of **Lithuania** supported a large-scale informational and educational campaign to emphasise that gender stereotypes may lead to domestic violence. It was launched in

<sup>(62)</sup> List of participating countries: Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Cyprus, Denmark, Estonia, Finland, France, Georgia, Greenland, Iceland, Ireland, Italy, Luxembourg, Malta, Moldova, the Netherlands, Norway, Poland, Portugal, Romania, Russia, Serbia, Spain, Sweden, Switzerland, Türkiye and the United Kingdom.

response to an increase in domestic violence during the COVID-19 pandemic. The campaign, which was circulated through eight TV shows on national television, was called 'I can't be silent' (*Negaliu tylėti*) and also included articles in print and online media, along with communication campaigns on social networks and outdoor billboards (Ministry of Social Security and Labour of the Republic of Lithuania, 2021).

#### 2.10.2.4. While social media has been instrumental in amplifying women's voices, the escalation of cyberviolence against women poses significant challenges to their professional and civic participation

Online platforms have emerged as critical arenas in the fight for gender equality and women's rights, with both feminist and anti-feminist groups leveraging these spaces to advance their agendas (Holm, 2022). For example, social media movements such as #MeToo and Time's Up have brought attention to gender-based violence (Botti et al., 2019; Levy and Mattsson, 2023). Initially focusing on the entertainment and film sectors, these movements have catalysed broader reforms and discussions that promote a culture of accountability aimed at addressing gender inequality in the media and implementing stricter anti-harassment policies (Nordic Council of Ministers and NIKK, 2018). These efforts have also prompted calls for greater diversity in the representation of women in the media (Garrido and Zapsi, 2021).

Cyberviolence disproportionately affects women in positions of power, particularly if they are young or belong to certain ethnic or sexual minority groups, deterring them from participating in public discourse (UNESCO, 2021a;

see also Section 2.7.2.3). Women politicians and journalists experience higher levels of online harassment than men, often focusing on physical threats including sexual violence<sup>(63)</sup>. Experiences of harassment or aggressive interactions silence individual women, limiting the freedom of the press and democratic dialogue while also creating a chilling effect on those women who are considering entry into these professions (IPU and PACE, 2018; Park et al., 2023).

#### 2.10.2.5. Artificial intelligence technologies hold immense potential to tackle gender stereotypes and disparities in the media, but their effectiveness depends on addressing existing biases

AI has the potential to notably enhance the diversity and accessibility of media content. Advances in deep learning are enhancing the effectiveness of AI tools in detecting gender-based violence and online harassment (Novitzky et al., 2023; Vyawahare et al., 2024). Meanwhile, speech recognition and automated captioning innovations are making media more accessible to people with disabilities (Guo et al., 2020).

However, AI systems may inadvertently perpetuate gender stereotypes, leading to discriminatory outcomes and exacerbating gender disparities (Council of Europe, 2022b; EIGE, 2022a). Targeted advertising and content-recommendation algorithms on social media platforms contribute significantly to this issue, since they rely on demographic data and user behaviour to personalise content. For instance, AI may disproportionately show job advertisements to men for fields dominated by men, while displaying jobs in typically feminised sectors to women, perpetuating occupational segregation, such as in STEM (Lambrecht and Tucker, 2016). Similarly, social media advertisements for beauty products targeted at women frequently reinforce narrow beauty ideals, perpetuating gender stereotypes (Fosch-Villaronga et al., 2021).

<sup>(63)</sup> An offence having been committed against a person because that person was a public representative, a journalist or a human rights defender is established as an aggravating circumstance in the directive on combating violence against women and domestic violence (Article 11).

Content-moderation algorithms also show biases. For example, Instagram has been criticised for ‘shadowbanning’<sup>(64)</sup> women’s content, especially when it involves nudity or sexuality, while similar content involving men’s bodies is not treated in the same way (Are, 2021; Gillespie, 2018). In turn, anti-feminist activists take advantage of the opaque nature of platform algorithms and their specific technical functions, such as hyperlinking and anonymity, to challenge feminist politics (Ging, 2019). This lack of transparency makes it difficult to identify and address discriminatory practices (Park et al., 2023).

AI-driven moderation practices also tend to reinforce intersectional biases, disproportionately affecting not only LGBTIQ people and people of colour – specifically Black women – but also obese people and abortion activists. This reflects broader societal oppressions replicated on and by such platforms (Appelman, 2023). The mere presence of certain terms, such as ‘Muslim’, can trigger algorithms to predict text as offensive, leading to its flagging for moderation, with more negative consequences for Muslim women than men. For example, the feminine version of ‘Muslim’ in Italian (*musulmana*) is rated more negatively by these models than its masculine counterpart (*musulmano*) (FRA, 2022a). This discrepancy reflects intersectional bias, combining gender with ethnicity or religion, and underlines the challenges of applying natural language processing to gendered languages. Thus, it is challenging to hold platforms accountable for the ways in which their algorithms reflect and perpetuate stereotypes and prejudices (Scatiggio, 2021).

The **AI Act** adopted in 2024 in the EU offers a prospect for the development of trustworthy AI, fundamental rights and human-centric AI and the prevention of AI discrimination. To address some of these challenges nationally, initiatives such as the Netherlands’ Algorithm Register, outlined in [Box 40](#), offer a step towards greater transparency.

#### Box 40. The Algorithm Register of the Dutch government

The [Algorithm Register of the Dutch government](#) is a transparency initiative whereby government algorithms are publicly listed and evaluated for biases, including gender bias. The register aims to build public trust by making algorithmic processes accessible and understandable, allowing public scrutiny and feedback. Government agencies must submit their algorithms for inclusion, provide detailed documentation and undergo rigorous evaluations to detect and mitigate biases. The register is continuously updated to reflect new algorithms and improvements, ensuring ongoing accountability and fairness in governmental AI systems (The Algorithm Register, n.d.).

#### 2.10.2.6. In the evolving media landscape, gender inequality persists, yet our understanding remains limited due to a lack of comprehensive data and research

Growing awareness of gender-related issues in the media and the increased involvement of women in the industry have marked significant steps towards addressing gender disparities. Nevertheless, significant gaps in the comprehensiveness of data and research hinder a complete understanding of challenges such as gender discrimination, bias and stigmatisation in the digital realm – especially from an intersectional perspective (Gouma and Dorer, 2019) ([Box 41](#)).

#### Box 41. Intersectionality on screen: GLAAD’s annual TV representation report

GLAAD’s *Where We Are on TV* report analyses LGBTIQ representation across TV networks and eight streaming platforms

<sup>(64)</sup> ‘Shadowbanning’ is a subtle and covert form of censorship that reduces the visibility of a user’s content, effectively curtailing the user’s reach without their awareness (Are, 2021).

in the United States (Amazon, Hulu, Netflix, Apple TV+, Disney+, HBO Max, Peacock and Paramount+). Intersectional data on the media are collected and analysed, considering factors such as gender, race, sexual orientation and disability status. The report highlights progress and gaps, encouraging the media industry to enhance LGBTIQ representation and storytelling (GLAAD, 2023). Although it focuses on US shows, the report's relevance extends to the EU, as US TV heavily influences global media trends and European viewers frequently consume content on these platforms. The report also serves as a benchmark for European media to evaluate and enhance LGBTIQ representation.

This is especially evident on newer digital media platforms such as TikTok and Instagram, where representations of women often revolve around the objectification and commodification of their bodies, along with traditional gender stereotypes (Yin and Binti Abdullah, 2024). For instance, the 'tradwife' social media trend champions traditional gender roles by portraying men as sole providers and women as caretakers of the home and children (Proctor, 2023; Sykes and Hopner, 2024). The tradwife movement often intersects with far-right ideologies, including white supremacy, by integrating extremist views into content about domestic life and family values (Zahay, 2022). Similarly, the rise of 'crypto influencers' directs young men towards stereotypically masculine careers such as (cryptocurrency) trading, while overlooking young women in discussions about financial opportunities (Henshaw, 2023; Jagolinzer, 2024).

While these platforms reflect ongoing issues, especially with regard to the rise of digital media and AI technologies, advances in data collection and accessibility offer some solutions. Examples of these are highlighted in [Box 42](#). A focus on enhancing inclusive representation, tackling gender stereotypes and improving women's working conditions is essential to ensure that women and men in all their diversity benefit fully from technological

advances and continue to shape media narratives.

#### Box 42. Enhancing the accessibility of gender data in the media

The [Comparing Gender and Media Equality across the Globe dataset](#), prepared by the Department of Journalism, Media and Communication from the University of Gothenburg (Sweden), contains three pooled datasets: the Global Media Monitoring Project, the *Global Report on the Status of Women in the News Media* of the International Women's Media Foundation and EIGE data. These include hundreds of indicators to make comparable data on gender and media more accessible and to measure the level of gender equality in news media content in different countries (Färdigh et al., 2022).

## 2.11. Women and the environment (area K)

Under the BPfA, Member States have committed to supporting women's contributions to environmental protection and sustainable development. Key goals include ensuring women's active involvement in all levels of environmental decision-making, integrating a gender perspective into sustainability policies and programmes, and creating mechanisms to assess the gender-specific impacts of development and environmental policies.

## 2. Policies and developments in the 12 critical areas of concern in the EU since 2019

The EU's official indicators for monitoring progress in this area primarily focus on tracking women's representation in climate-related decision-making and the proportion of women and men graduating in science and technology. The lack of monitoring of the integration of a gender perspective into policymaking or the

gendered impacts of environmental policies creates a notable gap between the comprehensive goals of the BPfA and the existing monitoring framework, leaving essential aspects of gender equality in environmental policy untracked.


**Area K (women and the environment) alignment with SDGs**

**1.5** Build the resilience of people in poverty and vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events

**13.b** Promote mechanisms for raising capacity for effective climate-change-related planning and management including focusing on women, youth and local and marginalised communities




For the BPfA + 30 review, the thematic focus and priority topics of area K include:



Assessing the gender impacts of climate change

Promoting women's roles and leadership in environmental decision-making at all levels

Adopting a gender perspective in policies for sustainable development

Achieving gender balance in studies and professions for the green transition

In the context of the European Green Deal and global environmental challenges such as climate change and the degradation of our ecosystems, these priority topics explore the contributions of women and men in all their diversity to a socially fair green transition within our communities and households. The topics aim to shed light on the importance of gender equality in environmental leadership, recognising that it is critical to achieve balanced representation in policymaking institutions and professions aimed at environmental sustainability. Addressing the current under-representation of women in these spaces is essential to developing inclusive environmental policies that address gender impacts and ensure no one

is left behind. However, evaluating the current state and evolving dynamics of environmental and gender-related concerns is often challenging, due to the absence of standardised national and EU-wide data.

### 2.11.1. EU policy developments

In 2019, the European Parliament declared a climate and environmental emergency, recognising that climate action must include strong social and inclusive measures to ensure a fair and equitable transition (European Parliament, 2019). Since then, in the wake of growing environmental challenges, the EU has

adopted significant policy developments and legislation. Notably, the **European Green Deal** was launched as the EU's growth strategy to transform the EU into a competitive and resource-efficient economy on the path to climate neutrality by 2050. This ambition is reinforced by the [European Climate Law](#), which legally commits the EU to this climate neutrality goal (Regulation (EU) 2021/1119). However, as discussed in Section [1.4.1.1](#), the European Green Deal has faced criticism for failing to adopt a gender perspective and a gender mainstreaming approach (Allwood, 2020; European Parliament, 2020b).

One crucial component of the European Green Deal is the energy transition, which focuses on boosting the use of renewable energy sources, improving energy efficiency and ensuring reliable, cost-effective energy for all. Key legislative packages, such as the **clean energy for all Europeans package** and the **fit for 55 package**, aim to facilitate the energy transition while addressing social inequalities, including gender disparities. Nevertheless, these initiatives often fail to adequately address gender and intersectional inequalities. For example, the clean energy for all Europeans package refers to 'vulnerable citizens' without explicitly addressing gender issues.

In parallel, the **EU's Recovery and Resilience Facility**, a central component of the NextGenerationEU fund, prioritises climate-related reforms, requiring Member States to allocate at least 37 % of their national RRP to green transition measures. This emphasis on climate action contrasts starkly with its insufficient focus on gender equality. Furthermore, a gender perspective is largely missing from the RRP measures proposed under the digital and green pillars, thus running the risk that the EU-funded twin transitions are not gender responsive (EIGE, 2023e) (for more on this, see Section [1.4.2.4](#)). The Recovery and Resilience Facility is also crucial to the

implementation of the **repowerEU plan**, aimed at reducing the EU's reliance on Russian fossil fuels and advancing clean energy (European Commission, 2022f). However, the gender equality focus of the plan is minimal, as it overlooks the specific challenges that women face during the energy transition, particularly in vulnerable households (Lonergan et al., 2022) (for more on this, see Section 2.1).

The EU's commitment to disaster resilience and preparedness is equally vital amid increasing climate and geopolitical risks. The announced **European Civil Defence Mechanism**, combined with the **European climate adaptation plan**, will play a key role in supporting Member States through comprehensive planning and preparedness initiatives (von der Leyen, 2024a). These efforts will build on the **EU climate change adaptation strategy**, adopted in 2021, with the aim of creating a climate-resilient society by 2050 (European Commission, 2021e). Although the strategy acknowledges different adaptive capacities among women and men, older people, people with disabilities and displaced people, critics have highlighted gaps in the addressing of gender and intersectional disparities (Goldsmith et al., 2021; Nenning, 2022). In addition, the strategy fails to incorporate a care perspective, despite increasing recognition of the climate–care nexus. This further marginalises care work, which is predominantly carried out by women (MacGregor et al., 2022; WECF, 2022).

In the field of disaster risk reduction (DRR), the **European roadmap for the implementation of the Sendai framework for DRR** <sup>(65)</sup> calls for national DRR-coordinating mechanisms to include gender-sensitive representation. The **EUR-OPA major hazards agreement**, to which several Member States are signatories (BG, EL, HR, CY, LU, MT, PT, RO and SK), includes a high-level commitment to gender equality, including the incorporation of a gender perspective into DRR projects and activities (EUR-OPA, 2018).

<sup>(65)</sup> The Sendai framework for DRR for 2015–2030 outlines seven targets, along with the following four priorities for action to prevent new disaster risks and reduce existing risks: (1) understanding disaster risk, (2) strengthening disaster risk governance to manage disaster risk, (3) investing in disaster reduction for resilience and (4) enhancing disaster preparedness for effective response and to 'build back better' in recovery, rehabilitation and reconstruction (UNISDR, 2015).

Finally, the EU and its Member States are also committed to key environmental agreements at the international level, namely the **three Rio conventions** <sup>(66)</sup> and gender action plans (UNCCD, 2018; UNFCCC Secretariat, 2023).

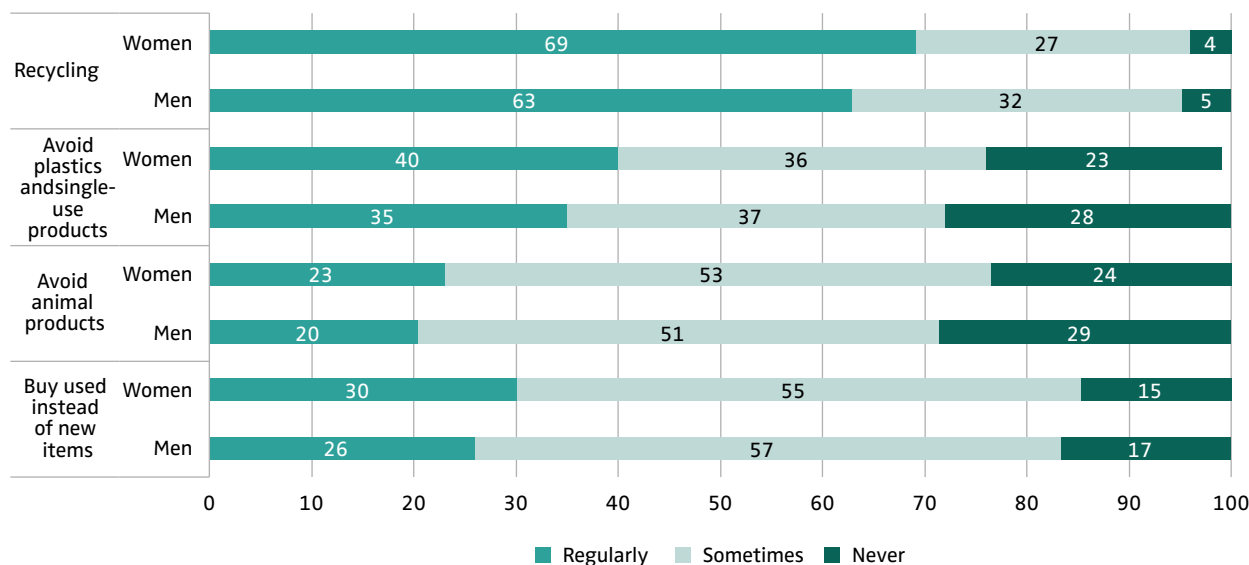
### 2.11.2. Key challenges and trends

#### 2.11.2.1. Women play a crucial role in promoting environmental sustainability at home, but environmental discourses and efforts risk reinforcing traditional gender stereotypes

EIGE’s CARE Survey suggests that women are more environmentally aware and consistent than men in their eco-friendly behaviour and consumption patterns (Figure 41). Gender

stereotypes shape the ways in which women and men think and act in terms of consumption patterns and sustainability (Bloodhart and Swim, 2020). Such stereotypes portray women as agents of care and keepers of the natural world (Wilde and Parry, 2022). At the same time, they tend to discourage men from engaging in sustainable behaviours, which are viewed as threatening traditional notions of masculinity (Brough et al., 2016; Wilson, 2023). Movements such as the ‘zero waste lifestyle’ often frame public environmental issues and household sustainability as feminised concerns, reinforcing traditional gender roles in cooking, cleaning and grocery shopping (Wilde and Parry, 2022). Advocates of these movements frequently invoke traditional gender roles, similar to those seen in the ‘tradwife’ movement (for more on this, see Section 2.10.2.6).

**Figure 41. Frequency of sustainable behaviour, by sex and type of activity (% of respondents aged 18–74 years, EU, 2024)**



Source: EIGE’s CARE Survey, second wave (2024).

At the same time, ecological degradation can be linked to patriarchal structures, as power is

maintained through dominance over and the oppression of both women and nature, with the

<sup>(66)</sup> The three Rio conventions, adopted at the 1992 Earth Summit, are the UN Framework Convention on Climate Change (UNFCCC), the Convention on Biological Diversity (CBD) and the UN Convention to Combat Desertification (UNCCD). The UNFCCC focuses on mitigating climate change impacts and fostering adaptation, the CBD targets the conservation of biodiversity and equitable benefit sharing, and the UNCCD emphasises sustainable land management and combating desertification (United Nations, 1992a, 1992b, 1994).

view that the natural world exists to be controlled (Pease, 2019). This explains a tendency among men to consider solutions based on 'fixing' (e.g. water desalinisation), which reinforce a sense of domination, as opposed to breaking unsustainable patterns of consumption and finding a more balanced fit with the environment (Bloodhart and Swim, 2020). It is therefore critical to recognise how gender roles are constructed within environmental discourses and public policies.

### 2.11.2.2. Young women climate activists are leading the push for climate action

The EU gender equality strategy for 2020–2025 recognises the pivotal role that young women play in leading the movement for climate action (European Commission, 2020d). Research shows that young climate activists are influential in raising awareness, influencing public opinion and pressuring national governments and

international bodies to adopt and strengthen climate policies (Heidrich and Nakonieczna-Bartosiewicz, 2021).

The 'Fridays for future' movement, which has notably high participation by women, has become a key force in global and EU climate activism (Fisher, 2019), reflecting the broader engagement of women in environmental activism (de Moor et al., 2020; Wahlström et al., 2019). This movement not only influences climate policy but also fosters active democratic engagement, with young women at the forefront. Similarly, women's environmental organisations further emphasise the links between gender equality, social justice and environmental sustainability. Nevertheless, the scarcity of data and the complexity of tracking civic engagement make it challenging to assess women's leadership at the grassroots level, despite the critical role that such leadership plays in shaping effective environmental policies and initiatives (OECD, 2022).



**Women's environmental organisations** contribute to the fight against climate change and make sure that women's voices and needs are taken into account in creating a more sustainable future. Their work is key in pushing for more inclusive environmental policies. Recognising, supporting and funding the work of CSOs that focus on equality issues in the EU is vital. This includes financial support, capacity building and giving them a platform. Examples of key NGOs in the EU are GenderCC and Women Engage for a Common Future.

The active participation of young women in climate activism highlights the necessity for gender-sensitive environmental policies and the potential to shape a more sustainable and equitable future (Piispa and Kiilakoski, 2022). Activism also reveals gaps and delays in environmental policy, creating political tension and pressure for urgent action, which can be difficult within the EU's political and economic constraints. The 'green backlash' from fossil-fuel-dependent industries and climate-sceptical groups stems from the view that environmental initiatives are threats to established economic structures, and this movement often aligns with authoritarian movements that embrace a blend of climate denial, racism and misogyny,

which are on the rise (Daggett, 2018; Hultman, 2017).

### 2.11.2.3. Women continue to be under-represented in the workforce of the transport and energy sectors in the EU and could be further disadvantaged by digitalisation and automation

The EU sustainable and smart mobility strategy, part of the European Green Deal, prioritises increasing the participation of women and young people in the transport sector. In 2023, women made up just 17 % of the transport

workforce in the EU, with the highest share noted in Malta (31 %) and the lowest share in Romania (10 %) (Eurostat, 2025). Gender distribution varied sharply across EU transport subsectors: women accounted for 41 % of the air transport workforce in 2023, compared with 21 % in water transport and just 15 % in land transport (Eurostat, 2025). Despite some progress and initiatives (Box 43), this figure has barely changed since 2018<sup>(67)</sup>, highlighting that there has been stagnation in achieving gender balance (for more on this, see EIGE, 2023i).

### Box 43. Strengthening women's employment in the transport sector

The '[Women in transport – EU platform for change](#)', launched by the European Commission in 2017, aims to strengthen women's employment and equal opportunities in the transport sector (European Commission, n.d.-k). It includes a declaration on equal opportunities, emphasising the importance of sex-disaggregated data to inform policy planning, monitor progress and evaluate measures. To boost women's employment in the sector, it advocates for company-based measures and broader societal efforts to combat stereotypes through early education.

In 2022, the share of women in the energy sector was around 25 %, up from around 20 % in 2010 (European Commission: DG Research and Innovation, 2024a). This fragile improvement saw a slight decline in 2022 from 26 % in 2021. Most of the growth came from rising shares of women in the 25–54 and 55–64 age groups, while the share of women in the under-25 group declined, signalling a possibly concerning trend. Furthermore, in 2021, women represented 68 % of the part-time contracts in the EU energy sector, and women were 6.3 times more likely than men to be on part-time

contracts (15 % versus 2 %, respectively) (European Commission: DG Research and Innovation, 2024a).

Available data at the international level indicate that, in the renewable energy sector, the percentage of women employees may be higher, around 32 %, and reaching 40 % in the solar photovoltaic industry (IRENA, 2019). Nonetheless, the higher figures were a result of a higher share of women in administrative jobs (45 %) than in technical positions, suggesting that the share of women in renewables is not higher than in the conventional energy sector (28 %) (European Commission: DG Research and Innovation, 2024a). While these figures reflect a somewhat positive, although fragile, trend towards gender balance, achieving gender balance in the energy sector is a major challenge, including due to the specific nature of energy-related roles, gender stereotypes and the limited impact of corporate gender equality measures. Addressing this gap requires diverse stakeholders' targeted efforts (European Commission: DG Research and Innovation, 2024a). Innovative approaches, such as the gender and social inclusion example in [Box 44](#), can help.

Digitalisation and automation are set to have a significant impact on the transport and energy sectors. About 80 % of the transport employers surveyed by the European Commission mentioned expecting up to 20 % of jobs in the transport sector to be lost in the next decade (European Commission: DG Mobility and Transport, 2021). Preliminary research suggests that women will be disproportionately affected in the short term (European Transport Workers' Federation, 2021), as automation threatens to displace roles traditionally held by women, such as clerical and administrative positions. Conversely, men may face greater long-term risks in manual labour roles, such as driving and factory work (European Transport Workers' Federation, 2021). As the green transition unfolds, reducing gender inequalities in these

<sup>(67)</sup> Calculations based on employment by sex, age and detailed economic activity (from 2008 onwards, general industrial classification of economic activities within the European Union (NACE) revision 2 two-digit level) (LFSA\_EGAN22D), EU LFS, 2014–2023.

sectors requires broader social barriers to be addressed, such as those that limit women’s educational choices, skills development and employment opportunities (Baruah and Gaudet, 2022). In addition, specific obstacles to entry and retention in the energy and transport workforce need to be tackled (Clancy and Feenstra, 2019) – for more on this, see Section [2.6.2.2](#).

**Box 44. Empowerment of women entrepreneurs in the energy sector and support for lone-mother households**

WEnCoop, Greece’s first women-centred social energy cooperative, was founded in 2020 to empower women through energy-related projects. Backed by the Greek Association of Women Entrepreneurs, it is run by 60 women from diverse business backgrounds and offers flexible share distribution to increase the accessibility of shareholding. Along with generating income, WEnCoop fully covers members’ energy consumption and, when possible, provides free energy to vulnerable groups and single-mother families (WEnCoop, n.d.).

**2.11.2.4. Over time, the presence of women in environmental decision-making roles has increased, but some Member States are lagging behind**

Women’s participation in environmental decision-making is critical to advancing gender equality and effective climate action (OECD, 2022). Research shows that countries with high levels of gender equality tend to have lower CO<sub>2</sub> emissions, suggesting that advancing gender equality both supports climate action and strengthens democratic governance (McGee et al., 2020) (for examples, see [Box 45](#)). However, although women are often over-represented in environmental grassroots movements and

activism, their representation diminishes in more formal and institutionalised settings (OECD, 2022).

**Box 45. Leading the digital transformation and creating sustainable and gender-responsive industrial policies**

- IndustriALL, a global trade union federation established in **Denmark**, formed a gender equality task force in 2022. This focuses on incorporating gender equality into discussions on sustainable industrial policy. IndustriALL’s action plan for 2021–2025 aims to enhance women’s rights and address inequalities, ensuring that strategies, policies and measures for developing a sustainable industrial policy and a just transition are responsive to gender considerations (IndustriALL Global Union, 2021).
- The [EU-funded project GRASS Ceiling](#), led by South East Technological University (**Ireland**), aims to boost women-led innovation in farming and rural areas. The project aims to establish nine ‘living labs’ in Croatia, Ireland, Italy, Lithuania, the Netherlands, Norway, Scotland, Spain and Sweden. Each lab will train six to eight women in innovative practices such as smart farming and ecotourism.

Progress is also evident at the level of EU institutions. In 2023, women constituted 52 % of members in the cabinets of DGs dealing with environmental issues <sup>(68)</sup>, indicating a positive shift towards gender balance compared with 35 % in 2018 (EIGE, 2024c). Notably, women made up 71 % of cabinet members in DG Environment. However, representation varies between DGs, with women making up 29 % of DG Energy in 2023 (EIGE, 2024c). Moreover, in the 2019–2024 Commission, two out of the four Commissioners overseeing these DGs were

<sup>(68)</sup> The DGs considered are DG Climate Action, DG Energy, DG Mobility and Transport and DG Environment.

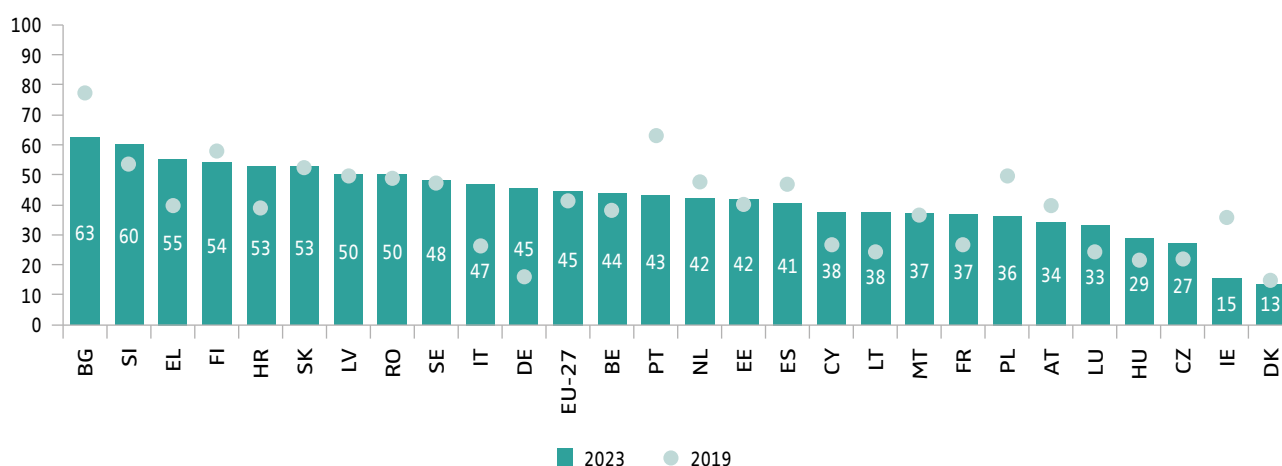
women, indicating a gradual shift towards gender parity at the top levels of EU environmental policymaking.

There has also been an upward trend in women’s participation in climate negotiations at the international level, which is now approaching gender balance. Historically, women have been under-represented in these global forums, such as at the COP meetings under the UNFCCC. At COP28 in December 2023, women accounted for 53 % of the EU delegation, compared with 42 % in 2018 (WEDO, 2024b) <sup>(69)</sup>. Among the Member States at COP28, Estonia, Spain and Finland had the highest representation of women, while Luxembourg and Poland had the lowest. Only Estonia, Italy, Hungary, Slovenia and Slovakia had appointed a woman as their head of delegation. Despite increased representation, however, women speak less than men during negotiations and are often excluded from finance and technology discussions, focusing instead on gender, education and empowerment issues (WEDO, 2024a).

The varying levels of representation of women as national ministers dealing with environment and climate change remain a challenge across the Member States. On average, in 2023, women constituted 31 % of national ministers in the EU responsible for portfolios such as the environment, climate change, transport and energy, marking a notable increase of 20 pp since 2018 (EIGE, 2023j). However, women’s representation varies widely between Member States.

In 2023, women constituted 45 % of the highest-ranking civil servants in ministries with jurisdictions covering the environment, transport and energy (EIGE, 2024p). Bulgaria and Slovenia lead the way, with women in these countries occupying 63 % and 60 % of positions, respectively. In contrast, the representation in Ireland and Denmark is lower, with women making up only 15 % and 13 % of these roles, respectively (Figure 42) (EIGE, 2024p). While the upward trend in women’s representation at the level of national ministries indicates significant progress, these percentages reveal that gender balance is yet to be achieved.

**Figure 42. Proportion of women among the highest-ranking civil servants in ministries with jurisdictions covering the environment, transport and energy, by country (% , EU, 2019 and 2023)**



Source: EIGE, Gender Statistics Database (bpfa\_k\_offic\_k1\_\_wmid\_env\_natmin\_admin).

<sup>(69)</sup> These percentages are calculated and presented on the basis of the gender climate tracker by WEDO, which has collected data on women’s participation in their national party delegations at every UNFCCC meeting since 2008.

### 2.11.2.5. Women are disproportionately affected by disasters and climate-induced migration, both across the EU and globally

Climate change is causing more extreme weather events, a rise in sea levels, and shifts in the geographical distribution of agricultural zones and infectious diseases. These factors increase the EU's vulnerability to disasters and are increasingly driving migration within and beyond the EU (Mawby and Applebaum, 2020), particularly affecting women, who constitute the majority of people displaced by climate change and extreme weather events (Sidun and Gibbons, 2023; UN, 2022b).

Climate and other environmental crises, coupled with gender inequality, are the greatest challenges to sustainable development of our time (UN, 2022a). Due to a combination of social, economic and cultural factors that shape gender dynamics, crises and disasters affect women and men differently, even if they live in the same household (Erman et al., 2021). Social expectations and roles often place women in caregiving positions within families and communities, intensifying their responsibilities during and after disasters and limiting their ability to engage in broader resilience and recovery activities (Wernhart et al., 2021). Economically, women are more likely to have lower incomes, less stable jobs and fewer assets than men, making them more vulnerable to the financial impacts of disasters (Erman et al., 2021).

Gender-based violence is also exacerbated during emergencies, with rates of domestic violence rising in slow-onset disasters such as droughts (UN Women, 2022). For instance, studies conducted in Spain have linked heatwaves to a rise in intimate partner violence (Sanz-Barbero et al., 2018). According to the United Nations Office on Drugs and Crime, the widespread and increasing impacts of climate change are also amplifying the vulnerability of individuals to human trafficking (UNODC, 2022). More research is needed to thoroughly examine the gendered impacts of extreme weather

events and climate change, especially on the prevalence of gender-based violence in the EU.

In terms of climate justice, the emissions and consumption patterns of the Global North, including the EU, have far-reaching impacts that extend well beyond Europe. These disproportionately affect vulnerable communities in developing and least-developed countries. Indigenous communities, which have historically contributed little to global emissions, bear a disproportionate share of the consequences of the climate crisis (Giacomini, 2020; ILO, 2017; Turquet et al., 2023). Indigenous women, in particular, face heightened risks of discrimination, exclusion, exploitation and gender-based violence as climate change exacerbates their economic and social vulnerabilities (Csevár, 2021). These include precarious working conditions, a lack of social protections and increased poverty (Birkmann et al., 2022; ILO, 2017).

### 2.11.2.6. Disaster risk reduction policies at the national level are falling behind in integrating a gender perspective

The frequency and severity of climate and weather extremes necessitates stronger EU DRR policies to manage various climate risks (EEA, 2024). Although the importance of integrating a gender perspective is recognised at the EU level, at the national level there are still notable gaps in integrating a gender perspective in DRR (Wernhart et al., 2021). Some Member States, such as Spain, Austria and Sweden, stand out for their efforts to incorporate gender considerations into the context of DRR, climate change adaptation and mitigation, showcasing the potential for more comprehensive and inclusive approaches (Box 46). These successes can be attributed to their implementation of gender mainstreaming strategies that include gender impact assessments, gender equality training and the collection of sex-disaggregated data. These measures ensure that gender-specific needs and vulnerabilities are addressed in decision-making processes (Breil et al., 2021).

### Box 46. Supporting gender mainstreaming in DRR

An example of how to support gender mainstreaming in DRR is **Women Exchange 4 Disaster Risk Reduction (We4DRR)**, an international network coordinated by the **Austrian** Federal Ministry of Agriculture, Forestry, Environment and Water Management. We4DRR is a Europe-wide network for exchanges between women in science, administration, policy and practice working in the fields of natural hazard management and DRR. The aim of this network of women experts is not only to discuss issues regarding gender and natural hazards, but also to strengthen the expertise and increase the visibility of women professionals by enabling the transnational exchange of knowledge and experiences (Die Wildbach- und Lawinerverbauung, n.d.).

However, there are notable gaps and limitations in the data on gender equality and the environment (Grantham, 2023). Most research on the gender impacts of climate change, including adaptation and mitigation efforts, focuses on countries outside Europe. This lack of region-specific data limits the understanding of how climate change uniquely affects women and men in the EU in their social and political systems. Furthermore, climate change goes beyond environmental problems. It is also a social crisis that encompasses interactions

between multiple oppressions. Research shows that age, class and education can all have an impact on vulnerability and the strategies used to face environmental crises (Kuran et al., 2020; Ravera et al., 2016). Pregnant women, for instance, are particularly vulnerable during weather events, as these can induce obstetric complications (Perkins, 2018; Samuels et al., 2022). Older women also face higher mortality risks during heatwaves than men, due to physiological differences in heat response (Leach et al., 2024).

## 2.12. The girl child (area L)

Under the BPfA, area L focuses on the elimination of all forms of discrimination and violence against the girl child, developing girls' skills and promoting their awareness of and participation in social, economic and political life. The official EU indicators used to monitor progress in this area include the difference in academic performance between girls and boys aged 15 in mathematics and science, the proportion of girls and boys aged 15 who expect to be working in science-related fields at the age of 30, the parameters of sexuality education in schools and the level of dissatisfaction among girls and boys with their bodies. However, these indicators might not fully reflect the complexity of how attitudes towards gender roles are formed or the impact that these biases have on young people's lives and career choices.

#### Area L (the girl child) alignment with SDGs

- 5.1 End all forms of discrimination against all women and girls everywhere
- 5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation
- 4.7 Ensure that all learners acquire the knowledge and skills needed to promote sustainable development, human rights, gender equality, culture of peace and non-violence, global citizenship and appreciation of cultural diversity



For the BPfA + 30 review, some of the priority topics of area L are:

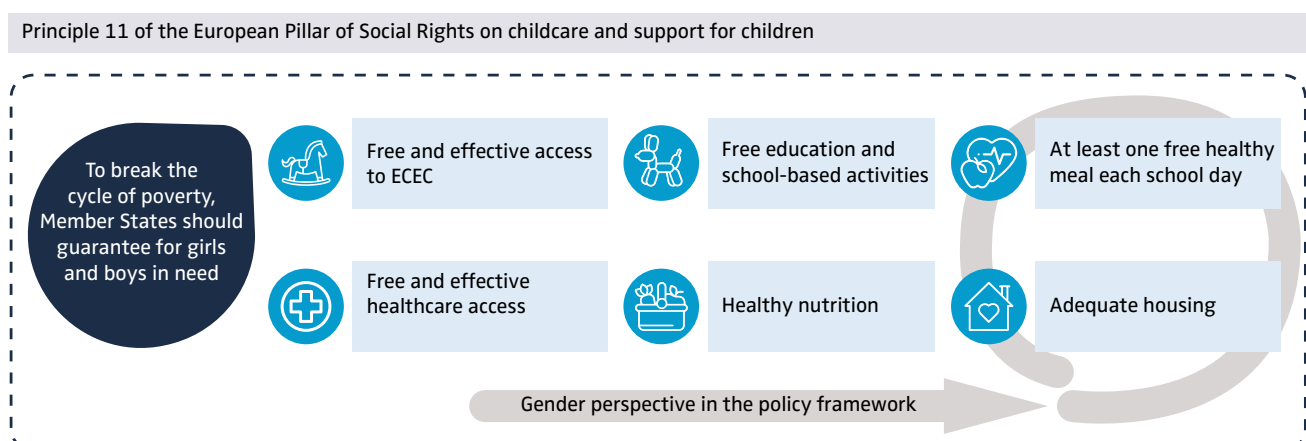


While some issues in this section overlap with other BPfA areas, this section offers a deeper analysis with particular reference to the girl child. It builds on the definition of a ‘child’ in the UN Convention on the Rights of the Child and defines a ‘girl child’ as a girl or young woman up to the age of 18. The priority topics chosen for this section highlight policy-level efforts in the EU to establish legal support mechanisms to safeguard children’s social rights, combat child sexual abuse and gender-based violence, and address gender stereotypes within and beyond the education sector. This underlines evolving concerns resulting from the expansion of cyberspace, the green transition, increasing mental health issues and various forms of violence affecting girls.

### 2.12.1. EU policy developments

Besides the **EU strategy on the rights of the child for 2021–2024** (see Section 1.4.5), a key milestone in improving the situation of girls and boys in the EU is the **European child guarantee** (Figure 43). Adopted in June 2021, it recommends that Member States address poverty and social exclusion among children, including through the provision of accessible, affordable and high-quality ECEC, encouraged by the Barcelona targets for 2030 and the quality frameworks for ECEC. It also recognises the importance of a gender perspective when designing social inclusion measures. It is the first EU-level policy instrument that aims to address exclusion in childhood and to break the poverty cycle across generations.

Figure 43. European child guarantee



Source: Created by the authors, based on Council Recommendation (EU) 2021/1004.

All 27 Member States have published their **child guarantee action plans** (European Commission, 2024d). However, the level of ambition varies (Eurochild, 2023; European Parliament, 2022a). To track the European child guarantee, the Commission and the Social Protection Committee prepared a common monitoring framework that prioritises child-specific indicators over those at the household level, but only selected indicators are disaggregated by sex (European Commission, 2024h).

The protection of girls in general falls within the scope of child protection legislation, with recent EU strategies focusing on enhancing safeguards against various forms of abuse and promoting online safety. In 2020, the Commission adopted an **EU strategy for a more effective fight against child sexual abuse**. Published at the height of the pandemic, the strategy points to how COVID-19 made child sexual abuse more difficult to detect. It highlights the heightened vulnerability of girls, including those with intersecting backgrounds, and issues such as child trafficking (European Commission, 2020g). In line with rising risks in cyberspace, the **European strategy for a better internet for kids**, launched in May 2022, tackles issues such as exposure to harmful content and promotes gender diversity in ICT roles (European Commission, 2022c).

One noteworthy development has been the increased acknowledgement of the importance of comprehensive sexuality education (CSE) and the establishment of standards for its implementation. The **gender equality strategy for 2020–2025** asserts that the effective prevention of gender-based violence requires young people to be educated about gender equality and non-violent relationships. Building on this, the 2021 **resolution on SRHR** saw the European Parliament recognise CSE as a key contributor to gender equality (European Parliament, 2021d). It called on the Member

States to ensure universal access to evidence-based and age-appropriate CSE.

Harmful practices against girls have also received more legislative and policy responses, addressing the previous lack of binding instruments to protect victims. The EU's accession to the **Istanbul Convention** and the adoption of the **directive on violence against women and domestic violence** will support greater protection for girls, specifically through the EU-wide criminalisation of FGM, forced marriage and certain forms of cyberviolence (see Section [2.4.2.6](#)).

These initiatives (see [Box 47](#)) represent a comprehensive effort to combat violence against girls, both online and offline, ensuring equitable education for girls and boys. However, disparities remain. Key challenges include tackling sexist and racist content online, removing barriers to girls in STEM, addressing young people's mental health needs and engaging in ongoing collaboration between educators, health professionals and law enforcement to ensure robust protections.

#### **Box 47. European Week of Action for Girls**

Held during the week of the International Day of the Girl (11 October), the [European Week of Action for Girls](#) is organised by a coalition of eight CSOs to ensure girls' voices and aspirations are heard by the EU institutions and that girls' rights are at the core of the EU's external action. The coalition aims to co-create a space with and for young people. With the theme 'EU for girls', the 2023 and 2024 editions of the European Week of Action for Girls focused on holding EU leaders accountable for better progress on girls' rights in the context of the 2024 European Parliamentary elections.

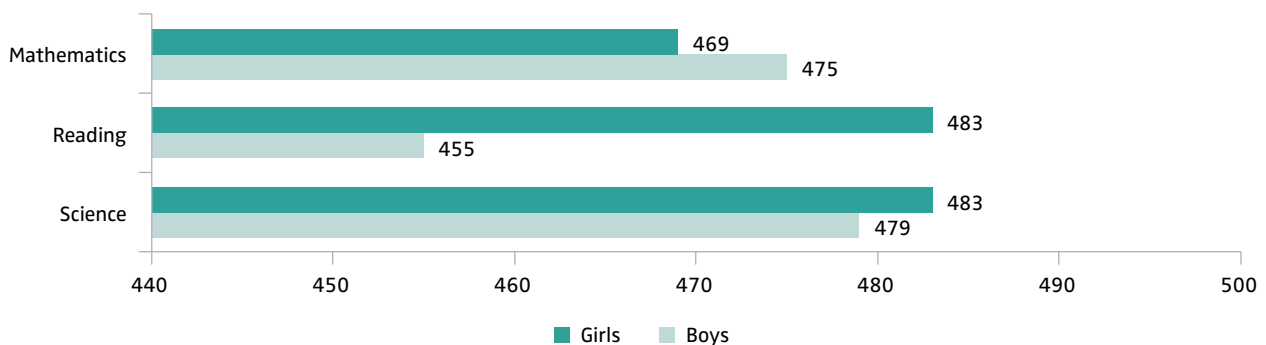
## 2.12.2. Key challenges and trends

### 2.12.2.1. Girls continue to perform better than boys in reading and science, but gender stereotypes are holding girls back from thriving in a technology-driven future

According to PISA scores for 2022 across the Member States <sup>(70)</sup>, girls surpassed boys in

reading by 29 points and in science by 4 points. In contrast, boys outperformed girls by 6 points in mathematics <sup>(71)</sup> (Figure 44). Boys are more frequently top performers in mathematics than girls, and the gender gap is noteworthy across all countries (OECD, 2023b).

**Figure 44. Girls' and boys' educational performance in basic skills (mean score, EU-26, 2022)**



NB: Data are missing for Luxembourg.  
Source: OECD (2023b).

Importantly, girls show decreasing interest in STEM as they age, from secondary education onwards (Lyons et al., 2022). This indicates that gender differences in achievements in STEM are due not to innate abilities, but instead to gender stereotypes formed since early childhood by family, culture and institutional dynamics (Evagorou et al., 2024). Gender stereotypes may strengthen girls' beliefs that they will not enjoy science and mathematics. Equally, as STEM subjects are associated with talent and brilliance, girls are more likely to be less confident in their mathematics and science abilities than boys (Napp and Breda, 2022; OECD, 2023b).

The gender stereotypes that affect girls and boys perpetuate inequalities. They are shaped and reinforced by community perceptions, societal norms, institutional practices (Stewart et al., 2021) and online interactions (Horvát and González-Bailón, 2024). In educational settings, conscious and unconscious biases from teachers, a gender bias in textbooks and learning materials, and societal factors prevent girls from pursuing careers in STEM (this is also discussed in Sections 2.2.2.2 and 2.2.2.5). Equipping teachers to challenge these stereotypes and build girls' confidence in STEM subjects is essential in addressing these disparities (see an example of an EU initiative in Box 48).

<sup>(70)</sup> 2022 PISA data on this topic do not include Luxembourg.

<sup>(71)</sup> PISA scores do not have a theoretical minimum or maximum score. They are set in relation to the variations in results observed across all test participants.

### Box 48. Educational toolkits to help address gender stereotypes

The European Commission produced a **toolkit for primary and secondary school teachers to tackle gender stereotypes** that focuses on the transport sector (European Commission, 2021l). Available in all EU languages, the toolkit aims to support teachers in facilitating discussions about gender stereotypes, using the transport sector as an example. It can also be used by school leaders, school counsellors and parents. The goal is to help young learners understand that occupations are not reserved for a particular gender, promoting a more inclusive perspective on career opportunities.

Amid strong gender stereotypes for occupational choices, there is a growing number of initiatives that support girls to identify career tracks in the fields in which women's participation is still rather low, such as STEM (Box 49 summarises a few such initiatives at the national and EU levels). At the same time, gender stereotypes continue to restrict boys' entry into fields dominated by women such as education and health, and significantly fewer efforts are dedicated to encouraging boys' participation in these areas (Meeussen et al., 2019).

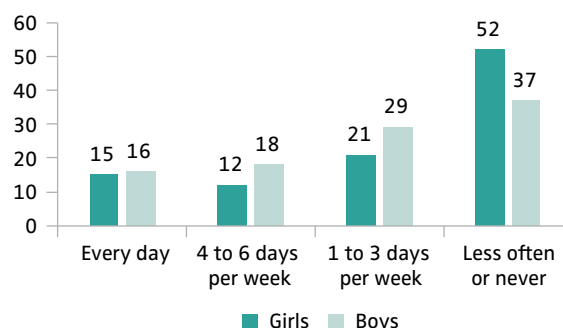
### Box 49. Initiatives to improve the participation of girls in STEM

- **'Girls go circular'** is a free online training programme that aims to train 40 000 girls in digital and entrepreneurial skills across all Member States by 2027.
- Entrepreneurship and STEAM festivals, organised by the European Commission and the European Innovation and SMEs Executive Agency, offer hybrid workshops for girls to build their entrepreneurial and digital competencies (European Commission, 2022e).

- The **German** government is actively promoting women in STEM fields through initiatives such as 'Girls' day', 'Klischeefrei' and 'Komm, mach MINT'. These projects aim to increase interest among girls in STEM careers by providing internships and events. 'Girls' day', the most well-known initiative, offers girls one-day internships in STEM companies, with around 1.9 million girls participating since its inception in 2001.

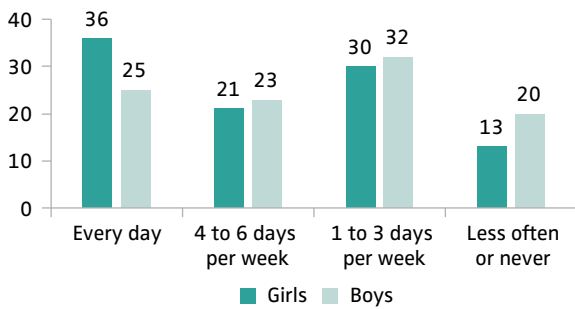
Children and young people are often exposed to gender stereotypes at home, where parental role models play a key role in reinforcing gendered expectations with regard to housework responsibilities. This contributes to gender roles being passed from generation to generation (Giménez-Nadal et al., 2019). As a result, girls and boys may already adopt gender roles at home from an early age. For example, EIGE's CARE Survey shows that girls aged 16–18 more frequently perform housework than boys in the same age group. In contrast, boys are more often responsible for tasks traditionally associated with men, such as repairs, gardening and other maintenance-related activities (Figure 45 and Figure 46).

**Figure 45. Frequency of girls and boys (aged 16–18 years) performing general house maintenance tasks (e.g. repairs, gardening and service arrangement) (% EU, 2024)**

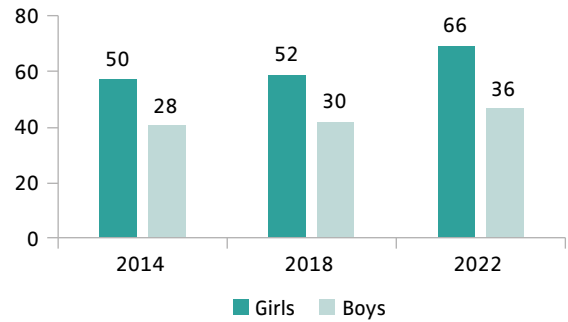


Source: EIGE's CARE Survey, second wave (2024).

**Figure 46.** Frequency of girls and boys (aged 16–18 years) performing household chores (e.g. cooking, laundry and cleaning) (% , EU, 2024)



**Figure 47.** 15-year-olds reporting multiple health complaints more than once a week (% , EU, 2014–2022)



NB: The data for Belgium are averaged on the basis of the scores for Belgium (French speaking schools) and Belgium (Dutch speaking schools).

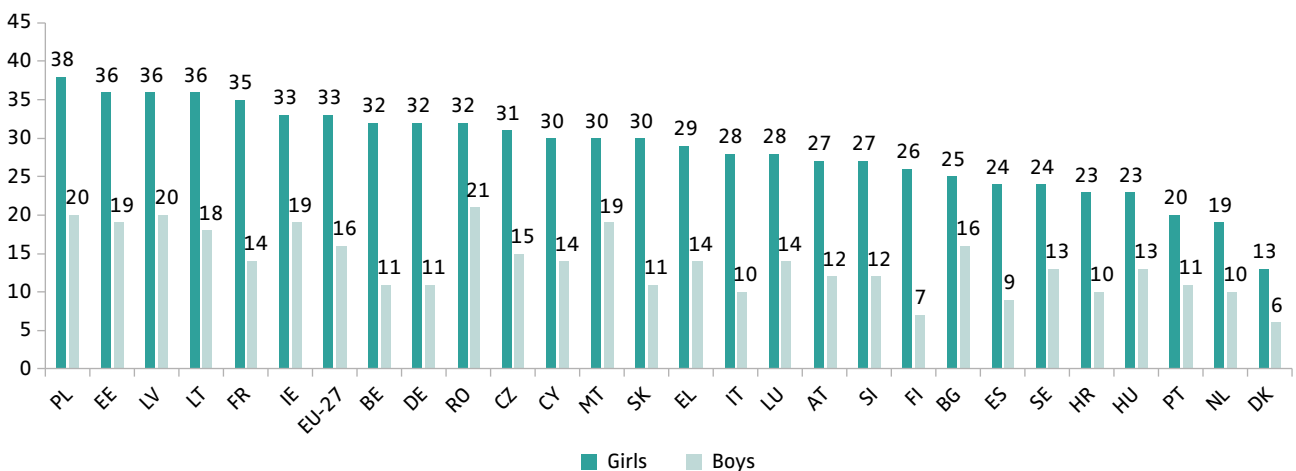
Source: International HBSC Survey of 2021/2022, 2017/2018 and 2013/2014.

### 2.12.2.2. Girls in the EU report worse mental health than boys, particularly after the COVID-19 pandemic

Since 2014, girls in the EU have reported more health complaints (Figure 47) encompassing both physical (e.g. headache, stomach ache or backache) and psychological symptoms (feeling low, irritability or bad mood, feeling nervous and having difficulty in sleeping). In addition, anxiety, depression and eating disorders are more prevalent among young women than among young men in Europe<sup>(72)</sup> (Castelpietra et al., 2022).

Children experiencing prolonged periods of physical isolation away from their friends, teachers, extended families and community due to the COVID-19 pandemic worsened feelings of loneliness among girls and boys (Mental Health Foundation, 2021). In 2021–2022, girls aged 15 consistently reported higher levels of loneliness than boys in all Member States (Figure 48).

**Figure 48.** 15-year-olds who reported feeling lonely ‘most of the time’ or ‘always’, by sex and country (% , EU, 2021–2022)



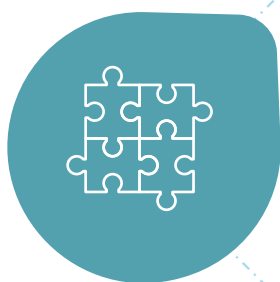
NB: The data for Belgium are averaged on the basis of the scores for Belgium (French) and Belgium (Flemish) from the original dataset. Source: International HBSC Survey of 2021/2022.

<sup>(72)</sup> This study covered the EU-27, plus Iceland, Norway, Switzerland and the United Kingdom.

Gender stereotypes also have an impact on the attitudes of girls and boys towards their bodies. Objectifying and sexualised portrayals of women and girls can contribute to high internalised levels of body surveillance and a drive for thinness and body shame among girls (Leonidas and dos Santos, 2020; Santoniccolo et al., 2023). In 2022, 41 % of 15-year-old girls in the EU reported feeling too fat, compared with 25 % of boys (Health Behaviour in School-aged Children, 2023c). Similarly, dominant masculinities and traditional gender norms drive boys and young men to present as strong and in control – which can prevent them from seeking help (see discussions on stereotypes in Sections 2.3 and 2.10).

### 2.12.2.3. Girls and boys in the EU face barriers to accessing sexuality education

CSE remains a challenge across the Member States. While the provision of sexuality and health education is already mandatory in most Member States, practical implementation varies. In many Member States, only biological and anatomical aspects of sex are covered, together with risk prevention – leaving out essential elements such as sexual orientation and gender-based violence (Michielsen and Ivanova, 2022; European Commission: DG Employment, Social Affairs and Inclusion and Picken, 2020). Topics such as love, marriage, partnerships and family are also frequently covered, but typically with a focus on traditional values. Few Member States cover issues such as gender stereotypes, mutual consent, LGBTIQ and topics related to online media (Michielsen and Ivanova, 2022; European Commission: DG Employment, Social Affairs and Inclusion and Picken, 2020).



**Comprehensive sexuality education (CSE)** is a curriculum-based process of teaching and learning about the emotional, physical and social aspects of sexuality. It aims to equip children and young people with knowledge, skills and values that will empower them to develop respectful social and sexual relationships. CSE supports gender equality and prevents gender-based violence by examining gender norms and roles, fostering respect for sexual diversity and gender differences, and promoting relationships characterised by mutual understanding and respect for individual needs and boundaries.

Source: UNESCO et al. (2018).

Young people in the EU also face barriers to accessing contraceptives. Only 12 Member States (44 %) cover contraceptives in their national health system or have special contraceptive coverage for young people aged 19 and under (EPF, 2024). Among 15-year-old girls and boys in the EU, 28 % report using neither a condom nor a contraceptive pill during sexual intercourse (Health Behaviour in School-aged Children, 2023d).

These topics are still sensitive in some Member States and tend to be left out, especially when the content and scope of sexuality education classes are decided at the school level or when

community groups are involved (Michielsen and Ivanova, 2022; European Commission: DG Employment, Social Affairs and Inclusion and Picken, 2020). The anti-gender movement, which is often based on grounds of faith, opposes gender equality and LGBTIQ rights while framing itself as ‘pro-life’ and ‘pro-family’ (McEwen and Narayanaswamy, 2023). Such conservative activists oppose CSE, women’s rights and bodily autonomy (Ipas, 2023). This poses challenges in introducing CSE in schools, indicating a need for holistic approaches (e.g. that adopted in Austria and summarised in [Box 50](#)) and for careful consideration from policymakers.

### Box 50. Austria's approach to CSE

**Austria** adopts the comprehensive approach to sexuality education promoted by international standards. In Austria, sexuality is regarded as an integral part of a child's development, and sexuality education focuses on supporting children's sexual health physically, cognitively and emotionally. The curriculum focuses on biological aspects and the prevention of early pregnancy and sexually transmitted infections / human immunodeficiency virus, in addition to sexual identity, consent, online media and gender-based violence (European Commission: DG Employment, Social Affairs and Inclusion and Picken, 2020).

### Box 51. Enhanced protection and support for child victims of domestic violence in Portugal

In 2021, the **Portuguese** government launched funding for the creation of nationwide psychological support services for children and young victims of domestic violence. A pool of specialised psychologists with the expertise necessary to support these victims was set up (Government of the Portuguese Republic, 2021). Law No 57/2021 extended protections for victims of domestic violence, in particular safeguarding children by recognising as victims people up to 18 years old who are exposed to domestic violence (CIG, 2021a).

#### 2.12.2.4. Girls may be at a higher risk of gender-based violence and discrimination when gender intersects with disability and certain ethnic, racial and religious backgrounds

Perpetrators of gender-based violence often target girls from vulnerable groups due to disability, race, ethnic origin, age, religion or language (OAS et al., 2022). In Europe, around one in five children are victims of some form of sexual violence (Council of Europe, 2023a). Compared to adults, children are especially vulnerable, with 70 % to 85 % knowing their perpetrator – often someone they trust (European Parliament, 2024b). Around one third of children who have been abused never disclose it (Thulin et al., 2020). Girls and boys with disabilities face a particularly high risk of violence due to their dependence on caregivers (Koistinen et al., 2019). It is thus essential that both girls and boys facing bullying have access to strong institutional support systems, with schools and teachers playing a central role in providing such help (as exemplified in [Box 51](#) and [Box 52](#)).

In online spaces, while both girls and boys in the EU are similarly exposed to cyberbullying (Health Behaviour in School-aged Children, 2023b), girls are increasingly exposed to gender-based cyberviolence (EIGE, 2022c). Young women disproportionately face gendered forms of cyber harassment, such as online sexual harassment, image-based abuse, cyberstalking and the non-consensual sharing of intimate images (EIGE, 2022c). Meanwhile, across the EU, 15-year-old boys are twice as likely to report having committed cyberbullying as girls (16 % versus 8 %, respectively) (Health Behaviour in School-aged Children, 2023c).

### Box 52. Supporting teachers in addressing bullying and discrimination towards girls and boys

In **Romania**, a collaboration between the National Agency for Equal Opportunities for Women and Men and the Ministry of Education has engaged 10 000 teachers in promoting non-discrimination and equal opportunities. As part of this initiative, teachers are encouraged to tackle bullying, including cyberbullying (European Commission, 2023a).

In the EU, girls and young women from immigrant, refugee or asylum-seeking backgrounds also face increased risks of violence. Those from regions such as North Africa, sub-Saharan Africa, eastern Europe and central Asia are most at risk of harmful practices, such as forced and child marriage and FGM. Roma women and girls also face heightened risks of these practices (UNFPA, 2014; Villacampa and Torres, 2020) (see also Section 2.4.2.6). Girls and young women in forced marriages face a higher risk of sexual assault, rape, domestic violence and abuse (Psaila et al., 2016). It is thus crucial to address this issue using an intersectional perspective to ensure that girls seeking refuge are not married off in or on the way to the EU.

#### 2.12.2.5. A new ideological gender divide is growing between young women and men

Teenage boys and young men are becoming more conservative, especially regarding gender equality and women's rights. A study across the 27 Member States found that young men (aged 18–29) are the group that struggles most with accepting advances in women's rights. Many young men believe that promoting women's rights threatens men's opportunities (Off et al., 2022). Polls for the European Parliament elections in June 2024 revealed that young men in countries such as Germany and Spain are more inclined to vote for right-wing parties, while young women lean left (Schnitzer et al., 2024; Velázquez, 2024). Women's voting patterns have been a crucial barrier against the far-right surge in several countries (Calvo and Ferrín, 2023). While this is still a new phenomenon, similar trends are emerging in other parts of the world. For instance, in the United Kingdom, young men (aged 16–29) are the group that is least optimistic about the impact of feminism, and

one in three young men think it will be harder to be a man than a woman in 20 years<sup>(73)</sup> (Campbell et al., 2024). A study across G7 countries also found that young men show high levels of prejudice against women in leadership roles (Verian Group, 2024). Engaging young people in discussions about equality, gender stereotypes and discrimination is crucial to shift these attitudes and foster support for gender equality (for an example, see [Box 53](#)).

#### Box 53. Engaging young people in discussions about women's rights and gender equality

The [Rock de Rack festival](#), organised by Luxembourg's Ministry of Equality between Women and Men in 2019, marked the centennial of women's suffrage and centred on young people, democracy and equality. It included educational workshops on gender equality, organised with partners including the University of Luxembourg and BEE Secure. An interactive debate encouraged young people to share their views on gender equality and democracy in schools.

One driver of the gender divide among young generations is the growing digital exposure to 'online misogyny influencers' who offer advice on relationships, mental health, well-being and achieving material success and status (Botto and Gottzén, 2022; Haslop et al., 2024). The content shared by these influencers often steers young men towards more conservative and misogynistic ideologies. Growth in these attitudes among young men could significantly challenge the progress made and further efforts to achieve gender equality, as they may resist policies and cultural shifts aimed at promoting women's rights and reducing gender disparities.

<sup>(73)</sup> The study is based on a representative sample of 3 716 adults aged 16 + across the United Kingdom between 17 and 23 August 2023.

### 3. Beyond the Beijing Platform for Action + 30: recommendations for action

The BPfA + 30 review highlights notable progress in gender equality within the EU, including greater representation of women in decision-making, more robust policies against gender-based violence and more attempts to consider gender inequalities in policymaking. Despite these advances, persistent gaps remain across all 12 areas of the BPfA, including in economic empowerment, unpaid care responsibilities and women's access to strategic sectors crucial for the green and digital transitions. Moreover, emerging challenges such as the digital transformation, climate change, the effects of COVID-19 and new security threats have exacerbated existing gender inequalities and created new ones.

The following recommendations are structured around seven themes, outlining actions for EU institutions and Member States within the remit of their jurisdictions while emphasising the importance of collaboration with other stakeholders, such as CSOs or social partners. Where relevant, specific institutions or stakeholders are mentioned to support the targeted guidance.

#### 1. Thriving in a gender-equal and inclusive economy

##### Invest in care work as the backbone of the European economy

- Invest in gender-responsive social protection for informal and formal caregivers and in the formal recognition of informal care. Promote collective bargaining to improve the attractiveness of the care sector, tackle staff shortages and increase funding for training programmes and support services for care workers. Encourage the greater participation of men in both paid and unpaid care work. Ratify and implement International Labour Organization (ILO) Convention 189 to promote decent work for domestic workers.

- Exceed the minimum standards laid down in the work–life balance directive. Introduce higher levels of compensation for paternity, parental and carers' leave; extend non-transferable leave; and enhance quality flexible working arrangements. Provide access to benefits that are not linked to a minimum duration of work and expand the definition of care to encompass roles beyond the family.
- Propose EU legislation to ensure equal access to telework, lay down conditions for teleworking and ensure the right to disconnect.
- Address gender gaps and disparities within the framework of the European semester. Embed gender mainstreaming into the European semester. Prioritise tackling gender gaps in the labour market and enhancing caregiving support, work–life balance and access to digital skills.

##### Address gender inequalities in multiple dimensions of poverty and financial independence

- Address women's poverty as part of the post-2025 gender equality strategy. Develop a 2030 European anti-poverty strategy with targets disaggregated by sex and incorporate a gender perspective into the European platform on combating homelessness. At the national level, exempt women's sanitary products from value added tax and take measures to ensure lower prices to combat period poverty.
- Include individual-based assessments in the measurement of poverty. Regularly collect and analyse data disaggregated by sex on the multidimensional nature of poverty. Complement data on income and poverty at the household level with assessments of individuals in order to better identify women's poverty and financial dependence (e.g. in cases of violence against women or family dissolution).

### 3. Beyond the Beijing Platform for Action + 30: recommendations for action

- Establish a multidimensional concept of financial independence that includes income, consumption, wealth and power/control, together with standardised indicators for EU-wide tracking.
- Provide direct funding from Horizon Europe and the new European Competitiveness Fund to support women entrepreneurs, women-led small and medium-sized enterprises and women researchers and innovators. Place a focus on providing tailored guidance on debt, investments and digital financial literacy, in addition to sponsoring networking and coaching initiatives. Collect comparable and sex-disaggregated data on levels of financial literacy across the EU.

#### Secure equitable wages and reduce precarious employment for all women and men

- Promote women's entry into and retention in the labour market, reduce the gender pay gap and support women entrepreneurs through policies aimed at strengthening the single market. Invest in and promote lifelong learning for women and men, particularly groups such as older women, carers and those affected by the automation of jobs.
- At the national level, swiftly incorporate the directives on adequate minimum wages and pay transparency into national legislation. Ensure that the provisions on minimum wages cover all types of workers and adhere to the international standards of 60 % of the gross median wage and 50 % of the gross average wage. Adjust minimum wages to reflect the cost of living through national price indexes. Prioritise the implementation of the pay transparency directive in response to the cost-of-living crisis.
- Implement the Council recommendation on minimum income. Allow people who are receiving income support to accumulate earnings from work during short-term or sporadic work, probation periods or traineeships. Monitor the implementation of such support within the framework of the European semester and propose a legally binding EU directive.
- Boost gender equality in the review of the EPSR action plan in 2025, taking into account intersecting inequalities. Set specific targets, disaggregated by sex and other characteristics, to tackle women's poverty. To tackle the root causes and the disproportionate effects of poverty on women and men, integrate a gender equality perspective into the EU quality jobs roadmap, into the focus on digitalisation in the world of work and into the new pact for European social dialogue.

- Improve data collection and metrics on gendered employment trends, especially in the green and energy sectors, to track gender equality in the green transition. Collect comprehensive data on unpaid work (including care and domestic tasks). Ensure employment statistics consider parental leave uniformly, including details on duration, uptake and income replacement.

#### Ensure gender equality in fiscal policies and pension reforms

- Recognise and compensate unpaid care work and ensure pension schemes cover people who are self-employed or unemployed, as well as those in atypical employment. Explore individual taxation options to eliminate disincentives for secondary earners and address the pay and pension gaps associated with an unequal share of care accumulated over the life course.

#### Extend policies on work–life balance and promote gender-equal workplace cultures

- Enforce equal and non-transferable parental leave and family-friendly working time arrangements, mandate the adoption of gender equality plans by companies and promote the advancement of women into senior positions and leadership. Implement initiatives to counter unconscious biases and encourage men's involvement in caregiving roles and men's access to the education, health and welfare sectors, while strengthening the retention of women in fields traditionally dominated by men.

- Ensure women are represented in social dialogue, including those in non-standard and informal work. Promote social dialogue to address gender pay gaps, work–life balance, the equal sharing of parental leave and zero tolerance towards workplace harassment. Incorporate gender-sensitive considerations into the pact for European social dialogue.

## 2. Providing gender-responsive social protection and services

### Strengthen gender equality considerations in social policies

- Invest in accessible, affordable and high-quality gender-responsive ECEC and long-term care services for family members in need of care. Set ambitious targets for participation in ECEC, in addition to EU-level targets for home-based long-term care services, and increase investments in working conditions and in health and safety in these areas. Support the implementation of the European care strategy through research and data collection.
- Create a network of family support services that are universal and easy to access and that offer both general and specific support for families in all their diversity, including lone-parent families, families with caring needs, same-sex families and those in which grandparents or other relatives are actively involved in raising children.
- Support gender-responsive monitoring of the European child guarantee national action plans. Ensure that all relevant indicators in monitoring frameworks are, where possible, disaggregated by sex and age.
- Implement gender-sensitive regulations and labour reforms to ensure fair pay, social protections and equitable working conditions for workers in non-standard work. Adopt the ILO's recommendations to reduce precarious work by restricting the use of unstable contracts, limiting their duration. Implement safeguards to protect collective bargaining rights and guard against discrimination, including for non-standard workers.

### Incorporate a gender perspective into policies on housing and homelessness

- Support and invest in social housing as the backbone of national housing systems. Guarantee that all women and men have access to affordable and dignified housing, particularly groups that are more vulnerable to housing poverty, such as young people, lone mothers, older women and women fleeing intimate partner violence. Integrate social housing as one element in a comprehensive housing strategy alongside other affordable housing initiatives at the national level. Enforce stronger tenant protections and rent control measures to ensure housing stability. Monitor housing exclusion indicators in the European semester.
- Adopt the principle of 'housing first' to address homelessness in a gender-sensitive and intersectional way. This approach focuses on providing long-term housing without requiring individuals to accept support or demonstrate personal progress.

### Ensure universal access to healthcare, including sexual and reproductive health and mental health

- Ensure universal access to gender-responsive healthcare for women and men in all their diversity, particularly for groups in disadvantaged situations such as women and girls with disabilities, migrant women and girls, transgender and non-binary individuals and women in rural areas. Remove barriers to access, such as language and financial constraints. Increase investment in healthcare facilities in rural areas and develop adaptable solutions such as mobile health clinics.
- Address gender inequalities in the healthcare workforce. Enhance working conditions and health and safety in the healthcare sector. Take steps to close the

gender pay gap in the sector, in particular addressing the persistent devaluation of roles predominantly held by women, such as nursing. Adopt measures to prevent and address gender-based violence within healthcare settings. Encourage the participation of men and boys in the healthcare sector through awareness campaigns that challenge traditional gender roles. Provide healthcare professionals with training to ensure healthcare services are gender responsive, inclusive and non-stigmatising.

- Ensure equal access to sexual and reproductive health services for all women and girls, particularly those affected by intersecting forms of discrimination. Ensure that men and boys also benefit from resources, services and education on sexual and reproductive health in stigma-free settings. Increase investments to support research on safe, effective, affordable and acceptable sexual and reproductive health technologies, including contraception for all genders.
- Implement and expand comprehensive breast cancer and cervical cancer screening programmes. Extend the age ranges of women eligible for free screenings.

### Adopt a sex and gender approach in health research and funding

- Incorporate sex and gender considerations into EU health programmes and funding guidelines for health research.
- Promote sex- and gender-sensitive biomedical, clinical and public health research. Enhance research on women's health, including sex- and gender-specific responses to diseases. Implement policies favourable to investment in women's health, for example by means of the proposed initiative under the European competitiveness compass and increased EU funding for women's health, including through the EU's research framework programme.
- Create an expert group on women's health in research and innovation at the EU level to address the unmet health needs of women.

Enhance research on women's health, focusing on sex-disaggregated data collection, national health data systems and analyses, in order to improve the delivery of national health services for women.

- Adopt a standardised definition of violence in gynaecological and obstetric care. Establish minimum standards for gynaecological, antenatal, childbirth and postnatal care. Promote accountability of healthcare providers, facilitate research and data collection, and raise awareness about gynaecological and obstetric violence as a form of violence against women.

### 3. Eradicating gender-based violence, stigma and stereotypes

#### Advance the EU legal framework to eliminate gender-based violence against women and improve the standards for women's human rights

- Implement the Istanbul Convention as a binding legal instrument in 22 Member States and in the EU within the remit of its jurisdiction. Transpose the EU directive on combating violence against women and domestic violence. At the EU level, urge those Member States that have not yet acceded to the Istanbul Convention to expedite this process, and support Member States in implementing and monitoring the EU directive on violence against women and domestic violence.
- Align the EU legal framework with international standards on women's rights, particularly to prevent and combat all forms of violence against women as outlined in the general recommendations related to the Convention on the Elimination of All Forms of Discrimination against Women.
- Ratify ILO Convention 190 on Violence and Harassment in the World of Work to recognise the right to a world of work free from violence and harassment, including gender-based violence.
- Accelerate revisions to the victims' rights directive to address existing gaps in protection and support for victims. Integrate

a gender and intersectional perspective into these revisions, acknowledging the increased vulnerability of groups of people in disadvantaged situations.

### Advance the EU legal framework on anti-discrimination

- Adopt an anti-discrimination directive to overcome current gaps in anti-discrimination legislation at the EU level. Extend the current list of EU crimes in Article 83(1) of the Treaty on the Functioning of the European Union to include hate crimes and hate speech, as a new area of listed crimes.

### Strengthen data collection to tackle violence against women

- In cooperation with EIGE, adapt national data-recording systems for intimate partner violence to include data on the sex and age of the victim and the perpetrator and the relationship between the victim and the perpetrator. Conduct regular population-based surveys on violence against women at the national level using harmonised methodologies, and publish regular reports.
- Adopt common indicators for tracking objectives in relation to women's human rights (area I of the BPfA), focusing on the ratification of fundamental human rights laws and treaties and the enforcement of equality and non-discrimination laws.

### Ensure residency rights for victims of domestic violence in the EU

- Amend the citizens' rights directive (Directive 2004/38/EC) to eliminate the requirement for non-EU citizens to be economically active and to possess health insurance in the host Member State in order to retain residency rights in the event of divorce, the annulment of a marriage or the termination of a registered partnership in cases of domestic violence during the relationship.

### Recognise femicide as a distinct offence from homicide

- Recognise femicide as a criminal offence separate from homicide in national penal codes. Consider orphaned children and the parents and siblings of murdered women to be victims.

### Establish a consent-based framework for rape and ensure specialised support services

- Adopt a consent-based definition of rape to combat under-reporting and the inadequate prosecution of rape. Swiftly implement the provisions of the directive on combating violence against women with regard to education about consent. Promote awareness-raising campaigns and programmes that aim to deconstruct stereotypes that reinforce unequal gender and power dynamics, and promote the role of consent in sexual relationships.
- Increase the availability and accessibility of specialised services to respond to rape and sexual violence. Strengthen referral mechanisms by training professionals, particularly those in healthcare, psychosocial services and law enforcement. Increase funding for support services that address the needs of victims in vulnerable situations. Strengthen reporting mechanisms and adopt mandatory reporting by law enforcement, healthcare workers and social services of incidents of violence against women.
- Address persistent gender stereotypes and bias in justice systems to improve victims' access to justice. Provide gender-sensitive training, work-life balance measures and professional development for women in professions related to the judicial system.
- Develop practical guidelines to standardise CSE curricula across the Member States. Ensure these guidelines cover topics such as gender-based violence, consent, gender stereotypes and unequal power dynamics. Adopt CSE training as part of teacher education programmes. Engage NGOs

working on gender equality in implementing evidence-based education programmes.

### Address economic violence and psychological violence as critical forms of violence

- Recognise economic violence and psychological violence as separate offences or as aggravating circumstances in cases of domestic violence or intimate partner violence. Align definitions of these offences in national frameworks with the Istanbul Convention.

### Strengthen the response to and awareness of gender-based cyberviolence

- Enforce the DSA and adopt a unified approach to cyberviolence by harmonising definitions and collecting comparable data. Monitor compliance with the DSA and the EU directive on combating violence against women and domestic violence and ensure that digital providers and platforms have effective mechanisms for reporting complaints and following up, removing harmful content and informing victims of cyberviolence about support services. Incentivise platforms to set up and adhere to the code of conduct on combating gender-based cyberviolence. Strengthen digital literacy programmes and initiatives for reporting cyberviolence. Address the psychological impacts of cyberviolence on both young girls and young boys.

### Improve the legal framework on forced marriage and female genital mutilation

- Criminalise forced marriage and FGM to implement the provisions of the EU directive on violence against women and domestic violence. Recognise the risk of FGM as a ground for asylum and enact corresponding legislation to guarantee gender-sensitive asylum procedures.

### Eliminate gender stereotypes and gender-based violence in education

- Set national standards to ensure that educational materials promote gender equality and dismantle gender stereotypes. Promote CSE, including knowledge about consent in interpersonal relationships, as a key preventive measure against violence against women and domestic violence. Review curricula and teaching content to ensure their inclusivity and provide publishers with guidelines on eliminating gender bias in educational materials. Invest in the professional development of educators to better combat gender stereotypes throughout childhood education, vocational education and training, on-the-job training, adult education, and formal and non-formal learning educational pathways.
- Address all forms of gender-based violence in education. Establish policies aimed at preventing, recognising and responding to gender-based violence in educational settings. Implement mandatory training programmes for all members of the education community, in addition to safe infrastructure, confidential reporting mechanisms and disciplinary actions. Engage NGOs working on gender equality in implementing evidence-based prevention programmes.
- Implement gender-sensitive indicators in the monitoring of education and training. In collaboration with national education ministries, promote and rely on both quantitative and qualitative research on how social norms affect the educational performance of women, men, girls and boys. Rely on such data to inform policies on tackling gender stereotypes.

### Address misogynistic attitudes among men and boys

- Counter rising anti-democratic values among boys and young men concerning gender equality and women's rights by promoting gender equality education in schools, strengthening critical media literacy,

countering misinformation and challenging gender stereotypes.

- Cooperate with CSOs to support a bottom-up approach to awareness-raising initiatives. Engage companies, sports organisations, media organisations and other organisations in tackling misogyny across all spheres of life.

#### 4. Fostering parity democracy, accountability and gender-responsive institutions

##### Enhance the status of gender equality and gender mainstreaming in EU governance and policymaking processes

- Appoint a Commissioner for Equality with a well-funded and well-resourced administrative structure to uphold the ambitions outlined in the EU treaties, gender equality legislation and the 'union of equality' strategies.
- Develop a new EU gender equality strategy for post-2025 with clear targets, monitoring mechanisms and dedicated resources.
- Strengthen the coordination and accountability of EU institutional mechanisms to advance gender equality and gender mainstreaming. Produce, publish and regularly monitor gender mainstreaming action plans in all DGs.
- Incorporate *ex ante* gender impact assessments and gender analysis throughout the policymaking process, making the findings of these publicly available to inform policies. In line with the better regulation agenda, adopt a gender perspective, taking into account intersectional aspects, across all policy areas. Include gender-responsive requirements in future revisions of the public procurement directive (Directive 2014/24/EU).
- Adopt a comprehensive gender budgeting approach in the EU budget. As part of the MFF for 2028–2035, propose mandatory gender mainstreaming and budgeting across all programmes, including *ex ante* and *ex post* gender impact assessments and gender equality objectives and indicators.

- Keep gender equality on the agenda of discussions on the changing (geo)political context and EU's priorities, such as security and competitiveness. Ensure the continuation of funding for gender equality, combating gender-based violence and gender mainstreaming in security and competitiveness policies.
- Strengthen the gender perspective in the implementation and monitoring of the Recovery and Resilience Facility national plans.
- Establish a dedicated Council formation of ministers responsible for gender equality, and convene meetings regularly. Strengthen the Council's institutional mechanisms for gender mainstreaming, including by establishing an internal gender mainstreaming network at the General Secretariat of the Council.

##### Reinforce democratic principles to safeguard gender equality, address violence against women politicians and protect women's human rights organisations and activists

- Collaborate over the monitoring of democratic backsliding and reinforce democratic principles, ensuring that gender equality remains a priority across the EU. Counter disinformation regarding gender equality and women's rights through EU efforts to protect democracies, such as the upcoming European democracy shield initiative.
- Ensure that electoral bodies monitor instances of violence against women. Provide gender-sensitive training to electoral stakeholders and improve access to funding for women candidates.
- Address cyberviolence against women politicians, journalists and human rights defenders. Update national legal frameworks to define types of violence and describe investigation, punishment and reparation processes. Create synergies with platforms to promote transparency and accountability in preventing and responding to online attacks against women, working

together to remove opacity policies that could obstruct investigations.

- Safeguard the operating spaces of activists and CSOs. Ensure a safe environment for activists and civil society by strengthening their protection against online and physical violence and harassment. Ensure that the successor to the citizens, equality, rights and values programme provides increased EU funding for gender equality organisations.
- Engage in meaningful and systematic consultations with CSOs working on gender equality, human rights, equality and women's rights to ensure the involvement of these bodies at all stages of policymaking.
- Enhance the FEMM Committee's status and influence in legislative and policy processes, particularly on economic policies. Reinforce gender-equal democracy at the EU level through proposed amendments to the statutes and funding of European political parties and their governing bodies and foundations.

### Promote gender balance in decision-making and leadership

- Enforce legislative gender quotas for all elections on the basis of parity. Adopt gender quotas for all elections, mandating a minimum 50/50 share of women and men among candidates. Apply sanctions on political parties for non-compliance. Expedite the proposed revisions to the European Parliament's regulations to enhance gender equality. Revise national parliaments' internal policies to ensure that they are gender sensitive and inclusive and to strengthen gender mainstreaming within parliamentary practices.
- Ensure the incorporation into national law and implementation of the directive on improving gender balance among the directors of listed companies. At the national level, apply penalties on companies for non-compliance. Involve independent equality bodies in monitoring compliance by companies and reporting annually on progress. Adopt measures aimed at gender auditing and public reporting on gender

representation and pay in small and medium-sized enterprises.

- Ensure the equal representation of women and men in national central banks, European financial institutions and other decision-making spheres.
- Collect data disaggregated by sex, age, race, ethnicity, disability status and sexual orientation within legal constraints in order to better understand how diverse groups are represented in decision-making. To overcome legal and ethical challenges to data collection, create legal exceptions that cover monitoring and public reporting while maintaining the anonymity of respondents.

### Strengthen institutional mechanisms for gender equality and gender mainstreaming

- Reinforce national governmental gender equality bodies, with their sole focus on promoting gender equality and gender mainstreaming in policymaking and in line with the EU commitment to the dual approach. Make their mandate distinct from other non-discrimination grounds. Strengthen their resources and establish their powers at the highest level within the governmental structure, preferably as ministries, to highlight its importance. Incorporate the directives on standards for equality bodies into national law. At the EU level, create common indicators on the functioning of equality bodies through collaboration between the Commission, EIGE, FRA and Equinet.
- Increase the use of gender mainstreaming structures, methods and tools. Make gender mainstreaming a mandatory practice. Strengthen the use of gender analysis, *ex ante* gender impact assessments, gender-responsive evaluations and gender budgeting across all levels of government and in all policy areas. Establish gender mainstreaming structures by, for example, creating focal points in all ministries and a cross-ministry coordination body.
- Adopt national gender equality strategies with accompanying action plans that outline concrete measures, accountability

mechanisms and adequate financial resources to support implementation.

- Collect and disseminate statistics on gender and intersecting inequalities. Regularly produce and disseminate gender equality reports, incorporating an intersectional perspective. Publish comprehensive gender statistics on the websites of national statistical offices.

## 5. Shaping a digital transformation that promotes gender equality

### Guarantee equitable access to digital skills and employment pathways

- Ensure inclusive access to digital education at all stages of life, addressing the specific barriers faced by women and other people in disadvantaged situations, including the risks of deskilling and skills mismatch. Integrate a gender-sensitive, intersectional approach within the 'union of skills' to ensure that all groups benefit from digital opportunities, from education to professional advancement. Create frameworks to regularly monitor and evaluate the gendered impacts of digitalisation on job structures and employment practices and their effects on different groups of people.
- Ensure employment opportunities for women in professions related to the digital transition. Promote targeted training and mentoring programmes for women who have limited experience in ICT and digital skills. Ensure access to these programmes for people with caregiving duties and those with limited internet access.
- Increase the attention paid to psychosocial risks and gender impacts in traditional and remote working environments, for example in the context of labour inspectorates. Ensure a comprehensive approach to workplace safety and gender equality, including protections for employees and self-employed individuals.

### Enhance gender equality policies and fair working conditions for women in the media and digital companies

- Promote policies to improve working conditions and the health and safety of women in the media and in digital and creative industries. Extend labour protections to freelancers and those in non-traditional employment. Ensure fair and equitable working conditions in the media and digital companies. Address care and gender pay gaps through comprehensive social security, and implement safeguards against discrimination, harassment and cyberviolence.
- Foster partnerships between media and digital organisations and unions to strengthen national, regional and international regulatory mechanisms. Adopt quotas or targets for women's representation on media boards and in leadership roles.

### Promote women's leadership and entrepreneurship in high-technology sectors

- Support women in STEM career fields through initiatives such as mentoring, entrepreneurship and leadership programmes to drive innovation and foster inclusive growth. Promote the training, recruitment and retention of women in the professions of the next wave of frontier technologies and cutting-edge science, in particular AI innovation, supercomputing, semiconductors, the internet of things, genomics, quantum computing, space technology and biotechnology, among others.
- Establish dedicated funding mechanisms and incentives for women entrepreneurs in high-technology sectors, such as grants, low-interest loans and venture capital funds, while promoting financial literacy and investment readiness through targeted training to equip women with the skills needed to access and secure financing.

### Embed gender equality into EU digital and artificial intelligence strategies and initiatives

- Integrate gender equality considerations into EU digital strategies and regulations to address gender biases in algorithms and promote the equitable representation of women on digital media platforms in terms of both content creation and decision-making roles. Establish enforceable measures and impose penalties for non-compliance instead of relying on self-regulation by stakeholders in the media.
- Introduce mandatory gender equality impact assessment as a part of fundamental rights impact assessment under the AI Act framework to identify and mitigate the potential adverse effects of AI tools on women and men. Include third-party audits to detect and correct algorithmic biases in hiring, retention and advancement practices.
- Explore the potential of AI to enhance the diversity and accessibility of media content, for example by using deep learning to detect gender-based violence and online harassment or using speech recognition and automated captioning innovations to make media more accessible to people with disabilities. Incorporate advanced technologies and AI to improve diagnostic accuracy.

### Strengthen social media regulations to protect women and girls from cyberviolence

- Cooperate with social media platforms to introduce e-safety regulations to protect women and girls from cyberviolence and harassment on social media, including the development of reporting mechanisms, penalties, harmful content removal and preventive measures. Promote the commitment of platforms to the code of conduct on combating gender-based cyberviolence.
- Introduce regulatory measures to promote non-stereotypical portrayals of women and men. Monitor performance at the national level, enforcing compliance and imposing

penalties. To support those measures, develop media literacy programmes and training for journalists and media professionals on gender-sensitive content.

### Support research and data collection on gender equality and intersecting inequalities in digitalisation

- Invest in research that tracks gender equality in the media and the digital industries by collecting sex-disaggregated data, including with an intersectional perspective. Involve national statistical agencies, academia and research centres, along with media and digital companies, in measuring access to gender-sensitive digital learning programmes; monitoring women's employment in ICT, STEM and emerging digital fields; evaluating AI biases in relation to workforce management; tracking working conditions in the media and digital sectors; and assessing stereotypical portrayals in the media.

## 6. Advancing a socially fair green transition that leaves no woman or girl behind

### Integrate gender and intersectional perspectives in EU climate strategies and initiatives

- Embed gender-specific objectives and targets, taking into account an intersectional lens, within the European Green Deal and related EU climate initiatives. Address gaps in the circular economy with regard to vital industries such as the power and utilities sector by mandating the use of gender mainstreaming methods and tools. Facilitate the sharing of good practices among the Member States, support capacity-building initiatives and promote gender considerations within climate finance mechanisms.
- Strengthen the gender perspective in national energy and climate plans. Enhance the assessment of those plans by adopting

gender-responsive frameworks in the evaluation process.

- Adopt gender-sensitive public health strategies, including the implementation of housing interventions that enhance energy efficiency and counteract energy poverty to better address the health impacts of climate change.
- Strengthen gender equality considerations in EU agricultural and food security policies and funding and ensure women farmers have equitable access to resources and opportunities. Include more robust requirements for Member States to tackle gender inequalities in agriculture and address discriminatory gender norms that have an impact on food security and nutrition.
- Actively incorporate a gender perspective into climate adaptation, mitigation and DRR strategies, and adhere to the EUR-OPA major hazards agreement. Involve women, especially those from groups in disadvantaged situations, in the planning and implementation of DRR and climate adaptation initiatives.

### Promote gender equality in environmental decision-making and sustainability efforts

- Ensure the equal representation of women in environmental decision-making at all levels, including in national and international forums. Promote gender-responsive training programmes to ensure the equitable access of women to jobs and leadership positions in the green, transport and sustainable energy sectors.
- Consult with women's organisations and invest in initiatives that recognise women's environmental efforts. Encourage women, girls, men and boys to participate equally in sustainability initiatives.

### Recognise the vital role of the care sector in advancing the green transition

- Prioritise policies that explicitly include care work in green job policies and sustainable caregiving practices. This involves targeted

investment and incentives for green caregiving practices and research to broaden the knowledge on the role of unpaid and paid care work in the green transition.

### Address data gaps to inform gender-responsive environmental policies

- Establish frameworks to regularly assess the gendered impacts of environmental policies, energy poverty and transport poverty. Prioritise the collection of up-to-date, intersectional data disaggregated by sex, age, ethnicity, disability and socioeconomic status. Address significant data gaps, such as the impact of climate change on women's health, gender-based violence and employment opportunities in strategic sectors of the green transition, such as the energy and transport sectors, to develop robust, gender-responsive environmental policies. Develop clear guidelines for data collection and implementation.
- Develop new indicators to track progress, in line with the BPfA, regarding the integration of a gender perspective into policies and programmes for sustainable development and the establishment of mechanisms to assess the impact on women of development and environmental policies.

## 7. Achieving peaceful and inclusive societies and advancing gender equality across the world

### Integrate a feminist approach into security frameworks

- Integrate into EU security policies a feminist approach that aligns with the WPS agenda to protect women's rights. Conduct gender impact assessments on security policies to mitigate gender-based risks. Evaluate the implementation of the EU's WPS action plan and ensure that future policies incorporate gender and intersectional perspectives. Support Member States in developing national action plans and promote a feminist approach to foreign and security policy,

particularly in areas such as AI, cybersecurity, climate security, and countering terrorism and radicalisation.

- Improve data collection in order to grasp the scale and impact of security threats against women. Invest urgently in further research and in collecting data disaggregated by sex to better understand the gender-specific and intersecting vulnerabilities that emerge from new security concerns.
- Increase the representation of women in high-profile roles, including defence ministers, senior military positions and members of parliamentary security and defence committees. Consider gender quotas for top executive positions in security and defence agencies. Address exclusionary practices, provide regular gender equality training for the armed forces and enforce a policy of zero tolerance towards sexual harassment and abuse.

### Adopt gender-responsive approaches to increasing migratory pressures

- Revise the new pact on migration and asylum to prevent increased violence against refugees and asylum seekers, especially women and children. Avoid border securitisation policies and the externalisation of asylum processes that exacerbate the vulnerability of refugee women.
- Extend the TPD to protect women and girls fleeing Ukraine until the Russian war of aggression ends, and provide similar protection to women and girls fleeing other conflict zones. Adopt adequate reception conditions to prevent gender-based violence, especially sexual violence, against women and girl asylum seekers.

### Strengthen commitments to gender equality in external action and EU enlargement

- Fulfil the commitments of GAP III and strengthen the adoption of a gender perspective in EU humanitarian actions. Allocate more funding to gender-related actions and programmes in which gender equality is a key component.
- Adopt a post-2027 GAP IV that builds on the successes of GAP III, with strong support for a gender-transformative approach and even more ambitious objectives, especially scaling up support for SRHR and women's rights through earmarked funding and monitoring tools.
- Support EU candidate countries in complying with the EU gender equality framework. This includes newly adopted legislation such as the EU directive on violence against women and domestic violence. Assert the EU's leading role in multilateral negotiations to reform the international order through the protection of women's rights and gender mainstreaming.

## References

- Aarntzen, L., Derks, B., van Steenbergen, E. and van der Lippe, T. (2023), 'When work–family guilt becomes a women's issue: Internalized gender stereotypes predict high guilt in working mothers but low guilt in working fathers', *British Journal of Social Psychology*, Vol. 62, Issue 1, pp. 12–29, <https://doi.org/10.1111/bjso.12575>.
- Academy of Finland (2019), *Academy of Finland Equality and Non-discrimination Plan (2019–2021)*, Helsinki, <https://www.aka.fi/globalassets/1-tutkimusrahoitus/5-vastuullinen-tiede/academy-of-finland-equality-and-non-discrimination-plan.pdf>.
- Akgüç, M. and Arabadjieva, K. (2024), *Is the European Green Deal really leaving no-one behind?*, European Trade Union Institute, Brussels, <https://www.etui.org/publications/european-green-deal-really-leaving-no-one-behind>.
- Akgüç, M., Arabadjieva, K. and Galgoczi, B. (2022), *Why the EU's patchy 'just transition' framework is not up to meeting its climate ambitions*, European Trade Union Institute, Brussels, <https://www.etui.org/sites/default/files/2022-04/Why%20the%20EU%E2%80%99s%20patchy%20%E2%80%98just%20transition%E2%80%99%20framework%20is%20not%20up%20to%20meeting%20its%20climate%20ambitions-2022.pdf>.
- Al Hamid, A., Beckett, R., Wilson, M., Jalal, Z., Cheema, E. et al. (2024), 'Gender bias in diagnosis, prevention and treatment of cardiovascular diseases: A systematic review', *Cureus*, Vol. 16, No 2, e54264, <https://doi.org/10.7759/cureus.54264>.
- Alblooshi, S., Taylor, M. and Gill, N. (2023), 'Does menopause elevate the risk for developing depression and anxiety? Results from a systematic review', *Australasian Psychiatry*, Vol. 31, Issue 2, pp. 165–173, <https://doi.org/10.1177/10398562231165439>.
- Alfano, V., Mariotti, I., Nappo, N. and Vecchione, G. (2024), 'Work–life balance during the COVID-19 pandemic – A European perspective', *Journal of Industrial and Business Economics*, Vol. 51, pp. 1041–1065, <https://doi.org/10.1007/s40812-024-00316-1>.
- Algorithm Register (n.d.) from p. 209
- Algorithm Register (n.d.), 'The Algorithm Register of the Dutch government', Dutch government, <https://algoritmes.overheid.nl/en>.
- Allen, A. (2023), 'An intersectional lens on online gender-based violence and the DSA', in: van Hoboken, J., Quintais, J. P., Appelman, N., Fahy, R., Buri, I. et al. (eds), *Putting the DSA into Practice*, Verfassungsbooks, Berlin, pp. 121–133, [https://intr2dok.vifa-recht.de/servlets/MCRFileNodeServlet/mir\\_derivate\\_00014856/vHoboken-et-al\\_Putting-the-DSA-into-Practice.pdf](https://intr2dok.vifa-recht.de/servlets/MCRFileNodeServlet/mir_derivate_00014856/vHoboken-et-al_Putting-the-DSA-into-Practice.pdf).
- Alliance for Gender Equality in Europe (n.d.), Who we are, <https://alliance-genderequality.org/who-we-are/>.
- Allwood, G. (2020), 'Mainstreaming gender and climate change to achieve a just transition to a climate-neutral Europe', *Journal of Common Market Studies*, Vol. 58, Issue S1, pp. 173–186, <https://doi.org/10.1111/jcms.13082>.
- Allwood, G. (2021), 'Gender and EU climate policy', in: Abels, G., Krizsán, A., MacRae, H. and van der Vleuten, A. (eds), *The Routledge Handbook of Gender and EU Politics*, Routledge, Oxon, UK, 12 pp, <https://www.routledge.com/The-Routledge-Handbook-of-Gender-and-EU-Politics/Abels-Krizsan-MacRae-vanderVleuten/p/book/9780367706111>.
- Aloè, E. (2023), 'Time and income poverty measurement. An ongoing debate on the inclusion of time in poverty assessment', *Social Indicators Research*, Vol. 169, pp. 283–322, <https://doi.org/10.1007/s11205-023-03144-3>.

- Amnesty International (2022a), 'Council of Europe resolution is a call for action against Islamophobia in Europe', 10 October 2022, <https://www.amnesty.org/en/latest/news/2022/10/council-of-europe-resolution-is-a-call-for-action-against-islamophobia-in-europe/>.
- Amnesty International (2022b), 'Poland: Authorities must act to protect people fleeing Ukraine from further suffering', 22 March 2022, <https://www.amnesty.org/en/latest/news/2022/03/poland-authorities-must-act-to-protect-people-fleeing-ukraine-from-further-suffering/>.
- Amnesty International (2022c), "'Try listening to the people who actually know what's going on": Sex workers in Ireland demand their human rights', 25 January 2022, <https://www.amnesty.org/en/latest/campaigns/2022/01/try-listening-to-the-people-who-actually-know-whats-going-on/>.
- Amnesty International (2023a), 'An unstoppable movement: A global call to recognize and protect those who defend the right to abortion', 23 November 2023, <https://www.amnesty.org/en/documents/pol40/7420/2023/en/>.
- Amnesty International (2023b), 'EU: Migration Pact agreement will lead to a "surge in suffering"', 20 December 2023, <https://www.amnesty.org/en/latest/news/2023/12/eu-migration-pact-agreement-will-lead-to-a-surge-in-suffering/>.
- Amnesty International (2023c), 'Malta: Lives put at risk as parliament waters down bill seeking to partially decriminalize abortion', 28 June 2023, <https://www.amnesty.org/en/latest/news/2023/06/malta-lives-put-at-risk-as-parliament-waters-down-bill-seeking-to-partially-decriminalize-abortion/>.
- Amnesty International (2024a), 'Hungary: Propaganda Law has "created cloud of fear" pushing LGBTI+ community into the shadows', 27 February 2024, <https://www.amnesty.org/en/latest/news/2024/02/hungary-propaganda-law-has-created-cloud-of-fear-pushing-lgbti-community-into-the-shadows/>.
- Amnesty International (2024b), 'Poland: Vote is a significant step towards providing access to safe and legal abortion', 12 April 2024, <https://www.amnesty.org/en/latest/news/2024/04/poland-vote-is-a-significant-step-towards-providing-access-to-safe-and-legal-abortion/>.
- Andersen, S. H. (2018), 'Paternity leave and the motherhood penalty: New causal evidence', *Journal of Marriage and Family*, Vol. 80, Issue 5, pp. 1125–1143, <https://doi.org/10.1111/jomf.12507>.
- Andrade, C., Mahrouseh, N., Gabrani, J., Charalampous, P., Cuschieri, S. et al. (2023), 'Inequalities in the burden of non-communicable diseases across European countries: A systematic analysis of the Global Burden of Disease 2019 study', *International Journal for Equity in Health*, Vol. 22, 140, <https://doi.org/10.1186/s12939-023-01958-8>.
- Andrei, R., Martinidis, G. and Tkadlecova, T. (2015), 'Challenges faced by Roma women in Europe on education, employment, health and housing – Focus on Czech Republic, Romania and Greece', *Balkan Social Science Review*, Vol. 4, pp. 323–351, [https://www.researchgate.net/publication/313899271\\_Challenges\\_faced\\_by\\_Roma\\_Women\\_in\\_Europe\\_on\\_Education\\_Employment\\_Health\\_and\\_Housing\\_focus\\_on\\_Czech\\_Republic\\_Romania\\_and\\_Greece](https://www.researchgate.net/publication/313899271_Challenges_faced_by_Roma_Women_in_Europe_on_Education_Employment_Health_and_Housing_focus_on_Czech_Republic_Romania_and_Greece).
- Anitha, S. and Lewis, R. (eds) (2018), *Gender Based Violence in University Communities: Policy, prevention and educational initiatives*, 1st edition, Bristol University Press, Policy Press, Bristol, <https://policy.bristoluniversitypress.co.uk/gender-based-violence-in-university-communities>.
- Antón-Solanas, I., Rodríguez-Roca, B., Vanceulebroeck, V., Kömürçü, N., Kalkan, I. et al. (2022), 'Qualified nurses' perceptions of cultural competence and experiences of caring for culturally diverse patients: A qualitative study

- in four European countries', *Nursing Reports*, Vol. 12, Issue 2, pp. 348–364, <https://doi.org/10.3390/nursrep12020034>.
- Appelman, N. (2023), *Disparate Content Moderation: Mapping social justice organisations' perspectives on unequal content moderation harms and the EU platform policy debate*, Institute for Information Law, University of Amsterdam, Amsterdam, <https://dsa-observatory.eu/2023/10/31/research-report-on-disparate-content-moderation/>.
- Arabadjieva, K. and Franklin, P. (2023), 'Home-based telework, gender and the public–private divide', in: Countouris, N., De Stefano, V., Piasna, A. and Rainone, S. (eds), *The Future of Remote Work*, European Trade Union Institute, Brussels, pp. 61–81, [https://www.etui.org/sites/default/files/2023-05/Chapter4-The%20future%20of%20remote%20work\\_2023.pdf](https://www.etui.org/sites/default/files/2023-05/Chapter4-The%20future%20of%20remote%20work_2023.pdf).
- Are, C. (2021), 'The shadowban cycle: An autoethnography of pole dancing, nudity and censorship on Instagram', *Feminist Media Studies*, Vol. 22, Issue 8, pp. 2002–2019, <https://doi.org/10.1080/14680777.2021.1928259>.
- Atkins, S. (2018), *Baseline Study Report: Women in the armed forces in the OSCE region*, Office for Democratic Institutions and Human Rights, Warsaw, [https://www.osce.org/files/f/documents/3/f/383409\\_1.pdf](https://www.osce.org/files/f/documents/3/f/383409_1.pdf).
- Babic, A. and Hansez, I. (2021), 'The glass ceiling for women managers: Antecedents and consequences for work–family interface and well-being at work', *Frontiers in Psychology*, Vol. 12, 618250, <https://doi.org/10.3389/fpsyg.2021.618250>.
- Bailey, D. P., Hewson, D. J., Champion, R. B. and Sayegh, S. M. (2019), 'Sitting time and risk of cardiovascular disease and diabetes: A systematic review and meta-analysis', *American Journal of Preventive Medicine*, Vol. 57, pp. 408–416, <https://doi.org/10.1016/j.amepre.2019.04.015>.
- Baker, P., White, A. and Morgan, R. (2020), 'Men's health: COVID-19 pandemic highlights need for overdue policy action', *The Lancet*, Vol. 395, Issue 10241, pp. 1886–1888, [https://doi.org/10.1016/S0140-6736\(20\)31303-9](https://doi.org/10.1016/S0140-6736(20)31303-9).
- Bambra, C., Albani, V. and Franklin, P. (2021), 'COVID-19 and the gender health paradox', *Scandinavian Journal of Public Health*, Vol. 49, Issue 1, pp. 17–26, <https://doi.org/10.1177/1403494820975604>.
- Baptista, I., Benjaminsen, L., Busch-Geertsema, V. and Pleace, N. (2017), *Family Homelessness in Europe*, European Observatory on Homelessness, Brussels, [https://www.feantsaresearch.org/download/feantsa-studies\\_07\\_web3386127540064828685.pdf](https://www.feantsaresearch.org/download/feantsa-studies_07_web3386127540064828685.pdf).
- Baruah, B. and Gaudet, C. (2022), 'Creating and optimizing employment opportunities for women in the clean energy sector in Canada', *Journal of Canadian Studies*, Vol. 56, No 2, pp. 240–270, <https://doi.org/10.3138/jcs.2019-0010>.
- Beck-Hiestermann, F. M. L., Gries, S., Mehl, S., Stenzel, N., Erices, R. et al. (2023), 'Adverse childbirth experiences – Results of an online survey of woman during their first year postpartum', 4 October 2023, preprint, <https://doi.org/10.21203/rs.3.rs-3408649/v1>.
- Beláňová, A. (2020), 'Anti-abortion activism in the Czech Republic and Slovakia: "Nationalizing" the strategies', *Journal of Contemporary Religion*, Vol. 35, Issue 3, pp. 395–413, <https://doi.org/10.1080/13537903.2020.1836813>.
- Bellamy, R., Merkel, W., Bhargava, R., Bidadanure, J., Christiano, T. et al. (2018), 'Chapter 14 – Challenges of inequality to democracy', in: International Panel on Social Progress (ed.), *Rethinking Society for the 21st Century – Report of the International Panel on Social Progress*, Cambridge University Press, Cambridge, UK, pp. 563–596, <https://www.cambridge.org/core/books/abs/rethinking-society-for-the-21st-century/>

[challenges-of-inequality-to-democracy/AEBO45555A1CF1CE9BA38A672C05D105](https://doi.org/10.1017/CBO9780511807305).

Berke, D. S., Leone, R., Parrott, D. and Gallagher, K. E. (2020), 'Drink, don't think: The role of masculinity and thought suppression in men's alcohol-related aggression', *Psychology of Men and Masculinities*, Vol. 21, No 1, pp. 36–45, <https://doi.org/10.1037/men0000199>.

Berry, A., McKeever, S., Murphy, B. and Delany, S. J. (2022), 'Addressing the "leaky pipeline": A review and categorisation of actions to recruit and retain women in computing education', *Edulearn22 Proceedings*, pp. 9405–9416, <https://doi.org/10.21125/edulearn.2022.2274>.

Bessi re, C. and Gollac, S. (2021), 'Why do women accumulate less wealth than men?', in: Benquet, M. and Bourgeron, T. (eds), *Accumulating Capital Today – Contemporary strategies of profit and dispossessive policies*, Routledge, London, pp. 224–233, <https://www.taylorfrancis.com/chapters/edit/10.4324/9781003089513-20/women-accumulate-less-wealth-men-c%3%A9line-bessi%3%A8re-sibylle-gollac>.

Bird, C. and Rieker, P. (2012), *Gender and Health: The effects of constrained choices and social policies*, Cambridge University Press, New York, <https://doi.org/10.1017/CBO9780511807305>.

Birkmann, J., Liwenga, E., Pandey, R., Boyd, E., Djalante, R. et al. (2022), 'Poverty, livelihoods and sustainable development', in: *Climate Change 2022: Impacts, adaptation and vulnerability. Contribution of Working Group II to the Sixth Assessment Report of the Intergovernmental Panel on Climate Change*, pp. 1171–1284, <https://doi.org/10.1017/9781009325844.010>.

Bl zquez, M., Herrarte, A. and Moro-Egido, A. I. (2024), 'Has the COVID-19 pandemic widened the gender gap in paid work hours in Spain?', *Journal of Demographic Economics*, Vol. 90, Issue 2, pp. 313–348, <https://doi.org/10.1017/dem.2022.15>.

Bloodhart, B. and Swim, J. K. (2020), 'Sustainability and consumption: What's gender

got to do with it?', *Journal of Social Issues*, Vol. 76, Issue 1, pp. 101–113, <https://doi.org/10.1111/josi.12370>.

Blower-Nassiri, J. (2023), *A gendered analysis of migration trends in Europe's social care sector*, International Organization for Migration, Geneva, <https://publications.iom.int/system/files/pdf/pub2023-065-l-a-gendered-analysis.pdf>.

Bom, J., Bakx, P., Schut, F. and van Doorslaer, E. (2018), 'The impact of informal caregiving for older adults on the health of various types of caregivers: A systematic review', *The Gerontologist*, Vol. 59, Issue 5, pp. e629–e642, <https://doi.org/10.1093/geront/gny137>.

Bondestam, F. (2024), 'Addressing gender-based violence through the ERA policy framework: A systemic solution to dilemmas and contestations for institutions', *International Journal of Higher Education*, Vol. 13, No 2, pp. 74–99, <https://doi.org/10.5430/ijhe.v13n2p74>.

Botti, F., Corsi, M., Garraio, G., Gurmai, Z., Pont , J. et al. (2019), *The #MeToo social media effect and its potentials for social change*, Foundation for European Progressive Studies, Brussels, and Fondazione Socialismo, Rome, <https://feps-europe.eu/wp-content/uploads/2019/10/The-Metoo-Social-Media-Effect-and-its-Potentials-for-Change-in-Europe.pdf>.

Botto, M. and Gottz n, L. (2022), 'Swallowing and spitting out the red pill: Young men, vulnerability and radicalization pathways in the manosphere', *Journal of Gender Studies*, Vol. 33, Issue 5, pp. 596–608, <https://doi.org/10.1080/09589236.2023.2260318>.

Boys in Care (2019), *Boys in Care – Strengthening boys\* to pursue care occupations. A handbook for teachers and vocational counsellors working with boys\* and multipliers for gender sensitive vocational orientation*, [https://www.boys-in-care.eu/fileadmin/BIC/General/Boys\\_in\\_Care\\_2019\\_Strengthening\\_Boys\\_to\\_pursue\\_Care\\_Occupations\\_-\\_Manual\\_onlineversion.pdf](https://www.boys-in-care.eu/fileadmin/BIC/General/Boys_in_Care_2019_Strengthening_Boys_to_pursue_Care_Occupations_-_Manual_onlineversion.pdf).

- Brady, E., Nielsen, M. W., Andersen, J. P. and Oertelt-Prigione, S. (2021), 'Lack of consideration of sex and gender in COVID-19 clinical studies', *Nature Communications*, Vol. 12, 4015, <https://doi.org/10.1038/s41467-021-24265-8>.
- Breil, M., Zandersen, M., Pishmisheva, P., Pedersen, A. B., Romanovska, L. et al. (2021), *Just transition in the context of adaptation to climate change*, ETC/CCA technical paper 2/2021, 30 December 2021, European Topic Centre Climate Change Impacts, Vulnerability and Adaptation (ETC/CCA), [https://www.eionet.europa.eu/etcs/etc-cca/products/etc-cca-reports/tp\\_2-2021](https://www.eionet.europa.eu/etcs/etc-cca/products/etc-cca-reports/tp_2-2021).
- Bretherton, J. and Mayock, P. (2021), *Women's Homelessness: European evidence review*, Feantsa, Brussels, <https://doi.org/10.15124/yao-3xhp-xz85>.
- Brough, A. R., Wilkie, J. E. B., Ma, J., Isaac, M. S. and Gal, D. (2016), 'Is eco-friendly unmanly? The green-feminine stereotype and its effect on sustainable consumption', *Journal of Consumer Research*, Vol. 43, Issue 4, pp. 567–582, <https://doi.org/10.1093/jcr/ucw044>.
- Buchert, U., Wrede, S. and Kouvonen, A. (2023), 'Persisting inequalities in the digitalized society: Migrant women facing coercive dimensions of everyday digitalisation', *Information, Communication and Society*, Vol. 27, Issue 5, pp. 935–950, <https://doi.org/10.1080/1369118X.2023.2230265>.
- Bürgerrat (2024), "'No" in referendums on gender equality', <https://www.buergerrat.de/en/news/no-in-referendums-on-gender-equality/>.
- Butler, J. (2021), 'Why is the idea of "gender" provoking backlash the world over?', *The Guardian*, 23 October 2021, <https://www.theguardian.com/us-news/commentisfree/2021/oct/23/judith-butler-gender-ideology-backlash>.
- Caki, E. (2022), *The plight of female employment in Germany under school-related COVID-19 control measures*, Working Paper No 3, CoronaNet Research Project, <https://www.coronanet-project.org/workingpaperseries/papers/caki202204.pdf>.
- Calvo, Á. and Ferrín, M. (2023), 'Gendered issue priorities and the radical-right vote: Is there a (mis)match?', *European Journal of Politics and Gender* (published online ahead of print 2023), <https://doi.org/10.1332/251510821x16909892610789>.
- Campbell, R., May, G., Duffy, B., Skinner, G., Gottfried, G. et al. (2024), *Emerging Tensions? How younger generations are dividing on masculinity and gender equality*, King's College London, London, <https://doi.org/10.18742/PUB01-167>.
- Care4everyBody (n.d.), *Mind the Gap – Costs, consequences and correction of sex and gender inequality in medicine*, <https://www.care4everybody.org/wp-content/uploads/2023/12/Mind-the-Gap-Costs-Consequences-and-Correction-of-Gender-Inequality-in-Medicine.pdf>.
- Carfora, A., Scandurra, G. and Thomas, A. (2022), 'Forecasting the COVID-19 effects on energy poverty across EU Member States', *Energy Policy*, Vol. 161, 112597, <https://doi.org/10.1016/j.enpol.2021.112597>.
- Carson, D., Joansson, A., Schaumberg, M. and Hurtig, A.-K. (2024), 'Addressing the workforce crisis in (rural) social care: A scoping review', *International Journal of Health Planning and Management*, Vol. 39, Issue 3, pp. 806–823, <https://doi.org/10.1002/hpm.3774>.
- Castelpietra, G., Knudsen, A. K. S., Agardh, E. E., Armocida, B., Beghi, M. et al. (2022), 'The burden of mental disorders, substance use disorders and self-harm among young people in Europe, 1990–2019: Findings from the Global Burden of Disease Study 2019', *Lancet Regional Health – Europe*, Vol. 16, 100341, <https://doi.org/10.1016/j.lanepe.2022.100341>.
- Cavaghan, R. and Elomäki, A. (2022), 'Dead ends and blind spots in the European semester: The epistemological foundation of the crisis in social reproduction', *JCMS: Journal of Common Market*

- Studies*, Vol. 60, Issue 4, pp. 885–902, <https://doi.org/10.1111/jcms.13288>.
- CEDAW (2022), 'Access to safe and legal abortion: Urgent call for United States to adhere to women's rights convention, UN committee', 1 July 2022, <https://www.ohchr.org/en/statements/2022/07/access-safe-and-legal-abortion-urgent-call-united-states-adhere-womens-rights>.
- CEDAW (2023), 'Statement by the Committee on the Elimination of All Forms of Discrimination against Women (CEDAW) – Safeguarding girls' lives, health and future through minimizing unwanted pregnancies and guaranteeing access to safe abortion', Thessaloniki, Greece, <https://www.ohchr.org/sites/default/files/documents/hrbodies/cedaw/statements/CEDAW-Statement-International-Day-Girl-Child%202023.pdf>.
- CEDAW (2024), *General recommendation No 40 on equal and inclusive representation of women in decision-making systems*, [https://tbinternet.ohchr.org/\\_layouts/15/treaty-bodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FG-C%2F40&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treaty-bodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FG-C%2F40&Lang=en).
- Cedefop (2023), *Handling Change with Care. Skills for the EU care sector*, [https://www.cedefop.europa.eu/files/9185\\_en.pdf](https://www.cedefop.europa.eu/files/9185_en.pdf).
- Center for Reproductive Rights (2023a), 'European abortion laws: A comparative overview', 13 September 2023, <https://reproductiverights.org/european-abortion-laws-comparative-overview/>.
- Center for Reproductive Rights (2023b), 'Malta's amended abortion law will not protect women's health and lives', 28 June 2023, <https://reproductiverights.org/maltas-amended-abortion-law-will-not-protect-womens-health-and-lives/>.
- Chan, H. C. and Sheridan, L. (eds) (2020), *Psycho-criminological Approaches to Stalking Behavior: An international perspective*, Wiley, Hoboken, New Jersey.
- Charveriat, C., Maycock, J., Bodin, E. and Philp, A. (2024), *Women CSO Leaders for Systemic Change. How to support feminist leadership in Europe*, Foundation for European Progressive Studies, Friedrich-Ebert-Stiftung, Green European Foundation and Heinrich-Böll-Stiftung European Union, Brussels, <https://feps-europe.eu/wp-content/uploads/2024/02/PS-Women-CSO-leaders-DIGITAL.pdf>.
- Chierigato, E. (2020), 'A work–life balance for all? Assessing the inclusiveness of EU Directive 2019/1158', *International Journal of Comparative Labour Law and Industrial Relations*, Vol. 36, Issue 1, pp. 59–80, <https://doi.org/10.54648/IJCL2020004>.
- Cho, O.-H., Cha, K.-S. and Yoo, Y.-S. (2015), 'Awareness and attitudes towards violence and abuse among emergency nurses', *Asian Nursing Research*, Vol. 9, Issue 3, pp. 213–218, <https://doi.org/10.1016/j.anr.2015.03.003>.
- Chowdhury, F., Marinova, G., Ciupercă, E., Bhattacharya, B. and Doyle-Kent, M. (2021), 'The state of play in diversity and inclusion in STEM – A review of empirical evidence, focusing on gender', *IFAC-PapersOnLine*, Vol. 54, Issue 13, pp. 570–575, <https://doi.org/10.1016/j.ifacol.2021.10.510>.
- Cifor, M. and Garcia, P. (2020), 'Gendered by design: A duoethnographic study of personal fitness tracking systems', *ACM Transactions on Social Computing*, Vol. 2, No 4, pp. 1–22, <https://doi.org/10.1145/3364685>.
- CIG (Comissão para a Cidadania e a Igualdade de Género) (2021a), 'Publicada alteração da Lei que alarga a proteção de vítimas de violência doméstica' [Amendment to the Law extending protection for victims of domestic violence published], 16 August 2021, <https://www.cig.gov.pt/2021/08/publicada-alteracao-da-lei-que-alarga-a-protecao-de-vitimas-de-violencia-domestica/>.
- CIG (2021b), 'Publicada lei contra discriminação na doação de sangue' [Law against discrimination in blood donation published], 20 December 2021, <https://www.cig.gov.pt/2021/12/>

[publicada-lei-contradiscriminacao-na-doacao-de-sangue/](#).

CIG (2023), 'Dispensada conciliação em processos de divórcio nos casos de violência doméstica' [Conciliation is not required in divorce proceedings in cases of domestic violence], 16 January 2021, <https://www.cig.gov.pt/2023/01/conciliacao-em-processos-de-divorcio-dispensada-em-casos-de-violencia-domestica/>.

CIG (2024), 'Portugal proibe práticas de conversão forçada da orientação sexual' [Portugal bans forced conversion of sexual orientation], 31 January 2021, <https://www.cig.gov.pt/2024/01/portugal-proibe-praticas-de-conversao-forcada-da-orientacao-sexual/>.

Cimino, F. and Degani, P. (2023), 'Gendered impacts of the war in Ukraine: Identifying potential, presumed or actual women victims of trafficking at the Italian borders', *Frontiers in Human Dynamics*, Vol. 5, <https://doi.org/10.3389/fhumd.2023.1099208>.

Citizens' Assembly (n.d.), 'About the Citizens' Assembly on Gender Equality', <https://citizensassembly.ie/overview-previous-assemblies/assembly-on-gender-equality/>.

Citizens' Assembly (2021), *Report of the Citizens' Assembly on Gender Equality*, Dublin, <https://citizensassembly.ie/wp-content/uploads/2023/02/report-of-the-citizens-assembly-on-gender-equality.pdf>.

Clancy, J. and Feenstra, M. (2019), *Women, gender equality and the energy transition in the EU* (PE 608.867), Policy Department for Citizens' Rights and Constitutional Affairs, Directorate General for Internal Policies of the Union, [https://www.europarl.europa.eu/RegData/etudes/STUD/2019/608867/IPOL\\_STU\(2019\)608867\\_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/STUD/2019/608867/IPOL_STU(2019)608867_EN.pdf).

Colomb, C. and Gallent, N. (2022), 'Post-COVID-19 mobilities and the housing crisis in European urban and rural destinations – Policy challenges and research agenda', *Planning Practice and Research*, Vol. 37, Issue 5,

pp. 624–641, <https://doi.org/10.1080/02697459.2022.2119512>.

Community Integration Foundation (2023), 'Sabiedrības integrācijas fonds uzsāk darba devēju atbalsta programmu iekļaujošas darba vides attīstībai', 22 September 2023, <https://www.sif.gov.lv/lv/jaunums/sabiedribas-integracijas-fonds-uzsak-darba-devēju-atbalsta-programmu-iekļaujoshas-darba-vides-attistibai>.

COP25 UNFCCC (2020), Report of the Conference of the Parties on its twenty-fifth session, held in Madrid from 2 to 15 December 2019, 16 March 2020, <https://unfccc.int/documents/210471>.

Congrès (2024), Loi constitutionnelle n° 2024-200 du 8 mars 2024 relative à la liberté de recourir à l'interruption volontaire de grossesse (1) (JUSC2328456L), <https://www.legifrance.gouv.fr/eli/loi/2024/3/8/2024-200/jo/texte>.

Cosma, A., Bersia, M., Abdrakhmanova, S., Badura, P. and Gobina, I. (2023), *Coping through crisis: COVID-19 pandemic experiences and adolescent mental health and well-being in the WHO European Region*, World Health Organization, Copenhagen, <https://iris.who.int/bitstream/handle/10665/369474/WHO-EURO-2023-7680-47447-69735-eng.pdf?sequence=3&isAllowed=y>.

Costa, R., Barata, C., Dias, H., Rodrigues, C., Santos, T. et al. (2022), 'Regional differences in the quality of maternal and neonatal care during the COVID-19 pandemic in Portugal: Results from the IMAGiNE EURO study', *International Journal of Gynecology and Obstetrics*, Vol. 159, Issue S1, pp. 137–153, <https://obgyn.onlinelibrary.wiley.com/doi/10.1002/ijgo.14507>.

Council of Europe (2022a), 'Addressing the invisibility of women and girls with disabilities', 21 April 2022, <https://www.coe.int/is/web/commissioner/-/addressing-the-invisibility-of-women-and-girls-with-disabilities>.

- Council of Europe (2022b), *Online and Technology-facilitated Trafficking in Human Beings*, Strasbourg, <https://rm.coe.int/online-and-technology-facilitated-trafficking-in-human-beings-full-rep/1680a73e49>.
- Council of Europe (2023a), *Learning from victims and survivors of childhood sexual violence to inspire policy change*, Strasbourg, <https://rm.coe.int/learning-from-victims-and-survivors-of-childhood-sexual-violence-to-in/1680ae4211>.
- Council of Europe (2023b), 'The European Union deposited the instrument of approval of the "Istanbul Convention"', 28 June 2023, <https://www.coe.int/en/web/portal/-/the-european-union-deposited-the-instrument-of-approval-of-the-istanbul-convention->.
- Council of Europe (2024), 'Protecting the human rights of sex workers', 15 February 2024, <https://www.coe.int/en/web/commissioner/-/protecting-the-human-rights-of-sex-workers>.
- Council of European Municipalities and Regions (2024), *Women in Politics: Local and European Trends*, <https://ccre-cemr.org/wp-content/uploads/2024/11/Women-In-Politics-Study-2024-ENG.pdf>.
- Council of the European Union (2018), 'Council conclusions on women, peace and security' 10 December 2018, <https://www.consilium.europa.eu/media/37412/st15086-en18.pdf>.
- Council of the European Union (2019), *EU Action Plan on Women, Peace and Security (WPS) 2019–2024*, Brussels, <https://data.consilium.europa.eu/doc/document/ST-11031-2019-INIT/en/pdf>.
- Council of the European Union (2021), Resolution on a strategic framework for European cooperation in education and training towards the European education Area and beyond (2021–2030), 2021/C 66/01, [https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32021G0226\(01\)&from=SL](https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32021G0226(01)&from=SL).
- Council of the European Union (2022), 'Council conclusions on women, peace and security', 14 November 2022, <https://www.consilium.europa.eu/en/press/press-releases/2022/11/14/council-conclusions-on-women-peace-and-security/>.
- Council of the European Union and the European Council (2023), 'Pay transparency in the EU', <https://www.consilium.europa.eu/en/policies/pay-transparency/>.
- Croft, A., Atkinson, C. and May, A. M. (2021), 'Promoting gender equality by supporting men's emotional flexibility', *Policy Insights from the Behavioral and Brain Sciences*, Vol. 8, Issue 1, pp. 42–49, <https://doi.org/10.1177/2372732220984491>.
- Csevár, S. (2021), 'Voices in the background: Environmental degradation and climate change as driving forces of violence against indigenous women', *Global Studies Quarterly*, Vol. 1, Issue 3, pp. 1–11, <https://doi.org/10.1093/isagsq/ksab018>.
- Cusumano, M. A., Gawer, A. and Yoffie, D. B. (2021), 'Can self-regulation save digital platforms?', *Industrial and Corporate Change*, Vol. 30, Issue 5, pp. 1259–1285, <https://doi.org/10.1093/icc/dtab052>.
- CYLAW (2022), The Prevention and Combating of Violence against Women and Domestic Violence and Related Matters Law of 2021 [Ο περί της Πρόληψης και της Καταπολέμησης της Βίας κατά των Γυναικών και της Ενδοοικογενειακής Βίας και περί Συναφών Θεμάτων Νόμος του 2021], [http://www.cylaw.org/nomoi/indexes/2021\\_1\\_115.html](http://www.cylaw.org/nomoi/indexes/2021_1_115.html).
- Daggett, C. (2018), 'Petro-masculinity: Fossil fuels and authoritarian desire', *Millennium: Journal of International Studies*, Vol. 47, Issue 1, pp. 25–44, <https://doi.org/10.1177/0305829818775817>.
- Daly, M. (2024), 'Exploring resilience with families: Overview report', *rEUsilience Working Paper Series*, No 8, <https://doi.org/10.31235/osf.io/7hyu2>.

- DCAF (Geneva Centre for Security Sector Governance), ODIHR (Office for Democratic Institutions and Human Rights) and UN Women (2020), *Policy Brief: Gender, preventing violent extremism and countering terrorism*, <https://www.osce.org/files/f/documents/f/7/447094.pdf>.
- De la Torre-Sierra, A. M. and Guichot-Reina, V. (2022), 'The influence of school textbooks on the configuration of gender identity: A study on the unequal representation of women and men in the school discourse during the Spanish democracy', *Teaching and Teacher Education*, Vol. 117, 103810, <https://doi.org/10.1016/j.tate.2022.103810>.
- De Luca, S. (2023), *Women in the Digital Sector*, European Parliamentary Research Service, Brussels, [https://www.europarl.europa.eu/RegData/etudes/ATAG/2023/739380/EPRS\\_ATA\(2023\)739380\\_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/ATAG/2023/739380/EPRS_ATA(2023)739380_EN.pdf).
- de Moor, J., Uba, K., Wahlström, M., Wennerhag, M. and De Vydt, M. (2020), *Protest for a Future II. Composition, mobilization and motives of the participants in Fridays For Future climate protests on 20–27 September, 2019, in 19 cities around the world*, <https://osf.io/3hcxs>.
- De Stefano, V. (2015), 'The rise of the "just-in-time workforce": On demand work, crowdwork, and labor protection in the "gig economy"', *Comparative Labor Law and Policy Journal*, Vol. 37, No 3, pp. 461–471.
- De Vido, S. and Sosa, L. (2021), *Criminalisation of gender-based violence against women in European States, including ICT-facilitated violence*, Publications Office of the European Union, Luxembourg, <https://data.europa.eu/doi/10.2838/960650>.
- De Wilde, M. and Parry, S. (2022), 'Feminised concern or feminist care? Reclaiming gender normativities in zero waste living', *Sociological Review*, Vol. 70, Issue 3, pp. 526–546, <https://doi.org/10.1177/00380261221080110>.
- De Witte, K. and François, M. (2023), *COVID-19 Learning Deficits in Europe: Analysis and practical recommendations*, Publications Office of the European Union, Luxembourg, [https://eenee.eu/wp-content/uploads/2023/03/AR04\\_EENEE\\_Final-report\\_EAC-with-identifiers-1.pdf](https://eenee.eu/wp-content/uploads/2023/03/AR04_EENEE_Final-report_EAC-with-identifiers-1.pdf).
- Debusscher, P. (2023), 'Chapter 5 – The EU gender equality strategy 2020–2025: The beginning of a new season?', in: Vanhercke, B., Sabato, S. and Spasova, S. (eds), *Social Policy in the European Union: State of play 2022. Policymaking in a permacrisis*, European Trade Union Institute, Brussels, pp. 91–110, <https://www.etui.org/sites/default/files/2023-01/05-The%20EU%20Gender%20Equality%20Strategy%202020-2025%20the%20beginning%20of%20a%20new%20season.pdf>.
- DeCook J. R. and Kelly, M. (2021), 'Interrogating the "incel menace": Assessing the threat of male supremacy in terrorism studies', *Critical Studies on Terrorism*, Vol. 15, Issue 3, pp. 706–726, <https://doi.org/10.1080/17539153.2021.2005099>.
- Delclós, C. and Vidal, L. (2021), 'Beyond renovation: Addressing Europe's long housing crisis in the wake of the COVID-19 pandemic', *European Urban and Regional Studies*, Vol. 28, Issue 4, pp. 333–337, <https://doi.org/10.1177/09697764211043424>.
- Department of Health (2024), 'Minister for Health welcomes completion of Safe Access Zones legislation in the Oireachtas', 1 May 2024, <https://www.gov.ie/en/press-release/fedcf-minister-for-health-welcomes-completion-of-safe-access-zones-legislation-in-the-oireachtas/>.
- Desai, B. H. and Moumita, M. (2021), 'Role of climate change in exacerbating sexual and gender-based violence against women: A new challenge for international law', *Environmental Policy and Law*, Vol. 51, Issue 3, pp. 137–157, <https://doi.org/10.3233/EPL-210055>.
- Desai and Moumita (2021) from p. 202
- Development Aid (2021), 'Addressing gender stereotypes in the Bulgarian primary education (Growing Up Equal)', 14 October 2021, <https://www.developmentaid.org/organizations/>

- [awards/view/308611/addressing-gender-stereotypes-in-the-bulgarian-primary-education-growing-up-equal](#).
- Die Wildbach- und Lawinenverbauung (n.d.), 'We4DRR – Women exchange for disaster risk reduction', <https://www.naturgefahren.at/kooperationen-internationales/we4DRR.html>.
- Djerf-Pierre, M. and Edström, M. (2020), *Comparing Gender and Media Equality Across the Globe: A cross-national study of the qualities, causes and consequences of gender equality in and through the news media*, Nordic Co-operation, Gothenburg, <http://urn.kb.se/resolve?urn=urn:nbn:se:norden.org:diva-6232>.
- Doerr, A. (2022), 'Vocational training for female job returners – Effects on employment, earnings and job quality', *Labour Economics*, Vol. 75, 102139, <https://doi.org/10.1016/j.labeco.2022.102139>.
- Donato, K. M. and Gabaccia, D. (2015), *Gender and International Migration. From the slavery era to the global age*, Russell Sage Foundation, New York.
- Dowds, E. (2020), 'Towards a contextual definition of rape: Consent, coercion and constructive force', *Modern Law Review*, Vol. 83, Issue 1, pp. 35–63, <https://doi.org/10.1111/1468-2230.12461>.
- DW (2021), 'Tampons, pads free for French students', 23 February 2021, <https://www.dw.com/en/france-free-period-products-for-students/a-56666492>.
- Dyer, O. (2022), 'Hungary requires doctors to present women with fetal vital signs before abortion', *BMJ*, Vol 378, o2260, <https://doi.org/10.1136/bmj.o2260>.
- EAPN (European Anti-Poverty Network) (2022), *Equal Access to Affordable, Quality Essential Services*, Brussels, [https://www.eapn.eu/wp-content/uploads/2023/02/eapn-EAPN-Report-2022\\_Equal-access-to-affordable-quality-essential-services-5639.pdf](https://www.eapn.eu/wp-content/uploads/2023/02/eapn-EAPN-Report-2022_Equal-access-to-affordable-quality-essential-services-5639.pdf).
- EDF (European Disability Forum) (2022a), *Forced sterilisation of persons with disabilities in the European Union*, Brussels, [https://www.edf-feph.org/content/uploads/2022/09/Final-Forced-Sterilisation-Report-2022-European-Union-copia\\_compressed.pdf](https://www.edf-feph.org/content/uploads/2022/09/Final-Forced-Sterilisation-Report-2022-European-Union-copia_compressed.pdf).
- EDF (2022b), 'The EU care strategy is promising but lacks binding measures', 8 September 2022, <https://www.edf-feph.org/the-eu-care-strategy-is-promising-but-lacks-binding-measures/>.
- EEA (European Environment Agency) (2024), *European Climate Risk Assessment*, Copenhagen, <https://www.eea.europa.eu/publications/european-climate-risk-assessment>.
- EEAS (2021), *Strategy and action plan to enhance women's participation in civilian CSDP missions 2021–2024*, Brussels, <https://www.eeas.europa.eu/sites/default/files/documents/Strategy%20and%20Action%20Plan%20to%20Enhance%20Women%20Participation%20in%20Civ-CSDP%20missions.pdf>.
- EEAS (2022), *Report on the follow-up baseline study on integrating human rights and gender equality into the European Union's common security and defence policy*, Brussels, <https://data.consilium.europa.eu/doc/document/ST-9198-2022-INIT/en/pdf>.
- EEAS (2024), 'EEAS: High Representative Josep Borrell nominated new Heads of EU Delegations for the upcoming diplomatic rotation', 16 April 2024, [https://www.eeas.europa.eu/eeas/eeas-high-representative-josep-borrell-nominated-new-heads-eu-delegations-upcoming-diplomatic\\_en](https://www.eeas.europa.eu/eeas/eeas-high-representative-josep-borrell-nominated-new-heads-eu-delegations-upcoming-diplomatic_en).
- EEB (European Environmental Bureau) and WECF (Women Engage for a Common Future) (2021), *Why the European Green Deal Needs Ecofeminism – Moving from gender-blind to gender-transformative environmental policies*, Brussels, <https://eeb.org/library/why-the-european-green-deal-needs-ecofeminism/>.

EESC (n.d.), 'About', <https://www.eesc.europa.eu/en/about>.

EESC (2023a), *End of Mandate Report: Section for Employment, Social Affairs and Citizenship – 2020–2023*, Brussels, <https://www.eesc.europa.eu/en/sections-other-bodies/sections-commission/section-employment-social-affairs-and-citizenship-soc>.

EESC (2023b), *End of Mandate Report: Section for Transport, Energy, Infrastructure and the Information Society – 2020–2023*, Brussels, <https://www.eesc.europa.eu/en/sections-other-bodies/sections-commission/transport-energy-infrastructure-and-information-society-ten>.

EIGE (n.d.-a), 'European Union', [https://eige.europa.eu/gender-mainstreaming/institutions-and-structures/european-union?language\\_content\\_entity=en](https://eige.europa.eu/gender-mainstreaming/institutions-and-structures/european-union?language_content_entity=en).

EIGE (n.d.-b), *Violence against Women (D)*, Brussels, <https://eige.europa.eu/sites/default/files/documents/Overview%20of%20BPfA%20-%20Violence%20against%20Women%20-%20D.pdf>.

EIGE (2016a), *Crime and criminal justice statistics on violence against women (VAW): Good practices on administrative data collection on VAW*, Publications Office of the European Union, Luxembourg, <https://doi.org/10.2839/571284>.

EIGE (2016b), *Terminology and Indicators for Data Collection: Rape, femicide and intimate partner violence*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/about/projects/terminology-and-indicators-data-collection-rape-femicide-and-intimate-partner-violence>.

EIGE (2017a), *Work in the EU: Women and men at opposite ends*, Publications Office of the European Union, Luxembourg, [https://eige.europa.eu/sites/default/files/documents/work\\_in\\_the\\_eu\\_-\\_women\\_and\\_men\\_at\\_opposite\\_ends.pdf](https://eige.europa.eu/sites/default/files/documents/work_in_the_eu_-_women_and_men_at_opposite_ends.pdf).

EIGE (2019a), *Gender Budgeting*, Publications Office of the European Union, Luxembourg, [https://eige.europa.eu/sites/default/files/mh0319275enn\\_002.pdf](https://eige.europa.eu/sites/default/files/mh0319275enn_002.pdf).

EIGE (2019b), *Gender Budgeting – Mainstreaming gender into the EU budget and macroeconomic policy framework*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications/gender-budgeting-mainstreaming-gender-eu-budget-and-macroeconomic-policy-framework>.

EIGE (2019c), *Gender Equality Index 2019: Work–life balance*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/gender-equality-index-2019-work-life-balance#eige-files>.

EIGE (2020a), *Area H – Institutional mechanisms for the advancement of women*, Publications Office of the European Union, Luxembourg, [https://eige.europa.eu/publications-resources/publications/beijing-25-policy-brief-area-h-institutional-mechanisms-advancement-women?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/publications/beijing-25-policy-brief-area-h-institutional-mechanisms-advancement-women?language_content_entity=en).

EIGE (2020b), *Area I – Human rights of women: Under threat*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/beijing-25-policy-brief-area-i-human-rights-women>.

EIGE (2020c), *Beijing + 25: The fifth review of the implementation of the Beijing Platform for Action in the EU Member States*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications/beijing-25-fifth-review-implementation-beijing-platform-action-eu-member-states>.

EIGE (2020d), *Gender Equality Index 2020: Digitalisation and the future of work*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/toolkits-guides/gender-equality-index-2020-report>.

- EIGE (2021a), *Gender Equality Index 2021: Health*, <https://eige.europa.eu/publications-resources/publications/gender-equality-index-2021-health>.
- EIGE (2021b), *Gender inequalities in care and consequences for the labour market*, Publications Office of the European Union, Luxembourg, [https://eige.europa.eu/publications-resources/publications/gender-inequalities-care-and-consequences-labour-market?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/publications/gender-inequalities-care-and-consequences-labour-market?language_content_entity=en).
- EIGE (2021c), *The COVID-19 pandemic and intimate partner violence against women in the EU*, Publications Office of the European Union, Luxembourg, [https://eige.europa.eu/publications-resources/publications/covid-19-pandemic-and-intimate-partner-violence-against-women-eu?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/publications/covid-19-pandemic-and-intimate-partner-violence-against-women-eu?language_content_entity=en).
- EIGE (2022a), *Artificial Intelligence, Platform Work and Gender Equality*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/artificial-intelligence-platform-work-and-gender-equality-report>.
- EIGE (2022b), *Combating coercive control and psychological violence against women in the EU Member States*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/combating-coercive-control-and-psychological-violence-against-women-eu-member-states>.
- EIGE (2022c), *Combating Cyber Violence against Women and Girls*, Publications Office of the European Union, Luxembourg, [https://eige.europa.eu/sites/default/files/documents/combating\\_cyber\\_violence\\_against\\_women\\_and\\_girls.pdf](https://eige.europa.eu/sites/default/files/documents/combating_cyber_violence_against_women_and_girls.pdf).
- EIGE (2022d), *Cyber Violence against Women and Girls: Key terms and concepts*, Publications Office of the European Union, Luxembourg, [https://eige.europa.eu/sites/default/files/cyber\\_violence\\_against\\_women\\_and\\_girls\\_key\\_terms\\_and\\_concepts.pdf](https://eige.europa.eu/sites/default/files/cyber_violence_against_women_and_girls_key_terms_and_concepts.pdf).
- EIGE (2022e), *Data collection on female genital mutilation in the EU*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/data-collection-female-genital-mutilation-eu>.
- EIGE (2022f), *Gender Budgeting: Step-by-step toolkit*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/gender-mainstreaming/toolkits/gender-budgeting>.
- EIGE (2022g), *Gender Equality Index 2022: The COVID-19 pandemic and care*, Publications Office of the European Union, Luxembourg, [https://eige.europa.eu/publications-resources/publications/gender-equality-index-2022-covid-19-pandemic-and-care?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/publications/gender-equality-index-2022-covid-19-pandemic-and-care?language_content_entity=en).
- EIGE (2022h), *Gender in Research*, Publications Office of the European Union, Luxembourg, [https://eige.europa.eu/publications-resources/publications/gender-research-0?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/publications/gender-research-0?language_content_entity=en).
- EIGE (2022i), *Gender-responsive Public Procurement: Step-by-step toolkit*, Publications Office of the European Union, Luxembourg, [https://eige.europa.eu/gender-mainstreaming/toolkits/grpp?language\\_content\\_entity=en](https://eige.europa.eu/gender-mainstreaming/toolkits/grpp?language_content_entity=en).
- EIGE (2022j), *Gender-responsive Public Procurement: The key to fair and efficient public spending in the EU*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/gender-responsive-public-procurement-key-fair-and-efficient-public-spending-eu>.
- EIGE (2022k), *The EU's evolving legal and policy approaches to gender equality*, Publications Office of the European Union, Luxembourg, [https://eige.europa.eu/publications-resources/publications/eus-evolving-legal-and-policy-approaches-gender-equality?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/publications/eus-evolving-legal-and-policy-approaches-gender-equality?language_content_entity=en).
- EIGE (2022l), *Young women and men in the aftermath of the COVID-19 pandemic*,

Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/young-women-and-men-aftermath-covid-19-pandemic>.

EIGE (2023a), *A Better Work–Life Balance: Bridging the gender care gap*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/better-work-life-balance-bridging-gender-care-gap>.

EIGE (2023b), 'COVID-19: Essential workers', <https://eige.europa.eu/newsroom/covid-19/essential-workers>.

EIGE (2023c), *Data collection on institutional mechanisms for gender equality and gender mainstreaming – Methodological report*, Publications Office of the European Union, Luxembourg, [https://eige.europa.eu/publications-resources/publications/data-collection-institutional-mechanisms-gender-equality-and-gender-mainstreaming-methodological-report?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/publications/data-collection-institutional-mechanisms-gender-equality-and-gender-mainstreaming-methodological-report?language_content_entity=en).

EIGE (2023d), 'Education, science and research', [https://eige.europa.eu/gender-statistics/dgs/browse/wmidm/wmidm\\_educ](https://eige.europa.eu/gender-statistics/dgs/browse/wmidm/wmidm_educ).

EIGE (2023e), *Evidence to Action: Gender equality and gender mainstreaming in the COVID-19 recovery*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/evidence-action-gender-equality-and-gender-mainstreaming-covid-19-recovery>.

EIGE (2023f), *Femicide: Shedding light on the 'invisible' victims*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/femicide-shedding-light-invisible-victims>.

EIGE (2023g), *Gender Balance in Business and Finance: December 2022*, Publications Office of the European Union, Luxembourg, [https://eige.europa.eu/publications-resources/publications/gender-balance-business-and-finance-december-2022?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/publications/gender-balance-business-and-finance-december-2022?language_content_entity=en).

[gender-balance-business-and-finance-december-2022?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/publications/gender-balance-business-and-finance-december-2022?language_content_entity=en).

EIGE (2023h), *Gender Balance in the Security Sector*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/gender-balance-security-sector>.

EIGE (2023i), *Gender Equality Index 2023: Towards a green transition in transport and energy*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/gender-equality-index-2023-towards-green-transition-transport-and-energy>.

EIGE (2023j), *Methodological Guidance: Administrative data collection on violence against women and domestic violence*, Publications Office of the European Union, Luxembourg, [https://eige.europa.eu/publications-resources/publications/methodological-guidance-administrative-data-collection-violence-against-women-and-domestic-violence-0?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/publications/methodological-guidance-administrative-data-collection-violence-against-women-and-domestic-violence-0?language_content_entity=en).

EIGE (2023k), *The Pathway to Progress: Strengthening effective structures for gender equality and gender mainstreaming in the EU*, Publications Office of the European Union, Luxembourg, [https://eige.europa.eu/publications-resources/publications/pathway-progress-strengthening-effective-structures-gender-equality-and-gender-mainstreaming-eu?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/publications/pathway-progress-strengthening-effective-structures-gender-equality-and-gender-mainstreaming-eu?language_content_entity=en).

EIGE (2023l), *Understanding Economic Violence against Women: The need for harmonised definitions and data in the EU*, Publications Office of the European Union, Luxembourg, [https://eige.europa.eu/publications-resources/publications/understanding-economic-violence-against-women-need-harmonised-definitions-and-data-eu?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/publications/understanding-economic-violence-against-women-need-harmonised-definitions-and-data-eu?language_content_entity=en).

EIGE (2023m), *Understanding Intimate Partner Femicide in the European Union: The essential need for administrative data collection*,

Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/understanding-intimate-partner-femicide-european-union-essential-need-administrative-data-collection>.

EIGE (2024a), 'Despite hopes for progress, European Parliament elections led to a decline in women's representation', 4 September 2024, [https://eige.europa.eu/gender-statistics/dgs/data-talks/despite-hopes-progress-european-parliament-elections-led-decline-womens-representation?language\\_content\\_entity=en](https://eige.europa.eu/gender-statistics/dgs/data-talks/despite-hopes-progress-european-parliament-elections-led-decline-womens-representation?language_content_entity=en).

EIGE (2024b), 'EIGE stresses the need for gender dimension in DSA transparency reporting', 1 February 2024, [https://eige.europa.eu/newsroom/news/eige-stresses-need-gender-dimension-dsa-transparency-reporting?language\\_content\\_entity=en](https://eige.europa.eu/newsroom/news/eige-stresses-need-gender-dimension-dsa-transparency-reporting?language_content_entity=en).

EIGE (2024c), 'Environment related DGs of the European Commission: Political positions', [https://eige.europa.eu/gender-statistics/dgs/indicator/wmidm\\_env\\_euinst\\_wmid\\_env\\_eu\\_ec\\_pol](https://eige.europa.eu/gender-statistics/dgs/indicator/wmidm_env_euinst_wmid_env_eu_ec_pol).

EIGE (2024d), *EU Gender-based Violence Survey: Key results*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/e-reader/8512>.

EIGE (2024e), *Financial Independence and Gender Equality. Joining the dots between income, wealth and power*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/financial-independence-and-gender-equality-joining-dots-between-income-wealth-and-power>.

EIGE (2024f), 'G6. The proportion and number of women and men among senior/junior ministers in the different fields of action (portfolios/ministries by BEIS type) of the national/federal governments of the Member States', [https://eige.europa.eu/gender-statistics/dgs/indicator/bpfa\\_g\\_offic\\_g6\\_wmid\\_natgov\\_govbeis](https://eige.europa.eu/gender-statistics/dgs/indicator/bpfa_g_offic_g6_wmid_natgov_govbeis).

EIGE (2024g), 'G7. The proportion and number of women and men among the leaders and deputy leaders of major political parties in Member States', [https://eige.europa.eu/gender-statistics/dgs/indicator/bpfa\\_g\\_offic\\_g7\\_wmid\\_polpart/datatable?UNIT=PC&sex=W&POSITION=PRES\\_DEP\\_PART&col=time&row=geo](https://eige.europa.eu/gender-statistics/dgs/indicator/bpfa_g_offic_g7_wmid_polpart/datatable?UNIT=PC&sex=W&POSITION=PRES_DEP_PART&col=time&row=geo).

EIGE (2024h), 'G17. The proportion and number of women and men among presidents and chief executive officers (CEO) of the largest nationally registered companies listed on the national stock exchange', [https://eige.europa.eu/gender-statistics/dgs/indicator/bpfa\\_g\\_offic\\_g17\\_wmid\\_comp\\_comppres/datatable](https://eige.europa.eu/gender-statistics/dgs/indicator/bpfa_g_offic_g17_wmid_comp_comppres/datatable).

EIGE (2024i), *Gender Balance in Business and Finance*, Publications Office of the European Union, Luxembourg, [https://eige.europa.eu/publications-resources/publications/gender-balance-business-and-finance?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/publications/gender-balance-business-and-finance?language_content_entity=en).

EIGE (2024j), *Gender Balance in Politics: November 2023*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/gender-balance-politics-november-2023>.

EIGE (2024k), *Gender Equality Index 2024: Sustaining momentum on a fragile path*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/gender-equality-index-2024-sustaining-momentum-fragile-path>.

EIGE (2024l), *Gender equality in the European Parliament and in national parliaments in the European Union: 2023 state of play*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/gender-equality-european-parliament-and-national-parliaments-european-union-2023-state-play>.

EIGE (2024m), *Gender-responsive Evaluation for a Sustainable Future for All: Greena step-by-step toolkit*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/>

[sites/default/files/documents/gender-responsive-evaluation-for-a-sustainable-future-for-all-greena-step-by-step-toolkit.pdf](https://eige.europa.eu/sites/default/files/documents/gender-responsive-evaluation-for-a-sustainable-future-for-all-greena-step-by-step-toolkit.pdf).

EIGE (2024n), *Good practices on gender mainstreaming in the European Green Deal: Towards a more gender-equal and greener Europe*, Publications Office of the European Union, Luxembourg, [https://eige.europa.eu/publications-resources/publications/good-practices-gender-mainstreaming-european-green-deal-towards-more-gender-equal-and-greener-europe?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/publications/good-practices-gender-mainstreaming-european-green-deal-towards-more-gender-equal-and-greener-europe?language_content_entity=en).

EIGE (2024o), *Women Fleeing the war: Access to sexual and reproductive healthcare in the EU under the temporary protection directive*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/women-fleeing-war-access-sexual-and-reproductive-healthcare-eu-under-temporary-protection-directive>.

EIGE (2024p), 'K1d: Proportion of women and men amongst highest-ranking civil servants in ministries with competences in environment, transport and energy, by level of seniority [from 2012]', [https://eige.europa.eu/gender-statistics/dgs/indicator/bpfa\\_k\\_offic\\_k1\\_wmidm\\_env\\_natmin\\_admin/datatable?UNIT=PC&sex=W&POSITION=ADMIN&col=time&row=geo&colf=2022%7C2021%7C2020%7C2018%7C2017%7C2016%7C2015%7C2014%7C2013%7C2012&rowf=IPA%7CEEA%7CIS%7CLI%7CNO%7CUK%7CME%7CM%7CAL%7CRS%7CTR%7CBA%7CXK](https://eige.europa.eu/gender-statistics/dgs/indicator/bpfa_k_offic_k1_wmidm_env_natmin_admin/datatable?UNIT=PC&sex=W&POSITION=ADMIN&col=time&row=geo&colf=2022%7C2021%7C2020%7C2018%7C2017%7C2016%7C2015%7C2014%7C2013%7C2012&rowf=IPA%7CEEA%7CIS%7CLI%7CNO%7CUK%7CME%7CM%7CAL%7CRS%7CTR%7CBA%7CXK).

EIGE (2024q), 'Sports', [https://eige.europa.eu/gender-statistics/dgs/browse/wmidm/wmidm\\_sp](https://eige.europa.eu/gender-statistics/dgs/browse/wmidm/wmidm_sp).

EIGE (2024r), *Tackling Cyber Violence against Women and Girls: The role of digital platforms*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/tackling-cyber-violence-against-women-and-girls-role-digital-platforms>.

EIGE (2025a), *2024 data collection on institutional mechanisms for gender equality and gender mainstreaming: Methodological report*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/2024-data-collection-institutional-mechanisms-gender-equality-and-gender-mainstreaming-methodological-report>.

EIGE (2025b), *Combating Cyber Violence against Women and Girls: Developing an EU measurement framework*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/combating-cyber-violence-against-women-and-girls-developing-eu-measurement-framework>.

EIGE (2025c), *Institutional mechanisms for gender equality in the EU: Present realities, future priorities*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/institutional-mechanisms-gender-equality-eu-present-realities-future-priorities>.

EIGE (2025d), *Intimate partner and domestic violence – EIGE's data collection (2023–2024) – Methodological report*, Publications Office of the European Union, Luxembourg, <https://eige.europa.eu/publications-resources/publications/intimate-partner-and-domestic-violence-eiges-data-collection-2023-2024-methodological-report>.

Elomäki, A. (2023), 'Governance of gender and care in the European Semester Country-Specific Recommendations', paper for the 29th International Conference of Europeanists, University of Iceland, Reykjavik, 27–29 June 2023.

Elomäki, A. and Kantola, J. (2022), 'European social partners: Advancing and opposing European Union's gender equality policies', in: Elomäki, A., Kantola, J. and Koskinen Sandberg, P. (eds), *Social Partners and Gender Equality: Change and continuity in gendered corporatism in Europe*, Springer International Publishing, Cham, Switzerland, pp. 171–195, [https://doi.org/10.1007/978-3-030-81178-5\\_8](https://doi.org/10.1007/978-3-030-81178-5_8).

- Elomäki, A. and Kantola, J. (2023), 'Feminist governance in the European Parliament: The political struggle over the inclusion of gender in the EU's COVID-19 response', *Politics and Gender*, Vol. 19, Issue 2, pp. 327–348, <https://doi.org/10.1017/S1743923X21000544>.
- ENAR (European Network Against Racism) (2019), *ENAR's Election Analysis – Ethnic minorities in the new European Parliament 2019–2025*, Brussels, <https://www.enar-eu.org/enar-s-election-analysis-ethnic-minorities-in-the-new-european-parliament-2019/>.
- ENAR (2020), 'Brexit to have significant impact on racial diversity in the EU institutions', 31 January 2020, <https://www.enar-eu.org/brexit-to-have-significant-impact-on-racial-diversity-in-the-eu-institutions/>.
- ENAR (2024), *Challenging the Status Quo – A critical analysis of the diversity trends in the European Parliament*, Brussels, <https://www.enar-eu.org/wp-content/uploads/ENAR-Diversity-in-the-European-Parliament-2024.pdf>.
- EPF (European Parliamentary Forum for Sexual and Reproductive Rights) (2021), *Tip of the Iceberg: Religious extremist funders against human rights for sexuality and reproductive health in Europe 2009–2018*, Brussels, <https://www.epfweb.org/sites/default/files/2021-08/Tip%20of%20the%20Iceberg%20August%202021%20Final.pdf>.
- EPF (2024), *Contraception Policy Atlas Europe*, Brussels, [https://www.epfweb.org/sites/default/files/2024-02/CCInfoEU\\_A3\\_EN\\_2024\\_FEB12\\_0.pdf](https://www.epfweb.org/sites/default/files/2024-02/CCInfoEU_A3_EN_2024_FEB12_0.pdf).
- EPF and International Planned Parenthood Foundation (2021), *European Abortion Policies Atlas*, Brussels, [https://www.epfweb.org/sites/default/files/2021-09/ABORT%20Atlas\\_EN%202021-v10.pdf](https://www.epfweb.org/sites/default/files/2021-09/ABORT%20Atlas_EN%202021-v10.pdf).
- EPRS (European Parliamentary Research Service) (2021), *Gender Mainstreaming in the European Parliament: State of play*, Publications Office of the European Union, Luxembourg, <https://data.europa.eu/doi/10.2861/037513>.
- EPRS (2022), *Towards New Rules for European elections?*, Brussels, [https://www.europarl.europa.eu/RegData/etudes/BRIE/2022/729403/EPRS\\_BRI\(2022\)729403\\_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/BRIE/2022/729403/EPRS_BRI(2022)729403_EN.pdf).
- EPRS (2023a), *Towards Gender Balance in the European Elections*, Brussels, [https://www.europarl.europa.eu/RegData/etudes/BRIE/2023/751447/EPRS\\_BRI\(2023\)751447\\_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/BRIE/2023/751447/EPRS_BRI(2023)751447_EN.pdf).
- EPRS (2023b), *Women in the digital sector*, Brussels, [https://www.europarl.europa.eu/RegData/etudes/ATAG/2023/739380/EPRS\\_ATA\(2023\)739380\\_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/ATAG/2023/739380/EPRS_ATA(2023)739380_EN.pdf).
- EPRS (2024a), *Violence against women active in politics in the EU. A serious obstacle to political participation*, Brussels, [https://www.europarl.europa.eu/thinktank/en/document/EPRS\\_BRI\(2024\)759600](https://www.europarl.europa.eu/thinktank/en/document/EPRS_BRI(2024)759600).
- EPRS (2024b), *Women in Politics in the EU – State of play in 2024*, Brussels, [https://www.europarl.europa.eu/thinktank/en/document/EPRS\\_BRI\(2024\)760348](https://www.europarl.europa.eu/thinktank/en/document/EPRS_BRI(2024)760348).
- Equinet (2020), *Women in Poverty: Breaking the cycle*, Brussels, <https://equineteurope.org/wp-content/uploads/2021/01/Women-in-Poverty-digital.pdf>.
- Equinet (2022), *Equality Bodies and the Pay Transparency Directive: Impacts and opportunities*, Brussels, <https://equineteurope.org/wp-content/uploads/2023/03/Equality-Bodies-and-the-Pay-Transparency-Directive-impacts-and-opportunities.pdf>.
- Equinet (2023), *Moving forward the European Commission's proposals for directives strengthening equality bodies*, Brussels, <https://equineteurope.org/wp-content/uploads/2023/02/Moving-forward-the-European-Commissions-proposals-for-Directives-strengthening-Equality-Bodies.pdf>.
- Equinet (2024a), 'Standards for equality bodies', <https://equineteurope.org/what-are-equality-bodies/standards-for-equality-bodies/>.

- Equinet (2024b), 'Work and strategic plans', <https://equineteurope.org/equinet-at-a-glance/work-and-strategic-plans/>.
- ERAC (European Research Area and Innovation Committee) (2020), *Sexual harassment in the research and higher education sector: National policies and measures in EU Member States and associated countries*, Brussels, <https://data.consilium.europa.eu/doc/document/ST-1205-2020-REV-1/en/pdf>.
- Erman, A., De Vries Robbe, S. A., Thies, S. F., Kabir, K. and Maruo, M (2021), *Gender Dimensions of Disaster Risk and Resilience: Existing evidence*, World Bank, Washington DC, <http://hdl.handle.net/10986/35202>.
- ETUC, BusinessEurope, SGI Europe and SMEunited (2020), 'European Social Partners joint statement on childcare provisions in the EU', 3 December 2020, <https://www.etuc.org/en/document/european-social-partners-joint-statement-childcare-provisions-eu>.
- EU-OSHA (2024), *Exploring the Gender Dimension of Telework: Implications for occupational safety and health*, Bilbao, [https://osha.europa.eu/sites/default/files/documents/Gender%20telework%20and%20OSH\\_en\\_0.pdf](https://osha.europa.eu/sites/default/files/documents/Gender%20telework%20and%20OSH_en_0.pdf).
- Euractiv (2023a), 'LEAK: MEPs working on major overhaul of lawmaking committees', 13 June 2023, <https://www.euractiv.com/section/politics/news/leak-meps-working-on-major-overhaul-of-lawmaking-committees/>.
- Euractiv (2023b) 'Leak: European Parliament gets ready to shake up internal committee structure', 17 October 2023, <https://www.euractiv.com/section/eu-reforms/news/leak-european-parliament-gets-ready-to-shake-up-internal-committee-structure/>.
- Eurochild (2023), *Children's Rights: Political will or won't?*, Brussels, <https://eurochild.org/uploads/2023/11/Childrens-Rights-Political-will-or-wont.pdf>.
- Eurofound (2020), *Telework and ICT-based Mobile Work: Flexible working in the digital age*, Publications Office of the European Union, Luxembourg, <https://www.eurofound.europa.eu/en/publications/2020/telework-and-ict-based-mobile-work-flexible-working-digital-age>.
- Eurofound (2022), *The cost-of-living crisis and energy poverty in the EU: Social impact and policy responses – Background paper*, Publications Office of the European Union, Luxembourg, <https://www.eurofound.europa.eu/en/publications/2022/cost-living-crisis-and-energy-poverty-eu-social-impact-and-policy-responses>.
- Eurofound (2023), *Unaffordable and Inadequate Housing in Europe*, Publications Office of the European Union, Luxembourg, <https://www.eurofound.europa.eu/system/files/2023-05/ef22024en.pdf>.
- Eurofound (2024a), *Becoming Adults: Young people in a post-pandemic world*, Publications Office of the European Union, Luxembourg, <https://www.eurofound.europa.eu/sites/default/files/2024-05/ef23097en.pdf>.
- Eurofound (2024b), *Minimum Wages in 2024: Annual review*, Publications Office of the European Union, Luxembourg, <https://www.eurofound.europa.eu/en/publications/2024/minimum-wages-2024-annual-review>.
- Euromil (European Organisation of Military Associations and Trade Unions) (2024), 'Gender equality and diversity in the armed forces', <https://euromil.org/gender-equality-and-diversity-in-the-armed-forces/>.
- EUR-OPA (2018), *Gender Equality and EUR-OPA Major Hazards Agreement. Achievements and next steps*, Strasbourg, <https://rm.coe.int/gender-equality-and-eur-opa-major-hazards-agreement-achievements-and-n/16808eaeae>.
- European Audiovisual Observatory (2023), *Female Professionals in European Film Production – 2023 edition*, Strasbourg, <https://www.europacreativamedia.cat/wp-content/>

[uploads/Female\\_professionals\\_in\\_European\\_film\\_production\\_-\\_2023\\_Edition\\_-\\_P\\_Simone.pdf](#).

European Cancer Organisation (2020), 'Action area 1: HPV prevention via gender neutral vaccination programmes', <https://www.europeancancer.org/content/hpv-action-area-1-hpv-prevention-via-gender-neutral-vaccination-programmes.html>.

European Commission (n.d.-a), 'Citizens, equality, rights and values programme', [https://commission.europa.eu/funding-tenders/find-funding/eu-funding-programmes/citizens-equality-rights-and-values-programme\\_en](https://commission.europa.eu/funding-tenders/find-funding/eu-funding-programmes/citizens-equality-rights-and-values-programme_en).

European Commission (n.d.-b), 'Equality bodies', [https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/combating-discrimination/tackling-discrimination/equality-bodies\\_en](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/combating-discrimination/tackling-discrimination/equality-bodies_en).

European Commission (n.d.-c), 'Financing of horizontal policy priorities in the EU budget', [https://commission.europa.eu/strategy-and-policy/eu-budget/performance-and-reporting/horizontal-priorities\\_en](https://commission.europa.eu/strategy-and-policy/eu-budget/performance-and-reporting/horizontal-priorities_en).

European Commission (n.d.-d), 'Gender equality mainstreaming', [https://commission.europa.eu/strategy-and-policy/eu-budget/performance-and-reporting/horizontal-priorities/gender-equality-mainstreaming\\_en](https://commission.europa.eu/strategy-and-policy/eu-budget/performance-and-reporting/horizontal-priorities/gender-equality-mainstreaming_en).

European Commission (n.d.-e), 'Gender Equality Strategy Monitoring Portal', <https://composite-indicators.jrc.ec.europa.eu/ges-monitor>.

European Commission (n.d.-f), 'Menstrual protection products for students in a precarious financial situation – Paris-Saclay University, France', [https://green-business.ec.europa.eu/green-public-procurement/good-practice-library/menstrual-protection-products-students-precarious-financial-situation\\_en](https://green-business.ec.europa.eu/green-public-procurement/good-practice-library/menstrual-protection-products-students-precarious-financial-situation_en).

European Commission (n.d.-g), 'Migration and asylum – A united European response', <https://commission.europa.eu/strategy-and-policy/>

[priorities-2019-2024/promoting-our-european-way-life/migration-and-asylum\\_en](#).

European Commission (n.d.h), 'Mutual Learning Programme in gender equality', [https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/who-we-work-gender-equality/mutual-learning-programme-gender-equality\\_en#:~:text=The%20mutual%20learning%20programme%20in,limitations%20of%20real%20life%20implementation](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/who-we-work-gender-equality/mutual-learning-programme-gender-equality_en#:~:text=The%20mutual%20learning%20programme%20in,limitations%20of%20real%20life%20implementation).

European Commission (n.d.-i), 'The Megatrends Hub', [https://knowledge4policy.ec.europa.eu/foresight/tool/megatrends-hub\\_en](https://knowledge4policy.ec.europa.eu/foresight/tool/megatrends-hub_en).

European Commission (n.d.-j), 'The Task Force on Equality of the European Commission', [https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/union-equality/task-force-equality-european-commission\\_en](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/union-equality/task-force-equality-european-commission_en).

European Commission (n.d.-k), 'Women in Transport – EU platform for change', [https://transport.ec.europa.eu/transport-themes/social-issues-equality-and-attractiveness-transport-sector/equality/women-transport-eu-platform-change\\_en](https://transport.ec.europa.eu/transport-themes/social-issues-equality-and-attractiveness-transport-sector/equality/women-transport-eu-platform-change_en).

European Commission (n.d.-l), 'Horizon Europe for the period 2021-2027', [https://research-and-innovation.ec.europa.eu/funding/funding-opportunities/funding-programmes-and-open-calls/horizon-europe\\_en](https://research-and-innovation.ec.europa.eu/funding/funding-opportunities/funding-programmes-and-open-calls/horizon-europe_en).

European Commission (2008), Proposal for a Council Directive on implementing the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex:52008PC0426>.

European Commission (2015), *Strategic Engagement for Gender Equality 2016–2019*, Publications Office of the European Union, Luxembourg, <https://op.europa.eu/en/publication-detail/-/publication/24968221-eb81-11e5-8a81-01aa75ed71a1>.

- European Commission (2019o), 'Women in digital', Brussels, <https://digital-strategy.ec.europa.eu/en/library/women-digital>.
- European Commission (2020a), *Artificial intelligence and gender biases in recruitment and selection processes – Summary report*, Brussels, [https://commission.europa.eu/document/download/7bfb91a8-3ec0-4596-9ed2-e3b1e9680cb7\\_en?filename=mlp\\_summary\\_report\\_nl\\_november\\_2020\\_en.pdf](https://commission.europa.eu/document/download/7bfb91a8-3ec0-4596-9ed2-e3b1e9680cb7_en?filename=mlp_summary_report_nl_november_2020_en.pdf).
- European Commission (2020b), 'Women4Cyber Registry – Database of European women in cybersecurity', 7 July 2020, <https://digital-strategy.ec.europa.eu/en/news/women4cyber-registry-database-european-women-cybersecurity>.
- European Commission (2020c), 'LGBTIQ Equality Strategy 2020–2025', [https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/combating-discrimination/lesbian-gay-bi-trans-and-intersex-equality/lgbtiq-equality-strategy-2020-2025\\_en](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/combating-discrimination/lesbian-gay-bi-trans-and-intersex-equality/lgbtiq-equality-strategy-2020-2025_en).
- European Commission (2020d), 'EU gender equality strategy for 2020–2025', [Gender equality strategy - European Commission](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/combating-discrimination/lesbian-gay-bi-trans-and-intersex-equality/lgbtiq-equality-strategy-2020-2025_en).
- European Commission (2020e), 'Security Union: A Counter-Terrorism Agenda and stronger Europol to boost the EU's resilience', 9 December 2020, [https://ec.europa.eu/commission/presscorner/detail/en/ip\\_20\\_2326](https://ec.europa.eu/commission/presscorner/detail/en/ip_20_2326).
- European Commission (2020f), 'European Democracy Action Plan: making EU democracies stronger', [https://ec.europa.eu/commission/presscorner/detail/ga/ip\\_20\\_2250](https://ec.europa.eu/commission/presscorner/detail/ga/ip_20_2250).
- European Commission (2020g), 'EU Strategy for a more effective fight against child sexual abuse', [https://home-affairs.ec.europa.eu/policies/internal-security/protecting-children-sexual-abuse/what-eu-doing-protect-children-sexual-abuse\\_en](https://home-affairs.ec.europa.eu/policies/internal-security/protecting-children-sexual-abuse/what-eu-doing-protect-children-sexual-abuse_en).
- European Commission (2021a), *2021 Report on Gender Equality in the EU*, Publications Office of the European Union, Luxembourg, <https://op.europa.eu/webpub/just/2021-report-gender-equality/en/>.
- European Commission (2021b), 'Educational toolkits to help fight gender stereotypes', [https://transport.ec.europa.eu/transport-themes/social-issues-equality-and-attractiveness-transport-sector/attractiveness-transport-sector/educational-toolkits-help-fight-gender-stereotypes\\_en](https://transport.ec.europa.eu/transport-themes/social-issues-equality-and-attractiveness-transport-sector/attractiveness-transport-sector/educational-toolkits-help-fight-gender-stereotypes_en).
- European Commission (2021c), *Commission Staff Working Document Impact Assessment Report Accompanying the Document Proposal for a Regulation of the European Parliament and of the Council on the Statute and Funding of European Political Parties and European Political Foundations*, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52021SC0359&qid=1638804094292>.
- European Commission (2021d), *Overview of natural and man-made disaster risks the European Union may face – 2020 edition*, Publications Office of the European Union, Luxembourg, <https://op.europa.eu/s/zhdZ>.
- European Commission (2021e), *She Figures 2021 – Gender in research and innovation: Statistics and indicators*, Publications Office of the European Union, Luxembourg, <https://data.europa.eu/doi/10.2777/06090>.
- European Commission (2021f), *Study on gender behaviour and its impact on education outcomes (with a special focus on the performance of boys and young men in education): Final report*, Publications Office of the European Union, Luxembourg, <https://op.europa.eu/en/publication-detail/-/publication/414f506c-df95-11eb-895a-01aa75ed71a1>.
- European Commission (2021g), 'Union of equality: Strategy for the rights of persons with disabilities 2021–2030', [https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/disability/union-equality-strategy-rights-persons-disabilities-2021-2030\\_en](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/disability/union-equality-strategy-rights-persons-disabilities-2021-2030_en).

- European Commission (2021h), 'EU Strategy on combating antisemitism and fostering Jewish life 2021–2030', [https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/combating-discrimination/racism-and-xenophobia/combating-antisemitism/eu-strategy-combating-antisemitism-and-fostering-jewish-life-2021-2030\\_en](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/combating-discrimination/racism-and-xenophobia/combating-antisemitism/eu-strategy-combating-antisemitism-and-fostering-jewish-life-2021-2030_en).
- European Commission (2021i), 'The EU Strategy on the Rights of the Child and the European Child Guarantee', [The EU Strategy on the Rights of the Child and the European Child Guarantee - European Commission](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/european-child-guarantee/eu-strategy-on-the-rights-of-the-child-and-the-european-child-guarantee_en).
- European Commission (2021j), Directorate-General for Justice and Consumers, *2021 report on gender equality in the EU*, Publications Office, 2021, <https://data.europa.eu/doi/10.2838/57887>.
- European Commission (2021k), European Pillar of Social Rights Action Plan, <https://op.europa.eu/webpub/empl/european-pillar-of-social-rights/en/>.
- European Commission (2021l), Proposal for a regulation of the European Parliament and of the Council on the statute and funding of European political parties and European political foundations (recast) (COM(2021) 734 final), <https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:52021PC0734>.
- European Commission (2022a), *2022 Report on Gender Equality in the EU*, Publications Office of the European Union, Luxembourg, <https://op.europa.eu/en/publication-detail/-/publication/0fb69c07-e79d-11ec-a534-01aa75ed71a1/language-en/format-PDF/source-search>.
- European Commission (2022b), *A common anti-trafficking plan to address the risks of trafficking in human beings and support potential victims among those fleeing the war in Ukraine*, Brussels, [https://home-affairs.ec.europa.eu/system/files/2022-05/Anti-Trafficking%20Plan\\_en.pdf](https://home-affairs.ec.europa.eu/system/files/2022-05/Anti-Trafficking%20Plan_en.pdf).
- European Commission (2022c), 'A European strategy for a better internet for kids (BIK+)', <https://digital-strategy.ec.europa.eu/en/policies/strategy-better-internet-kids>.
- European Commission (2022d), *Draft General Budget of the European Union 2023 – Working document part I*, Publications Office of the European Union, Luxembourg, [https://commission.europa.eu/system/files/2022-06/wd\\_i\\_final\\_web\\_v2\\_kvao22003enn.pdf](https://commission.europa.eu/system/files/2022-06/wd_i_final_web_v2_kvao22003enn.pdf).
- European Commission (2022e), 'Empowering women and girls through digital and entrepreneurial competences with ESTEAM Fests and Communities', 7 March 2022, [https://eisma.ec.europa.eu/news/empowering-women-and-girls-through-digital-and-entrepreneurial-competences-esteam-fests-and-2022-03-07\\_en](https://eisma.ec.europa.eu/news/empowering-women-and-girls-through-digital-and-entrepreneurial-competences-esteam-fests-and-2022-03-07_en).
- European Commission (2022f), *European Research Area Policy Agenda: Overview of actions for the period 2022–2024*, Publications Office of the European Union, Luxembourg, <https://data.europa.eu/doi/10.2777/52110>.
- European Commission (2022g), 'Gender mainstreaming in public policy and budget processes', [https://reform-support.ec.europa.eu/what-we-do/revenue-administration-and-public-financial-management/gender-mainstreaming-public-policy-and-budget-processes\\_en](https://reform-support.ec.europa.eu/what-we-do/revenue-administration-and-public-financial-management/gender-mainstreaming-public-policy-and-budget-processes_en).
- European Commission (2022h), Horizon Europe – Work programme 2023–2024. 13. General annexes, Brussels, [https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/wp-call/2023-2024/wp-13-general-annexes\\_horizon-2023-2024\\_en.pdf](https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/wp-call/2023-2024/wp-13-general-annexes_horizon-2023-2024_en.pdf).
- European Commission (2022i), 'Subgroup on equality data', <https://ec.europa.eu/transparency/expert-groups-register/screen/expert-groups/consult?lang=en&groupID=100871>.
- European Commission (2023a), *2023 Report on Gender Equality in the EU*, Publications Office of the European Union, Luxembourg, <https://>

[commission.europa.eu/system/files/2023-04/annual\\_report\\_GE\\_2023\\_web\\_EN.pdf](https://commission.europa.eu/system/files/2023-04/annual_report_GE_2023_web_EN.pdf).

European Commission (2023b), *Breast Cancer in the EU*, Brussels, [https://ecis.jrc.ec.europa.eu/sites/default/files/2024-01/jrc\\_Breast\\_cancer\\_2022\\_Oct\\_2023.pdf](https://ecis.jrc.ec.europa.eu/sites/default/files/2024-01/jrc_Breast_cancer_2022_Oct_2023.pdf).

European Commission (2023c), 'Changing security paradigm', 12 September 2023, [https://knowledge4policy.ec.europa.eu/changing-security-paradigm\\_en](https://knowledge4policy.ec.europa.eu/changing-security-paradigm_en).

European Commission (2023d), Commission Recommendation of 12 December 2023 on promoting the engagement and effective participation of citizens and civil society organisations in public policy-making processes, [https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=PI\\_COM:C\(2023\)8627](https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=PI_COM:C(2023)8627).

European Commission (2023e), 'Discrimination in the European Union', <https://europa.eu/eurobarometer/surveys/detail/2972>.

European Commission (2023f), *Employment and Social Developments in Europe. Addressing labour shortages and skills gaps in the EU. 2023 Annual review*, Publications Office of the European Union, Luxembourg, <https://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=8553&furtherPubs=yes>.

European Commission (2023g), 'EU4Health – Performance', [https://commission.europa.eu/strategy-and-policy/eu-budget/performance-and-reporting/programme-performance-statements/eu4health-performance\\_en](https://commission.europa.eu/strategy-and-policy/eu-budget/performance-and-reporting/programme-performance-statements/eu4health-performance_en).

European Commission (2023h), *EU Support to Strengthen Gender Equality in STEM*, Publications Office of the European Union, Luxembourg, <https://data.europa.eu/doi/10.2777/719121>.

European Commission (2023i), 'European Social Fund+ – Performance', [https://commission.europa.eu/strategy-and-policy/eu-budget/performance-and-reporting/programme-performance-statements/european-social-fund-performance\\_en](https://commission.europa.eu/strategy-and-policy/eu-budget/performance-and-reporting/programme-performance-statements/european-social-fund-performance_en).

European Commission (2023j), 'Flash Eurobarometer 525. Monitoring the level of financial literacy in the EU', <https://europa.eu/eurobarometer/surveys/detail/2953>.

European Commission (2023k), 'Flash Eurobarometer 529. European Year of Skills: Survey highlights skills shortages in small and medium-sized enterprises (SMEs)', 12 September 2023, <https://ec.europa.eu/social/main.jsp?langId=en&catId=89&furtherNews=yes&newsId=10661>.

European Commission (2023l), 'Mental health', <https://europa.eu/eurobarometer/surveys/detail/3032>.

European Commission (2023m), Joint Report to the European Parliament and the Council – Joint mid-term report on the implementation of the EU gender equality plan (GAP III), JOIN(2023) 36 final (2023), <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52023JC0036&qid=1706650416959>.

European Commission (2023n), *Promotion of Gender Balance in Political Decision-making*, Publications Office of the European Union, Luxembourg, <https://data.europa.eu/doi/10.2838/749712>.

European Commission (2024a), *2024 Report on Gender Equality in the EU*, Publications Office of the European Union, Luxembourg, [https://commission.europa.eu/document/download/965ed6c9-3983-4299-8581-046bf0735702\\_en?filename=2024%20Report%20on%20Gender%20Equality%20in%20the%20EU\\_coming%20soon.pdf](https://commission.europa.eu/document/download/965ed6c9-3983-4299-8581-046bf0735702_en?filename=2024%20Report%20on%20Gender%20Equality%20in%20the%20EU_coming%20soon.pdf).

European Commission (2024b), *Draft General Budget of the European Union 2025 – Working document part I*, Publications Office of the European Union, Luxembourg, [https://commission.europa.eu/system/files/2023-06/DB2024-WD-01-programme-performance-statement\\_rev.pdf](https://commission.europa.eu/system/files/2023-06/DB2024-WD-01-programme-performance-statement_rev.pdf).

European Commission (2024c), *Egalitarian, Traditional or Neither? Gender attitudes towards work across EU Member States*, Publications Office of the European Union,

Luxembourg, <https://op.europa.eu/en/publication-detail/-/publication/88317566-fe31-11ef-b7db-01aa75ed71a1/language-en>.

European Commission (2024d), 'European child guarantee', <https://ec.europa.eu/social/main.jsp?catId=1428&langId=en>.

European Commission (2024e), 'Gender equality in research and innovation', [https://research-and-innovation.ec.europa.eu/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation\\_en](https://research-and-innovation.ec.europa.eu/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en).

European Commission (2024f), 'New agreement paves the way for stronger EU rules against trafficking in human beings', 24 January 2024, [https://home-affairs.ec.europa.eu/news/new-agreement-paves-way-stronger-eu-rules-against-trafficking-human-beings-2024-01-24\\_en](https://home-affairs.ec.europa.eu/news/new-agreement-paves-way-stronger-eu-rules-against-trafficking-human-beings-2024-01-24_en).

European Commission (2024g): *She Figures 2024 – Gender in research and innovation – Statistics and indicators*, Publications Office of the European Union, Luxembourg, <https://op.europa.eu/en/publication-detail/-/publication/7646222f-e82b-11ef-b5e9-01aa75ed71a1/language-en>.

European Commission (2024h), 'The European child guarantee has a new framework to better monitor children's access to education, health-care and housing conditions', 19 January 2024, <https://ec.europa.eu/social/main.jsp?langId=en&catId=89&furtherNews=yes&newsId=10740#navItem-2>.

European Commission (2025), 'New progress report on combatting trafficking in human beings', 20 January 2025, [https://home-affairs.ec.europa.eu/news/new-progress-report-combatting-trafficking-human-beings-2025-01-20\\_en](https://home-affairs.ec.europa.eu/news/new-progress-report-combatting-trafficking-human-beings-2025-01-20_en).

European Commission: DG Communication and von der Leyen, U. (2019), *A Union that Strives for More – My agenda for Europe: Political guidelines for the next European Commission 2019–2024*, Publications Office of the European Union, Luxembourg, <https://op.europa.eu/en/publication-detail/-/publication/43a17056-ebf1-11e9-9c4e-01aa75ed71a1>.

<https://op.europa.eu/en/publication-detail/-/publication/43a17056-ebf1-11e9-9c4e-01aa75ed71a1>.

European Commission, DG for Communications Networks, Content and Technology (2021), *Joint communication to the European Parliament and the Council, Report on implementation of the EU's Cybersecurity Strategy for the Digital Decade*, [EUR-Lex - 52021JC0014 - EN - EUR-Lex](https://eur-lex.europa.eu/lexUri.do?uri=CELEX:52021JC0014-EN).

European Commission: DG Education, Youth, Sport and Culture (2023), *Issue paper on gender equality in and through education – Working group on equality and values in education and training*, Publications Office of the European Union, Luxembourg, <https://data.europa.eu/doi/10.2766/915001>.

European Commission: DG Education, Youth, Sport and Culture (2024), *The twin challenge of equity and excellence in basic skills in the EU – An EU comparative analysis of the PISA 2022 results*, Publications Office of the European Union, Luxembourg, <https://data.europa.eu/doi/10.2766/881521>.

European Commission: DG Education, Youth, Sport and Culture, Janta, B., Kritikos, E. and Clack, T. (2023), *The Green Transition in the Labour Market: How to ensure equal access to green skills across education and training systems – Analytical report*, Publications Office of the European Union, Luxembourg, <https://data.europa.eu/doi/10.2766/563345>.

European Commission: DG Employment, Social Affairs and Inclusion and Picken, N. (2020), *Sexuality Education across the European Union: An overview*, Publications Office of the European Union, Luxembourg, <https://op.europa.eu/en/publication-detail/-/publication/5724b7d8-764f-11eb-9ac9-01aa75ed71a1>.

European Commission: DG Mobility and Transport (2021), *Study on the social dimension of the transition to automation and digitalisation in transport, focusing on the labour force: Final report*, Publications Office of the European Union, Luxembourg, <https://data.europa.eu/doi/10.2832/95224>.

DG European Civil Protection and Humanitarian Aid Operations (2023) and European Commission: DG International Partnerships (2023) from p. 170

European Commission: DG Mobility and Transport (2024), *Handbook for Equality Mainstreaming at DG MOVE – Training materials for equality mainstreaming in mobility and transport*, Publications Office of the European Union, Luxembourg, <https://data.europa.eu/doi/10.2832/824729>.

European Commission, DG Research and Innovation (2024a), *Gender balance in the R&I field to improve the role of women in the energy transition – Final report and annexes*, Publications Office of the European Union, Luxembourg, <https://data.europa.eu/doi/10.2777/8283>.

European Commission: DG Research and Innovation (2024b), *Zero-tolerance Code of Conduct – Counteracting gender-based violence, including sexual harassment, in the EU research and innovation system*, Publications Office of the European Union, Luxembourg, <https://data.europa.eu/doi/10.2777/044501>.

European Commission: Joint Research Centre, Righi, R., Pineda, L. C., Cardona, M., Soler Garrido, J. et al. (2022), *AI Watch Index 2021*, Publications Office of the European Union, Luxembourg, <https://doi.org/10.2760/921564>.

European Commission and European External Action Service (2023), *Joint mid-term report on the implementation of the EU Gender Action Plan III (GAP III)*. Publications Office of the European Union. <https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX%3A52023JC0036>

European Commission and High Representative of the Union for Foreign Affairs and Security Policy (2020), 'Joint communication to the European Parliament and the Council; EU Gender Action Plan (GAP) III – an ambitious agenda for gender equality and women's empowerment in EU external action', [https://international-partnerships.ec.europa.eu/system/files/2021-01/join-2020-17-final\\_en.pdf](https://international-partnerships.ec.europa.eu/system/files/2021-01/join-2020-17-final_en.pdf).

European Commission and High Representative of the Union for Foreign Affairs and Security Policy (2023), 'Joint communication to the European Parliament and the Council; A new outlook on the climate and security nexus: Addressing the impact of climate change and environmental degradation on peace, security and defence, 28 June 2023', [https://ec.europa.eu/commission/presscorner/detail/en/ip\\_23\\_3492](https://ec.europa.eu/commission/presscorner/detail/en/ip_23_3492).

European Commission and OECD (2022), *Policy brief on access to finance for inclusive and social entrepreneurship: What role can fintech and financial literacy play?*, Publications Office of the European Union, Luxembourg, <https://www.oecd-ilibrary.org/docserver/77a15208-en.pdf?expires=1722237681&id=id&ac-cname=guest&checksum=252D-9231730CE45E440A0847A8C1AD1F>.

European Committee of the Regions (n.d.), 'For more women in politics', <https://cor.europa.eu/en/our-work/political-priorities/new-chapter-eu-democracy/more-women-politics>.

European Council and Council of the European Union (2024), 'Migration and asylum pact', <https://www.consilium.europa.eu/en/policies/eu-migration-policy/eu-migration-asylum-reform-pact/>.

European Court of Auditors (2021), *Gender Mainstreaming in the EU budget: Time to turn words into action*, Publications Office of the European Union, Luxembourg, [https://www.eca.europa.eu/Lists/ECADocuments/SR21\\_10/SR\\_Gender\\_mainstreaming\\_EN.pdf](https://www.eca.europa.eu/Lists/ECADocuments/SR21_10/SR_Gender_mainstreaming_EN.pdf).

European Court of Auditors (2022), *Report on the Performance of the EU budget: Status at the end of 2021*, Publications Office of the European Union, Luxembourg, <https://data.europa.eu/doi/10.2865/90023>.

European Institute of Innovation & Technology (2023), *Supernovas: The landscape of women founded scaleups and investors in Europe – Executive summary*, Budapest, [https://eit.europa.eu/sites/default/files/executive\\_summary\\_supernovas.pdf](https://eit.europa.eu/sites/default/files/executive_summary_supernovas.pdf).

- European Investment Bank (2020), *Funding Women Entrepreneurs: How to empower growth*, Luxembourg, <https://www.eib.org/en/publications/why-are-women-entrepreneurs-missing-out-on-funding-report>.
- European Network of Migrant Women (2019), *The European Network of Migrant Women (ENoMW)'s contribution to the European Commission public consultation: Debate on the future of home affairs policies: An open and safe Europe – What next?*, Brussels, [https://home-affairs.ec.europa.eu/system/files/2019-12/enomw-european-network-of-migrant-women\\_en.pdf](https://home-affairs.ec.europa.eu/system/files/2019-12/enomw-european-network-of-migrant-women_en.pdf).
- European Network of Migrant Women (2023), *Note on migrant women's access to the care sector and public services*, Brussels, <https://www.migrantwomennetwork.org/2023/11/13/noteeuropeanforum2023/>.
- European Nursing Research Foundation (2022), *Workplace Violence against Nurses in the European Union*, Brussels, <https://www.enrf.eu/wp-content/uploads/2022/11/ENRF-Policy-Brief-Violence-Against-Nurses-November-2022.pdf>.
- European Parliament (n.d.), 'Gender mainstreaming', <https://www.europarl.europa.eu/committees/en/gender-mainstreaming/product-details/20240905CDT13577>.
- European Parliament (2019), European Parliament resolution of 28 November 2019 on the climate and environment emergency (2019/2930(RSP)), [https://www.europarl.europa.eu/cmsdata/227076/EP\\_Resolution\\_declaring\\_a\\_climate\\_and\\_environment\\_emergency\\_.pdf](https://www.europarl.europa.eu/cmsdata/227076/EP_Resolution_declaring_a_climate_and_environment_emergency_.pdf).
- European Parliament (2020), European Parliament resolution of 23 October 2020 on Gender Equality in EU's foreign and security policy, [https://www.europarl.europa.eu/doceo/document/TA-9-2020-0286\\_EN.html](https://www.europarl.europa.eu/doceo/document/TA-9-2020-0286_EN.html).
- European Parliament (2021a), 'Sustainable and smart mobility strategy', January 2021, [https://www.europarl.europa.eu/RegData/etudes/BRIE/2021/659455/EPRS\\_BRI\(2021\)659455\\_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/BRIE/2021/659455/EPRS_BRI(2021)659455_EN.pdf).
- European Parliament (2021b), Resolution of 24 June 2021 on the situation of sexual and reproductive health and rights in the EU, in the frame of women's health (2020/2215(INI)), [https://www.europarl.europa.eu/doceo/document/TA-9-2021-0314\\_EN.html](https://www.europarl.europa.eu/doceo/document/TA-9-2021-0314_EN.html).
- European Parliament (2021c), 'Parliament declares the European Union an "LGBTIQ Freedom Zone"', [Parliament declares the European Union an "LGBTIQ Freedom Zone" | News | European Parliament](https://www.europarl.europa.eu/news/en/press-room/2021/06/parliament-declares-the-european-union-an-lgbtiq-freedom-zone).
- European Parliament (2021d), 'Exemption from VAT for menstrual hygiene products', 16 July 2021, [https://www.europarl.europa.eu/doceo/document/E-9-2021-003636\\_EN.html](https://www.europarl.europa.eu/doceo/document/E-9-2021-003636_EN.html).
- European Parliament (2021e), Violence against Women in the EU – State of play, Brussels, [https://www.europarl.europa.eu/RegData/etudes/BRIE/2021/698809/EPRS\\_BRI\(2021\)698809\\_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/BRIE/2021/698809/EPRS_BRI(2021)698809_EN.pdf).
- European Parliament (2022a), *Child Guarantee National Action Plans*, Brussels, [https://www.europarl.europa.eu/RegData/etudes/BRIE/2022/734003/IPOL\\_BRI\(2022\)734003\\_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/BRIE/2022/734003/IPOL_BRI(2022)734003_EN.pdf).
- European Parliament (2022b), Women in times of COVID-19', <https://europa.eu/eurobarometer/surveys/detail/2712>.
- European Parliament (2022c), Report on Women's Poverty in Europe, Brussels, [https://www.europarl.europa.eu/doceo/document/A-9-2022-0194\\_EN.html](https://www.europarl.europa.eu/doceo/document/A-9-2022-0194_EN.html).
- European Parliament (2022d), Resolution of 5 July 2022 on mental health in the digital world of work (2021/2098(INI)), <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52022IP0279>.
- European Parliament (2022e), *The Future of Climate Migration*, Brussels, <https://www.europarl.europa.eu/RegData/etudes/>

[ATAG/2022/729334/](https://www.europarl.europa.eu/RegData/etudes/STUD/2024/761478/)

[EPRS ATA\(2022\)729334 EN.pdf.](https://www.europarl.europa.eu/RegData/etudes/STUD/2024/761478/)

European Parliament (2023a), 'EU accession to the Council of Europe Convention on preventing and combating violence against women ("Istanbul Convention")', <https://www.europarl.europa.eu/legislative-train/theme-a-new-push-for-european-democracy/file-eu-accession-to-the-istanbul-convention>.

European Parliament (2023b), *Gender Aspects of Energy Poverty*, Brussels, [https://www.europarl.europa.eu/cmsdata/266210/EPRS\\_ATA\(2023\)739349\\_EN.pdf](https://www.europarl.europa.eu/cmsdata/266210/EPRS_ATA(2023)739349_EN.pdf).

European Parliament (2023c), 'Legal basis for the inclusion of the offence of rape in the directive on combating violence against women and domestic violence', Brussels, <https://www.europarl.europa.eu/resources/library/media/20231213RES15908/20231213RES15908.pdf>.

European Parliament (2023d), 'Legislative proposal on combating violence against women and domestic violence', <https://www.europarl.europa.eu/legislative-train/theme-a-new-push-for-european-democracy/file-legislative-proposal-on-gender-based-violence>.

European Parliament (2023e), 'Status of the artist: Improve working conditions of artists and cultural workers', 24 October 2023, <https://www.europarl.europa.eu/news/en/press-room/20231023IPR08139/status-of-the-artist-improve-working-conditions-of-artists-and-cultural-workers#:~:text=In%20a%20draft%20legislative%20initiative,legislative%20tools%20to%20address%20the>.

European Parliament (2024a), 'Anti-discrimination directive', <https://www.europarl.europa.eu/legislative-train/theme-a-new-push-for-european-democracy/file-anti-discrimination-directive>.

European Parliament (2024b), *Combating Child Sexual Abuse*, Brussels, [https://www.europarl.europa.eu/RegData/etudes/BRIE/2024/757611/EPRS\\_BRI\(2024\)757611\\_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/BRIE/2024/757611/EPRS_BRI(2024)757611_EN.pdf).

European Parliament (2024c), *Obstetric and Gynaecological Violence in the EU – Prevalence, legal frameworks and educational guidelines for prevention and elimination*, Brussels, [https://www.europarl.europa.eu/RegData/etudes/STUD/2024/761478/IPOL\\_STU\(2024\)761478\\_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/STUD/2024/761478/IPOL_STU(2024)761478_EN.pdf).

European Parliament (2024d), 'Parliament approves first ever EU rules on combating violence against women', 24 April 2024, <https://www.europarl.europa.eu/news/en/press-room/20240419IPR20588/parliament-approves-first-ever-eu-rules-on-combating-violence-against-women>.

European Parliament (2025), *Definitions of rape in the legislation of EU Member States*, Brussels, [https://www.europarl.europa.eu/RegData/etudes/IDAN/2024/757618/EPRS\\_IDA\(2024\)757618\\_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/IDAN/2024/757618/EPRS_IDA(2024)757618_EN.pdf).

European Policy Centre (2023), *Violence against Women: A public health crisis*, Brussels, [https://www.epc.eu/content/PDF/2023/ViolenceAgainstWomen\\_DP\\_v4.pdf](https://www.epc.eu/content/PDF/2023/ViolenceAgainstWomen_DP_v4.pdf).

European Sex Workers Rights Alliance (2024), 'Joint statement: Open letter supporting COE Commissioner's commentary on human rights of sex workers', 26 March 2024, [https://www.eswalliance.org/coe\\_commissioner\\_support\\_letter](https://www.eswalliance.org/coe_commissioner_support_letter).

European Transport Workers' Federation (2021), *Automation and Digitalisation Toolkit*, Brussels, <https://www.etf-europe.org/wp-content/uploads/2022/03/ETF-EADT-Toolkit.pdf>.

Eurostat (2021a), 'Alcohol consumption statistics', [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Alcohol\\_consumption\\_statistics](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Alcohol_consumption_statistics).

Eurostat (2021b), 'Ever-partnered women who have experienced violence by an intimate partner, by level of disability activity limitation' (gbv\_ipv\_lim), [https://ec.europa.eu/eurostat/databrowser/view/gbv\\_ipv\\_lim/default/table?lang=en&category=livcon.gbv.gbv\\_ipv](https://ec.europa.eu/eurostat/databrowser/view/gbv_ipv_lim/default/table?lang=en&category=livcon.gbv.gbv_ipv).

- Eurostat (2022a), 'Classroom teachers and academic staff by education level, programme orientation, sex and age groups' (educ\_uae\_perp01), [https://doi.org/10.2908/EDUC\\_UOE\\_PERP01](https://doi.org/10.2908/EDUC_UOE_PERP01).
- Eurostat (2022b), 'Daily smokers of cigarettes by sex, age and educational attainment level' (hlth\_ehis\_sk3e), [https://ec.europa.eu/eurostat/databrowser/view/hlth\\_ehis\\_sk3e\\_custom\\_13712411/default/table?lang=en&page=time:2019](https://ec.europa.eu/eurostat/databrowser/view/hlth_ehis_sk3e_custom_13712411/default/table?lang=en&page=time:2019).
- Eurostat (2023a), 'Employed HRST by category, sex, age and NACE Rev. 2 activity' (hrst\_st\_nsecsex2), [https://ec.europa.eu/eurostat/databrowser/product/page/HRST\\_ST\\_NSECSEX2](https://ec.europa.eu/eurostat/databrowser/product/page/HRST_ST_NSECSEX2).
- Eurostat (2023b), 'Inactive population not seeking employment by sex, age and main reason' (lfsa\_igar), [https://ec.europa.eu/eurostat/databrowser/view/lfsa\\_igar/default/table](https://ec.europa.eu/eurostat/databrowser/view/lfsa_igar/default/table).
- Eurostat (2023c), 'Mental health and related issues statistics', [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Mental\\_health\\_and\\_related\\_issues\\_statistics#Deaths\\_from\\_mental\\_and\\_behavioural\\_disorders\\_and\\_intentional\\_self-harm](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Mental_health_and_related_issues_statistics#Deaths_from_mental_and_behavioural_disorders_and_intentional_self-harm).
- Eurostat (2023d), 'Population projections in the EU', [https://ec.europa.eu/eurostat/statistics-explained/index.php?oldid=497115#Population\\_projections](https://ec.europa.eu/eurostat/statistics-explained/index.php?oldid=497115#Population_projections).
- Eurostat (2023e), 'Share of population living in a dwelling not comfortably cool during summer time by income quintile and degree of urbanisation' (ilc\_hcmp03), [https://doi.org/10.2908/ILC\\_HCMP03](https://doi.org/10.2908/ILC_HCMP03).
- Eurostat (2024a), '68 % girls had at least basic digital skills in 2023', 25 April 2024, <https://ec.europa.eu/eurostat/web/products-eurostat-news/w/ddn-20240425-2>.
- Eurostat (2024b), 'Employment rates by sex, age, educational attainment level and citizenship' (lfsa\_ergaedn), [https://ec.europa.eu/eurostat/databrowser/view/lfsa\\_ergaedn\\_custom\\_11423564/default/table?lang=en](https://ec.europa.eu/eurostat/databrowser/view/lfsa_ergaedn_custom_11423564/default/table?lang=en).
- Eurostat (2024c), 'Gender-based violence statistics', [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender-based\\_violence\\_statistics](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender-based_violence_statistics).
- Eurostat (2024d), 'Gender pay gap in unadjusted form' (sdg\_05\_20), [https://ec.europa.eu/eurostat/databrowser/view/sdg\\_05\\_20/default/table?lang=en](https://ec.europa.eu/eurostat/databrowser/view/sdg_05_20/default/table?lang=en).
- Eurostat (2024e), 'Gender pension gap by age group – EU-SILC survey' (ilc\_pnp13), [https://ec.europa.eu/eurostat/databrowser/view/ilc\\_pnp13/default/table?lang=en](https://ec.europa.eu/eurostat/databrowser/view/ilc_pnp13/default/table?lang=en).
- Eurostat (2024f), 'Graduates by education level, programme orientation, sex and field of education' (educ\_uae\_grad02), [https://ec.europa.eu/eurostat/databrowser/view/EDUC\\_UOE\\_GRAD02/default/table?lang=en](https://ec.europa.eu/eurostat/databrowser/view/EDUC_UOE_GRAD02/default/table?lang=en).
- Eurostat (2024g), 'HICP – Annual data (average index and rate of change)' (prc\_hicp\_aind), [https://ec.europa.eu/eurostat/databrowser/view/PRC\\_HICP\\_AIND\\_custom\\_1514466/bookmark/table?lang=en&bookmarkId=3c1146e5-a59d-42e4-8d13-a6625c98b7db](https://ec.europa.eu/eurostat/databrowser/view/PRC_HICP_AIND_custom_1514466/bookmark/table?lang=en&bookmarkId=3c1146e5-a59d-42e4-8d13-a6625c98b7db).
- Eurostat (2024h), 'House price index (2015 = 100) – Annual data' (prc\_hpi\_a), [https://ec.europa.eu/eurostat/databrowser/view/PRC\\_HPI\\_A\\_custom\\_3617733/bookmark/table?lang=en&bookmarkId=7bd4d288-a67f-45b6-9e4b-d062388871e9](https://ec.europa.eu/eurostat/databrowser/view/PRC_HPI_A_custom_3617733/bookmark/table?lang=en&bookmarkId=7bd4d288-a67f-45b6-9e4b-d062388871e9).
- Eurostat (2024i), 'Housing cost overburden rate by age, sex and poverty status – EU-SILC survey' (ilc\_lvho07a), [https://ec.europa.eu/eurostat/databrowser/view/ilc\\_lvho07a\\_custom\\_12202263/default/table?lang=en](https://ec.europa.eu/eurostat/databrowser/view/ilc_lvho07a_custom_12202263/default/table?lang=en).
- Eurostat (2024j), 'Inability to keep home adequately warm by level of disability (activity limitation), sex and age' (hlth\_dhc140), [https://doi.org/10.2908/HLTH\\_DHC140](https://doi.org/10.2908/HLTH_DHC140).

- Eurostat (2024k), 'Individuals' level of digital skills (from 2021 onwards)' (isoc\_sk\_dskl\_i21), [https://doi.org/10.2908/ISOC\\_SK\\_DSKL\\_I21](https://doi.org/10.2908/ISOC_SK_DSKL_I21).
- Eurostat (2024l), 'Intentional homicide victims by victim–offender relationship and sex' (crim\_hom\_vrel), [https://ec.europa.eu/eurostat/databrowser/view/crim\\_hom\\_vrel\\$defaultview/default/table?lang=en](https://ec.europa.eu/eurostat/databrowser/view/crim_hom_vrel$defaultview/default/table?lang=en).
- Eurostat (2024m), 'Main reason for part-time employment – Distributions by sex and age (%)' (lfsa\_epgar), [https://ec.europa.eu/eurostat/databrowser/view/lfsa\\_epgar/default/table?lang=en](https://ec.europa.eu/eurostat/databrowser/view/lfsa_epgar/default/table?lang=en).
- Eurostat (2024n), 'Overcrowding rate by age, sex and poverty status – Total population' (ilc\_lvho05a), [https://ec.europa.eu/eurostat/databrowser/view/ilc\\_lvho05a\\_custom\\_12223153/default/table?lang=en](https://ec.europa.eu/eurostat/databrowser/view/ilc_lvho05a_custom_12223153/default/table?lang=en).
- Eurostat (2024o), 'Part-time employment as percentage of the total employment, by sex and age (%)' (lfsa\_eppga), [https://ec.europa.eu/eurostat/databrowser/view/lfsa\\_eppga/default/table?lang=en&category=labour\\_employ.lfsa.lfsa\\_empftpt](https://ec.europa.eu/eurostat/databrowser/view/lfsa_eppga/default/table?lang=en&category=labour_employ.lfsa.lfsa_empftpt).
- Eurostat (2024p), 'Personnel in the criminal justice system by sex' (crim\_just\_job), [https://doi.org/10.2908/CRIM\\_JUST\\_JOB](https://doi.org/10.2908/CRIM_JUST_JOB).
- Eurostat (2025), *Key Figures on European Transport – 2024 edition*, Publications Office of the European Union, Luxembourg, <https://ec.europa.eu/eurostat/documents/15216629/20875401/KS-01-24-021-EN-N.pdf/57b33b96-c376-0e03-f7e1-11ac0f902eba?version=4.0&t=1739544186227>.
- Evagorou, M., Puig, B., Bayram, D. and Janeckova, H. (2024), *Addressing the gender gap in STEM education across educational levels – Analytical report*, Publications Office of the European Union, Luxembourg, <https://nesetweb.eu/wp-content/uploads/2024/05/NESET-AR02-Executive-summary-EN-with-identifiers-1.pdf>.
- Evertsson, M. and Malmquist, A. (2023), 'Division of care and leave arrangements in gay father families in Sweden', *Sexuality Research and Social Policy*, Vol. 20, No 1, pp. 242–256, <https://doi.org/10.1007/s13178-022-00732-9>.
- EWL (European Women's Lobby) (2017), *#HerNetHerRights. Resource pack on ending online violence against women and girls in Europe*, Brussels, [https://www.womenlobby.org/IMG/pdf/hernetherrights\\_resource\\_pack\\_2017\\_web\\_version.pdf](https://www.womenlobby.org/IMG/pdf/hernetherrights_resource_pack_2017_web_version.pdf).
- EWL (2021), 'Pay transparency directive – A milestone in closing the gender pay gap?', 19 March 2021, <https://www.womenlobby.org/Pay-transparency-directive-a-milestone-in-closing-the-gender-pay-gap?lang=en>.
- EWL (2022), 'Get on board with gender equality!', 10 November 2022, <https://womenlobby.org/Get-on-board-with-gender-equality?lang=en>.
- EWL (2023a), 'EWL priorities for the trilogues: Rape must be made an offence under the directive on violence against women', 10 October 2023, <https://www.womenlobby.org/EWL-Priorities-for-the-interinstitutional-negotiations?lang=en>.
- EWL (2024b), 'Open letter to COE Human Rights Commissioner – Please do not ignore survivors of prostitution!', 5 March 2024, <https://womenlobby.org/Open-letter-to-COE-Human-Rights-Commissioner-Please-do-not-ignore-survivors-of?lang=en>.
- EXPH (Expert Panel on Effective Ways of Investing in Health) (2019), *Assessing the impact of digital transformation of health services*, Publications Office of the European Union, Luxembourg, [https://health.ec.europa.eu/system/files/2019-11/022\\_digitaltransformation\\_en\\_0.pdf](https://health.ec.europa.eu/system/files/2019-11/022_digitaltransformation_en_0.pdf).
- Fair, F., Raben, L., Watson, H., Vivilaki, V., van den Muijsenbergh, M. et al. (2020), 'Migrant women's experiences of pregnancy, childbirth and maternity care in European countries: A systematic review', *PLOS One*, Vol. 15, No 2,

- e0228378, <https://doi.org/10.1371/journal.pone.0228378>.
- Färdigh, M., Djerf-Pierre, M., Edström, M., Byerly, C. M., Macharia, S. et al. (2022), 'The GEM dataset, version 2', Department of Journalism, Media and Communication (JMG), University of Gothenburg, <https://www.gu.se/en/research/gemdataset>.
- Feantsa (2023), *Pride: Homelessness in the LGBTIQ community*, Brussels, [https://www.feantsa.org/public/user/Magazine/2023/Spring\\_magazine\\_2023/FEA\\_magazine\\_spring\\_2023.pdf](https://www.feantsa.org/public/user/Magazine/2023/Spring_magazine_2023/FEA_magazine_spring_2023.pdf).
- Feenstra, M., Laryea, C. and Stojilovska, A. (2024), *Gender aspects of the rising cost of living and the impact of the energy crisis*, European Parliament, Brussels, [https://www.europarl.europa.eu/RegData/etudes/STUD/2024/754488/IPOL\\_STU\(2024\)754488\\_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/STUD/2024/754488/IPOL_STU(2024)754488_EN.pdf).
- Fiala, C., Özogul, J. and Kernreiter, J. (2020), 'Experiences of women accessing an abortion clinic confronted by religiously motivated demonstrators: A pilot study', *European Journal of Contraception and Reproductive Health Care*, Vol. 25, Issue 3, pp. 228–230, <https://doi.org/10.1080/13625187.2020.1748185>.
- Figuroa, C. A., Luo, T., Aguilera, A. and Lyles, C. R. (2021), 'The need for feminist intersectionality in digital health', *The Lancet*, Vol. 3, Issue 8, e526–e533, [https://doi.org/10.1016/S2589-7500\(21\)00118-7](https://doi.org/10.1016/S2589-7500(21)00118-7).
- Fiorilli, O. and Ruocco, A. (2019), 'Psychosocial issues in transgender health and barriers to healthcare', *Journal of Sex- and Gender-Specific Medicine*, Vol. 5, No 3, pp. 123–130, <https://www.gendermedjournal.it/archivio/3245/articoli/32146/>.
- Fisher, D. R. (2019), 'The broader importance of #FridaysForFuture', *Nature Climate Change*, Vol. 9, No 6, pp. 430–431, <https://doi.org/10.1038/s41558-019-0484-y>.
- Fisher, P. and Yao, R. (2017), 'Gender differences in financial risk tolerance', *Journal of Economic Psychology*, Vol. 61, pp. 191–202, <https://papers.ssrn.com/abstract=3028071>.
- Fissel, E. R., Reyns, B. W., Nobles, M. R., Fisher, B. S. and Fox, K. A. (2024), 'Cyberstalking victims' experiences with fear versus other emotional responses to repeated online pursuit: Revisiting the fear standard among a national sample of young adults', *Crime and Delinquency*, Vol. 70, Issue 4, pp. 1116–1147, <https://doi.org/10.1177/00111287221096374>.
- Fleming, P. J., Gruskin, S., Rojo, F. and Dworkin, S. L. (2015), 'Men's violence against women and men are inter-related: Recommendations for simultaneous intervention', *Social Science and Medicine*, Vol. 146, pp. 249–256, <https://doi.org/10.1016/j.socscimed.2015.10.021>.
- Flood, M. (2022), 'Men's positive roles in ending sexual harassment: Overcoming barriers and taking action', *Precedent*, Vol. 170, pp. 42–46, <https://www8.austlii.edu.au/cgi-bin/viewdoc/au/journals/PrecedentAULA/2022/33.html>.
- Flynn, A., Wheildon, L. and Powell, A. (2024), 'How tech and remote working have fuelled workplace sexual harassment', 360, 2 May 2024, <https://360info.org/how-tech-and-remote-working-have-fuelled-workplace-sexual-harassment/>.
- Fosch-Villaronga, E., Poulsen, A., Søråa, R. A. and Custers, B. (2021), 'Gendering algorithms in social media', *SIGKDD Explorations*, Vol. 23, No 1, pp. 24–31, <https://doi.org/10.1145/3468507.3468512>.
- FRA (n.d.), 'Gender', <http://fra.europa.eu/en/theme/gender>.
- FRA (2014), *Violence against Women: An EU-wide survey – Main results report*, Publications Office of the European Union, Luxembourg, <https://fra.europa.eu/en/publication/2014/violence-against-women-eu-wide-survey-main-results-report>.
- FRA (2020), 'Fundamental rights survey', <https://fra.europa.eu/en/data-and-maps/2021/frs#>.

- FRA (2021), *Protecting Civic Space in the EU*, Publications Office of the European Union, Luxembourg, [https://fra.europa.eu/sites/default/files/fra\\_uploads/fra-2021-protecting-civic-space\\_en.pdf](https://fra.europa.eu/sites/default/files/fra_uploads/fra-2021-protecting-civic-space_en.pdf).
- FRA (2022a), *Bias in Algorithms – Artificial intelligence and discrimination*, Publications Office of the European Union, Luxembourg, <https://fra.europa.eu/en/publication/2022/bias-algorithm>.
- FRA (2022b), *Roma in 10 European Countries: Main results*, Publications Office of the European Union, Luxembourg, <https://fra.europa.eu/en/publication/2022/roma-survey-findings>.
- FRA (2024), *LGBTIQ Equality at a Crossroads – Progress and challenges*, Publications Office of the European Union, Luxembourg, [https://fra.europa.eu/sites/default/files/fra\\_uploads/fra-2024-lgbtiq-equality\\_en.pdf](https://fra.europa.eu/sites/default/files/fra_uploads/fra-2024-lgbtiq-equality_en.pdf).
- Freedman, J. (2024), *A Gendered Analysis of EU Migration Externalisations Policies*, EuroMed Rights, Copenhagen, <https://www.refworld.org/reference/themreport/emhrn/2024/en/148619>.
- Freedman, J., Latouche, A., Miranda, A., Sahraoui, N., Santana de Andrade, G. et al. (2023), *The Gender of Borders: Embodied narratives of migration, violence and agency*, Routledge, London, <https://www.routledge.com/The-Gender-of-Borders-Embodied-Narratives-of-Migration-Violence-and-Agency/Freedman-Latouche-Miranda-Sahraoui-SantanadeAndrade-Tyszler/p/book/9781032134680?srsId=AfmBOoo-78CYZFpFtIP7LaCzUnVBRjoi25ZBVxQyE3TkYNq-jKHzi7EakO>.
- Freedman, J., Gjørsv, G. H. and Razakamaharavo, V. (2021), 'Identity, stability, hybrid threats and disinformation', *ICONO 14, Revista de Comunicación y Tecnologías Emergentes*, Vol. 19, No 1, pp. 38–69, [https://www.researchgate.net/publication/348166720\\_Identity\\_stability\\_Hybrid\\_Threats\\_and\\_Disinformation](https://www.researchgate.net/publication/348166720_Identity_stability_Hybrid_Threats_and_Disinformation).
- Gammage, S. (2021), 'Global migration and care chains', in: Berik, G. and Kongar, E. (eds), *The Routledge Handbook of Feminist Economics*, 1st edition, Routledge, London, <https://www.taylorfrancis.com/chapters/edit/10.4324/9780429020612-27/global-migration-care-chains-sarah-gammage>.
- García-Cuéllar, M. M., Pastor-Moreno, G., Ruiz-Pérez, I. and Henares-Montiel, J. (2023), 'The prevalence of intimate partner violence against women with disabilities: A systematic review of the literature', *Disability and Rehabilitation*, Vol. 45, Issue 1, pp. 1–8, <https://doi.org/10.1080/09638288.2022.2025927>.
- García-Sánchez, I. M., Monteiro, S., Piñeiro-Chousa, J. R. and Aibar-Guzmán, B. (2023), 'Climate change innovation: Does board gender diversity matter?', *Journal of Innovation and Knowledge*, Vol. 8, Issue 3, 100372, <https://doi.org/10.1016/j.jik.2023.100372>.
- Garrido, R. and Zaptsi, A. (2021), 'Archetypes, Me Too, Time's Up and the representation of diverse women on TV', *Comunicar*, Vol. 24, No 68, pp. 21–33, <https://doi.org/10.3916/C68-2021-02>.
- General Secretariat of the Council (2024), 'Employment, Social Policy, Health and Consumer Affairs Council', 7 May 2024, [https://www.consilium.europa.eu/media/yzqkuieu/background-brief-epsco-7-may-2024\\_en.pdf](https://www.consilium.europa.eu/media/yzqkuieu/background-brief-epsco-7-may-2024_en.pdf).
- Giacomini, G. (2020), 'Indigenous peoples and climate change: Addressing environmental injustice', PhD thesis, Università degli Studi di Roma 'La Sapienza', <https://hdl.handle.net/11573/1370117>.
- Gillespie, T. (2018), *Custodians of the Internet: Platforms, content moderation and the hidden decisions that shape social media*, Yale University Press, New Haven, Connecticut, <https://doi.org/10.12987/9780300235029>.
- Giménez-Nadal, J. I. and Molina, J. A. (2020), *The Gender Gap in Time Allocation in Europe*, IZA Discussion Paper No 13461, IZA Institute of Labor Economics, Bonn, Germany, <https://docs.iza.org/dp13461.pdf>.

- Giménez-Nadal, J. I., Mangiavacchi, L. and Piccoli, L. (2019), 'Keeping inequality at home: The genesis of gender roles in housework', *Labour Economics*, Vol. 58, pp. 52–68, <https://doi.org/10.1016/j.labeco.2019.03.006>.
- Ging, D. (2019), 'Alphas, betas, and incels: Theorizing the masculinities of the manosphere', *Men and Masculinities*, Vol. 22, Issue 4, pp. 638–657, <https://doi.org/10.1177/1097184X17706401>.
- Giurge, L. M., Whillans, A. V. and West, C. (2020), 'Why time poverty matters for individuals, organisations and nations', *Nature Human Behaviour*, Vol. 4, pp. 993–1003, <https://doi.org/10.1038/s41562-020-0920-z>.
- GLAAD (2023), *Where We Are on TV – 2023–2024*, GLAAD Media Institute, New York, <https://assets.glaad.org/m/7c489f209e120a11/original/GLAAD-2023-24-Where-We-Are-on-TV.pdf>.
- GMMP (Global Media Monitoring Project) (2020), *6th Global Media Monitoring Project*, GMMP, Toronto, [https://whomakesthenews.org/wp-content/uploads/2021/07/GMMP2020.ENG\\_FINAL20210713.pdf](https://whomakesthenews.org/wp-content/uploads/2021/07/GMMP2020.ENG_FINAL20210713.pdf).
- Goldsmith, L., Raditz, V. and Méndez, M. (2021), 'Queer and present danger: Understanding the disparate impacts of disasters on LGBTQ+ communities', *Disasters*, Vol. 46, No 4, pp. 946–973, <https://pubmed.ncbi.nlm.nih.gov/34498778/>.
- Gough, B. and Novikova, I. (2020), *Mental Health, Men and Culture: How do sociocultural constructions of masculinities relate to men's mental health help-seeking behaviour in the WHO European Region?*, World Health Organization, Copenhagen, <https://eprints.leedsbeckett.ac.uk/id/eprint/7159/>.
- Gouma, A. and Dorer, J. (2019), 'Researching intersectionality in media studies: Theoretical approaches, methods and applications in communication and media research practice', *International Journal of Media and Cultural Politics*, Vol. 15, Issue 3, pp. 345–360, [https://doi.org/10.1386/macp\\_00005\\_1](https://doi.org/10.1386/macp_00005_1).
- Government Gazette of Malta (2023), 'XXII of 2023 – Criminal Code (Amendment No. 3) Act, 2023', Legislation Malta, 30 June 2023, <https://legislation.mt/eli/act/2023/22/eng>.
- Government of the Portuguese Republic (2021), 'Nova resposta de apoio psicológico para crianças e jovens vítimas de violência doméstica' [New psychological support response for children and young people who are victims of domestic violence], 5 January 2021, <https://www.portugal.gov.pt/pt/gc22/comunicacao/noticia?i=nova-resposta-de-apoio-psicologico-para-criancas-e-jovens-vitimas-de-violencia-domestica>.
- Grabowski, A. and Essick, P. (2020), *Are They Really Gender Equality Projects? An examination of donors' gender-mainstreamed and gender-equality focused projects to assess the quality of gender-marked projects*, Oxfam Research Reports, Oxford, UK, <https://oxfamlibrary.openrepository.com/bitstream/handle/10546/620945/rr-are-they-really-gender-equality-projects-donors-050220-en.pdf;jsessionid=B4F270C562A3C0E8D0FE89EC-8C88E0A6?sequence=1>.
- Graff, A. and Korolczuk, E. (2022), *Anti-gender Politics in the Populist Moment*, Routledge, London, <https://www.routledge.com/Anti-Gender-Politics-in-the-Populist-Moment/Graff-Korolczuk/p/book/9780367679507>.
- Grantham, K. (2023), *Mapping gender data gaps in the environment and climate change – A 2023 update*, Data 2X, Washington DC, <https://data2x.org/wp-content/uploads/2023/10/Data-Gaps-in-Environment-and-Climate-Change-WR-251023.pdf>.
- Griffin, D., Kai, L. and Ting, X. (2021), 'Board gender diversity and corporate innovation: International evidence', *Journal of Financial and Quantitative Analysis*, Vol. 56, Issue 1, pp. 123–154, <https://doi.org/10.1017/S002210901900098X>.
- Grimaccia, E. and Naccarato, A. (2022), 'Food insecurity in Europe: A gender perspective',

- Social Indicators Research*, Vol. 16, pp. 649–667, <https://doi.org/10.1007/s11205-020-02387-8>.
- Gross, A., Harry, A., Clifton, C. and Della Pasqua, O. (2022), 'Clinical trial diversity: An opportunity for improved insight into the determinants of variability in drug response', *British Journal of Clinical Pharmacology*, Vol. 88, Issue 6, pp. 2700–2717, <https://doi.org/10.1111/bcp.15242>.
- Guerrina, R., MacRae, H. and Masselot, A. (2023), 'Between a rock and a hard place: The EU's gender regime in times of crisis', *Women's Studies International Forum*, Vol. 99, 102722, <https://doi.org/10.1016/j.wsif.2023.102722>.
- Guiot, F. and Cosentino, C. (2024), 'In 2021 the first Belgian study around obstetric violence: The lived experiences of 4226 women during childbirth show that obstetric violence is systemic and institutional in the country', paper presented at EASA2024: Doing and Undoing with Anthropology, 18–26 July 2024, Barcelona, <https://nomadit.co.uk/conference/easa2024/paper/79852>.
- Guo, A., Kamar, E., Wortman Vaughan, J., Wallach, H. and Ringel Morris, M. (2020), 'Toward fairness in AI for people with disabilities SBG@a research roadmap', *ACM Sigaccess Accessibility and Computing*, Issue 125, 2, <https://doi.org/10.1145/3386296.3386298>.
- Haider, A., Bengs, S., Luu, J., Osto, E., Siller-Matula, J. M. et al. (2020), 'Sex and gender in cardiovascular medicine: Presentation and outcomes of acute coronary syndrome', *European Heart Journal*, Vol. 41, Issue 13, pp. 1328–1336, <https://doi.org/10.1093/eurheartj/ehz898>.
- Haimi M. (2023), 'The tragic paradoxical effect of telemedicine on healthcare disparities – A time for redemption: A narrative review', *BMC Medical Informatics and Decision Making*, Vol. 23, 95, <https://doi.org/10.1186/s12911-023-02194-4>.
- Hanlon, N. (2012), *Masculinities, Care and Equality*, Palgrave Macmillan UK, London, <https://doi.org/10.1057/9781137264879>.
- Hannák, A., Wagner, C., Garcia, D., Mislove, A., Strohmaier, M. et al. (2017), 'Bias in online freelance marketplaces: Evidence from TaskRabbit and Fiverr', in: *CSCW'17: Proceedings of the 2017 ACM Conference on Computer Supported Cooperative Work and Social Computing*, pp. 1914–1933, <https://doi.org/10.1145/2998181.2998327>.
- Hansen, S., Lambert, P. J., Bloom, N., Davis, S. J., Sadun, R., & Taska, B. (2023), *Remote work across jobs, companies, and space* (NBER Working Paper No. 31007), National Bureau of Economic Research, <https://www.nber.org/papers/w31007>.
- Hansens, P. and Kálmán, A. (2024), "'People buy spectacularly less": Inflation-hit Europe weighs costs ahead of elections', *Investigate Europe*, 16 May 2024, <https://www.investigate-europe.eu/posts/inflation-prices-greedflation-europe-eu-elections-2024>.
- Haslop, C., Ringrose, J., Cambazoglu, I. and Milne, B. (2024), 'Mainstreaming the manosphere's misogyny through affective homosocial currencies: Exploring how teen boys navigate the Andrew Tate effect', *Social Media + Society*, Vol. 10, No 1, pp. 1–11, <https://doi.org/10.1177/20563051241228811>.
- Health Behaviour in School-aged Children (2023a), 'Body image', <https://data-browser.hbsc.org/measure/body-image/#chart>.
- Health Behaviour in School-aged Children (2023b), 'Cyberbullying: Being bullied', <https://data-browser.hbsc.org/measure/cyberbullying-being-bullied/>.
- Health Behaviour in School-aged Children (2023c), 'Cyberbullying: Bullying others', <https://data-browser.hbsc.org/measure/cyberbullying-bullying-others/>.
- Health Behaviour in School-aged Children (2023d), 'Neither condom nor contraceptive pill

- use at last sexual intercourse', <https://data-browser.hbsc.org/measure/neither-condom-nor-contraceptive-pill-use-at-last-sexual-intercourse/>.
- Heerts, M. (2022), 'Bloody serious: Period poverty and social stigma', *European Waves*, <https://www.europeanwaves.com/post/bloody-serious-period-poverty-and-social-stigma>.
- Heidari, S., Palmer-Ross, A. and Goodman, T. (2021), 'A systematic review of the sex and gender reporting in COVID-19 clinical trials', *Vaccines*, Vol. 9, Issue 11, 1322, <https://doi.org/10.3390/vaccines9111322>.
- Heidrich, D. and Nakonieczna-Bartosiewicz, J. (2021), 'Young activists as international norm entrepreneurs: A case study of Greta Thunberg's campaigning on climate change in Europe and beyond', *Studies in European Affairs*, Vol. 25, No 2, pp. 117–152, <https://doi.org/10.33067/SE.2.2021.6>.
- Henshaw, A. (2023), "'Women, consider crypto": Gender in the virtual economy of decentralized finance', *Politics and Gender*, Vol. 19, No 2, pp. 560–584, <https://doi.org/10.1017/S1743923X22000253>.
- Heredia, M. G., Sánchez, C. S.-G., Peiró, M. N., Fernández, A. S., López-Bueno, J. A. et al. (2022), 'Mainstreaming a gender perspective into the study of energy poverty in the city of Madrid', *Energy for Sustainable Development*, Vol. 70, pp. 290–300, <https://doi.org/10.1016/j.esd.2022.08.007>.
- Higher Education Authority (2022), *Ending sexual violence and harassment in higher education institutions – Implementation plan 2022–2024*, Dublin, [https://hea.ie/assets/uploads/2021/04/HEA\\_ESVH\\_Implementation\\_Plan\\_FINAL.pdf](https://hea.ie/assets/uploads/2021/04/HEA_ESVH_Implementation_Plan_FINAL.pdf).
- Hofstetter, J.-S. and Pourmalek, P. (2023), *Gendering Cybersecurity through Women, Peace and Security: Gender and human rights in national-level approaches to cybersecurity*, Global Network of Women Peacebuilders, New York, [https://ict4peace.org/wp-content/uploads/2023/03/Gendering-Cybersecurity-through-WPS-Final-Report\\_March-2023.pdf](https://ict4peace.org/wp-content/uploads/2023/03/Gendering-Cybersecurity-through-WPS-Final-Report_March-2023.pdf).
- Holm, M. (2022), 'Beyond antifeminist discourses: Analyzing how material and social factors shape online resistance to feminist politics', *Social Politics: International Studies in Gender, State and Society*, Vol. 30, Issue 2, pp. 422–443, <https://doi.org/10.1093/sp/jxac022>.
- Holst, A. S., Jacques-Aviñó, C., Berenguera, A., Pinzón-Sanabria, D., Valls-Llobet, C. et al. (2022), 'Experiences of menstrual inequity and menstrual health among women and people who menstruate in the Barcelona area (Spain): A qualitative study', *Reproductive Health*, Vol. 19, 45, <https://doi.org/10.1186/s12978-022-01354-5>.
- Hopkins-Doyle, A., Petterson, A. L., Leach, S., Zibell, H., Chobthamkit, P. et al. (2024), 'The misandry myth: An inaccurate stereotype about feminists' attitudes toward men', *Psychology of Women Quarterly*, Vol. 48, Issue 1, pp. 8–37, <https://doi.org/10.1177/03616843231202708>.
- Horvát, E.-Á. and González-Bailón, S. (2024), 'Quantifying gender disparities and bias online: Editors' introduction to "Gender Gaps in Digital Spaces" special issue', *Journal of Computer-Mediated Communication*, Vol. 29, Issue 1, <https://doi.org/10.1093/jcmc/zmad054>.
- Housing Europe (2023), *The State of Housing in Europe 2023*, Brussels, [https://www.stateofhousing.eu/The\\_State\\_of\\_Housing\\_in\\_Europe\\_2023.pdf](https://www.stateofhousing.eu/The_State_of_Housing_in_Europe_2023.pdf).
- Hubert, A. and Jacquot, S. (2023), Union of Equality - A New Doctrine for the EU. The governance of gender equality policies in EU institutions: Assessing developments during the van der Leyen Presidency (University of Tübingen, from 06/06/2023 to 07/06/2023), <http://hdl.handle.net/2078.3/273421>.
- Hultman, H. (2017), 'Natures of masculinities: Conceptualising industrial, ecomodern and ecological masculinities', in: Buckingham, S. and Le Masson, V. (eds), *Understanding Climate*

- Change through Gender Relations*, 1st edition, Routledge, London, <https://www.taylorfrancis.com/chapters/edit/10.4324/9781315661605-6/natures-masculinities-martin-hultman>.
- Human Rights Watch (2020), 'Covid-19 fueling anti-Asian racism and xenophobia worldwide', 12 May 2020, <https://www.hrw.org/news/2020/05/12/covid-19-fueling-anti-asian-racism-and-xenophobia-worldwide>.
- Human Rights Watch (2022a), 'Poland: Rule of law erosion harms women, LGBT people – EU action needed to end undermining of institutions that protect rights', 15 December 2022, <https://www.hrw.org/news/2022/12/15/poland-rule-law-erosion-harms-women-lgbt-people>.
- Human Rights Watch (2022b), 'Sweden's new government abandons feminist foreign policy', 31 October 2022, <https://www.hrw.org/news/2022/10/31/swedens-new-government-abandons-feminist-foreign-policy>.
- Human Rights Watch (2022c), 'Ukraine: Unequal treatment for foreigners attempting to flee', 4 March 2022, <https://www.hrw.org/news/2022/03/04/ukraine-unequal-treatment-foreigners-attempting-flee>.
- Human Rights Watch (2023a), 'EU's migration pact is a disaster for migrants and asylum seekers', 21 December 2023, <https://www.hrw.org/news/2023/12/21/eus-migration-pact-disaster-migrants-and-asylum-seekers>.
- Human Rights Watch (2023b), 'Human Rights Watch letter to the French Government on the definition of rape in the EU directive on violence against women', 22 November 2023, <https://www.hrw.org/news/2023/11/22/human-rights-watch-letter-french-government-definition-rape-eu-directive-violence>.
- Hung, A., Yoong, J. and Brown, E. (2012), 'Empowering women through financial awareness and education', *OECD Working Papers on Finance, Insurance and Private Pensions*, No 14, OECD Publishing, Paris, [https://www.oecd-ilibrary.org/finance-and-investment/empowering-women-through-financial-awareness-and-education\\_5k9d5v6kh56g-en](https://www.oecd-ilibrary.org/finance-and-investment/empowering-women-through-financial-awareness-and-education_5k9d5v6kh56g-en).
- ILGA-Europe (n.d.), 'Equality for all', <https://www.ilga-europe.org/campaign/equality-for-all/>.
- ILGA-Europe (2019a), 'Rainbow Europe map and index 2019', 13 May 2019, <https://www.ilga-europe.org/report/rainbow-europe-2019/>.
- ILGA-Europe (2019b), *ILGA-Europe's Strategic Framework – 2019–2023*, Brussels, <https://www.ilga-europe.org/files/uploads/2022/04/ILGA-Europe-Strategic-Plan-2019-2023.pdf>.
- ILGA-Europe (2022), 'Right now, just three European countries recognise non-binary identities, but others are pushing forward', 14 July 2022, <https://www.ilga-europe.org/blog/right-now-just-three-european-countries-recognise-non-binary-identities-but-others-are-pushing-forward/>.
- ILGA-Europe (2023a), *2023 annual review of the human rights situation of lesbian, gay, bisexual, trans and intersex people in Europe and Central Asia*, Brussels, <https://ilga-europe.org/report/annual-review-2023/>.
- ILGA-Europe (2023b), 'Intersections: The LGBTI II Survey – Trans and non-binary analysis', 26 July 2023, <https://www.ilga-europe.org/report/intersections-trans-non-binary-diving-into-the-fra-lgbti-ii-survey-data/>.
- ILGA-Europe (2024a), 'Rainbow map', <https://rainbowmap.ilga-europe.org/categories/equality-non-discrimination/>.
- ILGA-Europe (2024b), 'What European countries might soon start recognising non-binary people?', 14 July 2024, <https://www.ilga-europe.org/blog/what-european-countries-might-soon-start-recognising-non-binary-people/>.

- ILO (2017), *Indigenous Peoples and Climate Change. From victims to change agents through decent work*, International Labour Office, Gender, Equality and Diversity Branch, Geneva, <https://www.ilo.org/publications/indigenous-peoples-and-climate-change-victims-change-agents-through-decent>.
- ILO (2018), *Care work and care jobs for the future of decent work*, International Labour Office, Geneva, <https://www.ilo.org/publications/major-publications/care-work-and-care-jobs-future-decent-work>.
- ILO (2021a), *Extending social protection to migrant workers, refugees and their families. A guide for policymakers and practitioners*, International Labour Office, Geneva, <https://www.ilo.org/publications/extending-social-protection-migrant-workers-refugees-and-their-families>.
- ILO (2021b), *ILO Global Estimates on International Migrant Workers – Results and methodology*, International Labour Office, Geneva, [https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms\\_808935.pdf](https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_808935.pdf).
- Immonen, K., Lehtilä, S., Mitchell, A. and Dykstra, U. (2019), *Report on the mistreatment and violence against women during reproductive health care and childbirth in Finland – A response to the call for submissions by the OHCHR-UN*, OHCHR, Geneva, [https://www.ohchr.org/sites/default/files/Documents/Issues/Women/SR/ReproductiveHealthCare/Aktiivinen\\_Synnytyks\\_Ry\\_Finland.pdf](https://www.ohchr.org/sites/default/files/Documents/Issues/Women/SR/ReproductiveHealthCare/Aktiivinen_Synnytyks_Ry_Finland.pdf).
- IndustriALL Global Union (2021), *Action Plan 2021–2023*, Geneva, [https://admin.industrialunion.org/sites/default/files/uploads/documents/Action\\_Plan/2021-2025/FINAL/action\\_plan\\_2021-2025\\_english.pdf](https://admin.industrialunion.org/sites/default/files/uploads/documents/Action_Plan/2021-2025/FINAL/action_plan_2021-2025_english.pdf).
- Innovations for Poverty Action (2017), *Women's Economic Empowerment through Financial Inclusion. A review of existing evidence and remaining knowledge gaps*, New York, <https://poverty-action.org/sites/default/files/publications/Womens-Economic-Empowerment-Through-Financial-Inclusion-Web.pdf#:~:text=URL%3A%20https%3A%2F%2Fpoverty>.
- Institute of Public Administration (2021), 'About the project', <https://www.ipa.government.bg/en/project-supporting-victims-domestic-violence-programme-capacity-building-and-awareness-raising>.
- International Federation of Journalists (2020), 'COVID-19 has increased gender inequalities in the media, IFJ survey finds', 23 July 2020, <https://www.ifj.org/media-centre/news/detail/category/press-releases/article/covid-19-has-increased-gender-inequalities-in-the-media-ifj-survey-finds>.
- International Federation of Journalists (2022), 'Rewriting the story: New project to improve gender portrayal in politics', 14 December 2022, <https://www.ifj.org/media-centre/news/detail/category/ethics/article/rewriting-the-story-new-project-to-improve-gender-portrayal-in-politics>.
- Ipas (2023), *False Pretenses: The anti-comprehensive sexuality education agenda weaponizing human rights*, Chapel Hill, North Carolina, <https://www.ipas.org/wp-content/uploads/2023/03/False-Pretenses-The-Anti-Comprehensive-Sexuality-Education-Agenda-Weaponizing-Human-Rights-OPPCSEE23b.pdf>.
- IPU and PACE (2018), *Sexism, harassment and violence against women in parliaments in Europe*, Geneva, [https://doi.org/10.1163/2210-7975\\_HRD-1021-20180012](https://doi.org/10.1163/2210-7975_HRD-1021-20180012).
- IRENA (International Renewable Energy Agency) (2019), *Renewable Energy: A gender perspective*, Abu Dhabi, <https://www.irena.org/Publications/2019/Jan/Renewable-Energy-A-Gender-Perspective>.
- Irish Statute Book (2021), *Gender Pay Gap Information Act 2021*, <https://www.irishstatutebook.ie/eli/2021/act/20/enacted/en/print.html>.

- Italian Minister of Health (2022), *Relazione Ministro Salute attuazione Legge 194/78 tutela sociale maternità e interruzione volontaria di gravidanza – Dati definitivi 2020* [Minister of Health Report on the implementation of Law 194/78 on the social protection of motherhood and the voluntary interruption of the pregnancy – Final data 2020], [https://www.salute.gov.it/portale/documentazione/p6\\_2\\_2\\_1.jsp?lingua=italiano&id=3236](https://www.salute.gov.it/portale/documentazione/p6_2_2_1.jsp?lingua=italiano&id=3236).
- Jaafar, H., Ismail, S. Y. and Azzeri, A. (2023), 'Period poverty: A neglected public health issue', *Korean Journal of Family Medicine*, Vol. 44, No 4, pp. 183–188.
- Jagolinzer, A. D. (2024), 'Market and regulatory implications of social identity cohorts: A discussion of crypto influencers', *Review of Accounting Studies*, Vol. 29, pp. 2298–2317, <https://doi.org/10.1007/s11142-024-09837-5>.
- Johnson, M., Skjerdingsstad, N., Ebrahimi, O., Hoffart, A. and Johnson, S. (2021), 'Parenting in a pandemic: Parental stress, anxiety and depression among parents during the government-initiated physical distancing measures following the first wave of COVID-19', *Stress and Health*, Vol. 38, No 4, pp. 637–652, <https://doi.org/10.1002/smi.3120>.
- Johnson, L., Chen, Y., Stylianou, A. and Arnold, A. (2022), 'Examining the impact of economic abuse on survivors of intimate partner violence: A scoping review', *BMC Public Health*, Vol. 22, 1014, <https://doi.org/10.1186/s12889-022-13297-4>.
- Joint Committee on Gender Equality, Houses of the Oireachtas (2022), *Unfinished Democracy: Achieving gender equality*, Dublin, [https://data.oireachtas.ie/ie/oireachtas/committee/dail/33/joint\\_committee\\_on\\_gender\\_equality/reports/2022/2022-12-15\\_final-report-on-unfinished-democracy-achieving-gender-equality\\_en.pdf](https://data.oireachtas.ie/ie/oireachtas/committee/dail/33/joint_committee_on_gender_equality/reports/2022/2022-12-15_final-report-on-unfinished-democracy-achieving-gender-equality_en.pdf).
- Jørgensen, R. F. and Zuleta, L. (2020), 'Private governance of freedom of expression on social media platforms: EU content regulation through the lens of human rights standards', *Nordicom Review*, Vol. 41, Issue 1, pp. 51–67, <https://doi.org/10.2478/nor-2020-0003>.
- Kálmán, A. (2022), 'Europe strains under rising prices as renters bear brunt of housing crisis', Investigate Europe, 8 December 2022, <https://www.investigate-europe.eu/posts/house-prices-and-rents-rising-across-europe>.
- Kantola, J. and Lombardo, E. (2021), 'Strategies of right populists in opposing gender equality in a polarized European Parliament', *International Political Science Review*, Vol. 42, Issue 5, pp. 565–579, <https://doi.org/10.1177/0192512120963953>.
- Karsay, D. (2021), *Trans and Poverty: Poverty and economic insecurity in trans communities in the EU*, TGEU, Berlin, <https://search.issuelab.org/resource/trans-poverty-poverty-and-economic-insecurity-in-trans-communities-in-the-eu>.
- Kazar, J., Klingova, K. and Strauszova, K. (2023), 'Gender-based hate in the Slovak pre-election period', Globsec, 5 October 2023, <https://www.globsec.org/what-we-do/publications/gender-based-hate-slovak-pre-election-period>.
- Khaligh, H. S., Ahrabare A. and Zobnina, A. (2022), *Undocumented Migrant Women in Europe: A neglected chapter in fundamental rights protection*, European Network of Migrant Women (ENOMW), Brussels, <https://usercontent.one/wp/www.migrantwomennetwork.org/wp-content/uploads/TRF-ENOMW-Access-to-Rights-JUN-2022.pdf?media=1705347985>.
- Klatzer, E. and Rinaldi, A. (2020), '#nextGenerationEU' Leaves Women Behind – Gender impact assessment of the European Commission proposals for the EU recovery plan, The Greens/EFA Group, Brussels, [https://alexandrageese.eu/wp-content/uploads/2020/07/Gender-Impact-Assessment-NextGenerationEU\\_Klatzer\\_Rinaldi\\_2020.pdf](https://alexandrageese.eu/wp-content/uploads/2020/07/Gender-Impact-Assessment-NextGenerationEU_Klatzer_Rinaldi_2020.pdf).
- Klimova Chaloupkova, J. (2023), 'Solo living in the process of transitioning to adulthood in Europe: The role of socioeconomic background',

- Demographic Research*, Vol. 48, pp. 43–88, <https://doi.org/10.4054/DemRes.2023.48.3>.
- Kluge, H. and Azzopardi-Muscat, N. (2023), 'The health workforce crisis in Europe is also a gender equality crisis', *BMJ*, Vol. 380, 554, <https://doi.org/10.1136/bmj.p554>.
- Koistinen, M., McClain-Nhlapo, C., Arango, D. and Gandini, C. (2019), 'Five facts to know about violence against women and girls with disabilities', World Bank Blogs, 5 December 2019, <https://blogs.worldbank.org/en/sustainablecities/five-facts-know-about-violence-against-women-and-girls-disabilities>.
- Kováts, E. (2017), 'The emergence of powerful anti-gender movements in Europe and the crisis of liberal democracy', in: Köttig, M., Bitzan, R. and Petö, A. (eds), *Gender and Far Right Politics in Europe*, Springer International Publishing, Cham, Switzerland, pp. 175–189, [https://doi.org/10.1007/978-3-319-43533-6\\_12](https://doi.org/10.1007/978-3-319-43533-6_12).
- Kube, D., Weidlich, J., Kreijns, K. and Drachsler, H. (2024), 'Addressing gender in STEM classrooms: The impact of gender bias on women scientists' experiences in higher education careers in Germany', *Education and Information Technologies*, Vol. 29, pp. 20135–20162, <https://doi.org/10.1007/s10639-024-12669-0>.
- Kuhlmann, E., Brînzac, M., Czabynowska, K., Falkenbach, M., Ungureanu, M. I. et al. (2023), 'Violence against healthcare workers is a political problem and a public health issue: A call to action', *European Journal of Public Health*, Vol. 33, Issue 1, pp. 4–5, <https://doi.org/10.1093/eurpub/ckac180>.
- Künstlersozialkasse – The Artists' Social Security Fund (2023), *The Artists' Social Security Insurance Levy – A brief summary*, Wilhelmshaven, Germany, [https://www.kuenstlersozialkasse.de/fileadmin/Dokumente/Mediencenter\\_Unternehmer\\_Verwerter/Informationsschriften/Info\\_26\\_-\\_Kurzinformation\\_zur\\_K%C3%BCnstersozialabgabe\\_englische\\_Version.pdf](https://www.kuenstlersozialkasse.de/fileadmin/Dokumente/Mediencenter_Unternehmer_Verwerter/Informationsschriften/Info_26_-_Kurzinformation_zur_K%C3%BCnstersozialabgabe_englische_Version.pdf).
- Kuran, C. H. A., Morsut, C., Kruke, B. I., Krüger, M., Segnestam, L. et al. (2020), 'Vulnerability and vulnerable groups from an intersectionality perspective', *International Journal of Disaster Risk Reduction*, Vol. 50, 101826, <https://doi.org/10.1016/j.ijdrr.2020.101826>.
- Lambrecht, A. and Tucker, C. E. (2016), 'Algorithmic bias? An empirical study into apparent gender-based discrimination in the display of STEM career ads', SSRN, 15 October 2016, <https://doi.org/10.2139/ssrn.2852260>.
- Lang, S. (2021), 'Civil society', in: Abels, G., Krizsán, A., MacRae, H. and van der Vleuten, A. (eds), *The Routledge Handbook of Gender and EU Politics*, Routledge, London, <https://www.taylorfrancis.com/chapters/edit/10.4324/9781351049955-21/civil-society-sabine-lang>.
- Lauritzen, A. D., Rodríguez-Ruiz, A., von Euler-Chelpin, M. C., Lynge, E., Vejborg, I. et al. (2022), 'An artificial intelligence-based mammography screening protocol for breast cancer: Outcome and radiologist workload', *Radiology*, Vol. 304, pp. 41–49, <https://doi.org/10.1148/radiol.210948>.
- Law Library of Congress (2023), 'Latvia: Amendments to criminal law and criminal procedure law strengthen punishment for domestic violence and support for victims', <https://www.loc.gov/item/global-legal-monitor/2023-08-30/latvia-amendments-to-criminal-law-and-criminal-procedure-law-strengthen-punishment-for-domestic-violence-and-support-for-victims/>.
- Leach, O. K., Cottle, R. M., Fisher, K. G., Wolf, S. T. and Kenney, W. L. (2024), 'Sex differences in heat stress vulnerability among middle-aged and older adults (PSU HEAT Project)', *American Journal of Physiology – Regulatory, Integrative and Comparative Physiology*, Vol. 327, Issue 3, pp. R320–R327, <https://doi.org/10.1152/ajpregu.00114.2024>.
- Ledingham, E., Wright, G. W. and Mitra, M. (2022), 'Sexual violence against women with disabilities: Experiences with force and lifetime

- risk', *American Journal of Preventive Medicine*, Vol. 62, Issue 6, pp. 895–902, <https://doi.org/10.1016/j.amepre.2021.12.015>.
- Leleu, Y. H., Alofs, E., Harmel, C. and Peters, M. (2024). La transmission genrée du capital familial. Etude juridique et empirique pour l'Institut pour l'égalité des femmes et des hommes. [https://pubdoc.ulg.ac.be/files/20241114094633\\_1\\_5049b03170e92b26c4d940327.pdf](https://pubdoc.ulg.ac.be/files/20241114094633_1_5049b03170e92b26c4d940327.pdf).
- Leon, M. and Cerillo, I. (2023), 'Inclusiveness and flexibility of care policies', *rEUsilience Working Paper Series*, No 4, <https://reusilience.eu/wp-content/uploads/2023/12/Inclusiveness-and-Flexibility-of-Care-Policies-website.pdf>.
- Leonidas, C. and dos Santos, M. A. (2020), 'Eating disorders and female sexuality: Current evidence-base and future implications', *Psico-USF*, Vol. 25, pp. 101–113, <https://doi.org/10.1590/1413-82712020250109>.
- Leskošek, V. (2022), 'The history of the struggle for the right to abortion', in: Kralj, A., Renner, T., Leskošek, V., Mencin, M., Ule, M. et al. (eds), *Abortion and Reproductive Rights in Slovenia: A case of resistance*, Routledge, London, pp. 15–34, <https://doi.org/10.4324/9781003434139-2>.
- Levy, R. and Mattsson, M. (2023), 'The effects of social movements: Evidence from #MeToo', SSRN, 27 April 2023, <https://doi.org/10.2139/ssrn.3496903>.
- Lewandowski, P., Lipowska, K. and Magda, I. (2021), 'The gender dimension of occupational exposure to contagion in Europe', *Feminist Economics*, Vol. 27, pp. 48–65, <https://www.iza.org/publications/dp/13336/the-gender-dimension-of-occupational-exposure-to-contagion-in-europe>.
- LinkedIn (2019), *AI Talent in the European Labour Market*, <https://economicgraph.linkedin.com/content/dam/me/economicgraph/en-us/PDF/AI-Talent-in-the-European-Labour-Market.pdf>.
- Lipinsky, A., Schredl, C., Baumann, H., Humbart, A. and Tanwar, J. (2022), *Gender-based Violence and Its Consequences in European Academia. First results from the UniSAFE survey*, UniSAFE, <https://unisafe-gbv.eu/wp-content/uploads/2022/11/UniSAFE-survey-prevalence-results-2022.pdf>.
- Logan, T. and Walker, R. (2021), 'The impact of stalking-related fear and gender on personal safety outcomes', *Journal of Interpersonal Violence*, Vol. 36, Issue 13–14, NP7465–NP7487, <https://doi.org/10.1177/0886260519829280>.
- Lomba, N., Navarra, C. and Fernandes, M. (2021), *Combating Gender-based Violence: Cyber violence – European added value assessment*, European Parliamentary Research Service, Brussels, [https://www.europarl.europa.eu/RegData/etudes/STUD/2021/662621/EPRS\\_STU\(2021\)662621\\_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/STUD/2021/662621/EPRS_STU(2021)662621_EN.pdf).
- Lombardo, E., Kantola, J. and Rubio-Marin, R. (2021), 'De-democratization and opposition to gender equality politics in Europe', *Social Politics: International Studies in Gender, State and Society*, Vol. 28, No 3, pp. 521–531, <https://doi.org/10.1093/sp/jxab030>.
- Loneragan, K., Gabrielli, P. and Sansavini, G. (2022), *Energy justice analysis of the European Commission repowerEU plan*, ETH Zurich, <https://doi.org/10.3929/ETHZ-B-000551952>.
- Lu, A., LeBlanc, A. J. and Frost, D. M. (2019), 'Masculinity and minority stress among men in same-sex relationships', *Society and Mental Health*, Vol. 9, Issue 2, pp. 259–275, <https://doi.org/10.1177/2156869318773425>.
- Lütz, F. (2022), 'Gender equality and artificial intelligence in Europe. Addressing direct and indirect impacts of algorithms on gender-based discrimination', *ERA Forum*, Vol. 23, pp. 33–52, <https://doi.org/10.1007/s12027-022-00709-6>.
- Lyons, E., Mesghina, A. and Richland, L. E. (2022), 'Complicated gender gaps in mathematics achievement: Elevated stakes during performance as one explanation', *Mind, Brain, and Education*, Vol. 16, Issue 1, pp. 36–47, <https://doi.org/10.1111/mbe.12312>.

- MacGregor, S., Arora-Jonsson, S., Cohen, M. and Morrissey, J. (2022), *Caring in a Changing Climate: Centering care work in climate action*, Oxfam, Boston, Massachusetts, [https://webassets.oxfamamerica.org/media/documents/2022\\_02\\_OXF\\_Caring\\_in\\_a\\_Changing\\_Climate\\_FINAL.pdf](https://webassets.oxfamamerica.org/media/documents/2022_02_OXF_Caring_in_a_Changing_Climate_FINAL.pdf).
- Madara Marasinghe, K. (2016), 'Assistive technologies in reducing caregiver burden among informal caregivers of older adults: A systematic review', *Disability and Rehabilitation: Assistive Technology*, Vol. 11, Issue 5, pp. 353–360, <https://doi.org/10.3109/17483107.2015.1087061>.
- Marinoni, C., Zanetti, M. A. and Caravita, S. C. S. (2023), 'Sex differences in cyberbullying behavior and victimization and perceived parental control before and during the COVID-19 pandemic', *Social Sciences & Humanities Open*, Vol. 8, Issue 1, 100731, <https://doi.org/10.1016/j.ssaho.2023.100731>.
- Martínez-Alcalá, C. I., Pliego-Pastrana, P., Rosales-Lagarde, A., Lopez-Noguerola, J. and Molina-Trinidad, E. M. (2016), 'Information and communication technologies in the care of the elderly: Systematic review of applications aimed at patients with dementia and caregivers', *JMIR Rehabilitation and Assistive Technologies*, Vol. 3, No 1, <https://doi.org/10.2196/rehab.5226>.
- Masciandaro, D., Profeta, P. and Romelli, D. (2020), *Do Women Matter in Monetary Policy Boards?*, BAFFI Carefin Centre Research Paper No 2020-148, <https://doi.org/10.2139/ssrn.3703641>.
- Mathys, Q. (2019), 'From school to work. An analysis of youth labour market transitions', *Spotlight on Work Statistics*, No 9, ILO, Geneva, <https://researchrepository.ilo.org/esploro/outputs/encyclopediaEntry/From-school-to-work-an-analysis/995321134902676>.
- Mawby, B. and Applebaum, A. (2020), 'Addressing future fragility: Women, climate change and migration', in: Basu, S., Kirby, P. and Shepherd, L. (eds), *New Directions in Women, Peace and Security*, Bristol University Press, Bristol, pp. 207–222, <https://doi.org/10.51952/9781529207774.ch013>.
- Mayock, P. and Sheridan, S. (2020), 'Women negotiating power and control as they "journey" through homelessness: A feminist poststructuralist perspective', *European Journal of Homelessness*, Vol. 14, No 2, [https://www.feantsaresearch.org/public/user/Observatory/2020/EJH\\_142\\_Final\\_version/EJH\\_14-2\\_WEB.pdf#page=17](https://www.feantsaresearch.org/public/user/Observatory/2020/EJH_142_Final_version/EJH_14-2_WEB.pdf#page=17).
- McEwen, H. and Narayanaswamy, L. (2023), *The International Anti-Gender Movement – Understanding the rise of anti-gender discourses in the context of development, human rights and social protection*, United Nations Research Institute for Social Development (UNRISD), Geneva, <https://www.ohchr.org/sites/default/files/documents/cfi-subm/2308/subm-colonialism-sexual-orientation-un-ios-unrisd-input-2.pdf>.
- McGee, J. A., Greiner, P. T., Christensen, M., Ergas, C. and Clement, M. T. (2020), 'Gender inequality, reproductive justice and decoupling economic growth and emissions: A panel analysis of the moderating association of gender equality on the relationship between economic growth and CO<sub>2</sub> emissions', *Environmental Sociology*, Vol. 6, Issue 3, pp. 254–267, <https://doi.org/10.1080/23251042.2020.1736364>.
- McNeil, A., Hicks, L., Yalcinoz-Ucan, B. and Browne, D. T. (2023), 'Prevalence and correlates of intimate partner violence during COVID-19: A rapid review', *Journal of Family Violence*, Vol. 38, pp. 241–261, <https://doi.org/10.1007/s10896-022-00386-6>.
- Medrano-Gil, A. M., de los Ríos Pérez, S., Fico, G., Montalvá Colomer, J. B., Sáncz, G. C. et al. (2018), 'Definition of technological solutions based on the internet of things and smart cities paradigms for active and healthy ageing through cocreation', *Wireless Communications and Mobile Computing*, <https://doi.org/10.1155/2018/1949835>.
- Meeussen, L., Van Laar, C. and Van Grootel, S. (2019), 'How to foster male engagement in

- traditionally female communal roles and occupations: Insights from research on gender norms and precarious manhood', *Social Issues and Policy Review*, Vol. 14, Issue 1, pp. 297–328, <https://doi.org/10.1111/sipr.12060>.
- Mena-Tudela, D., Iglesias-Casás, S., González-Chordá, V. M., Cervera-Gasch, Á., Andreu-Pejó, L. et al. (2020), 'Obstetric violence in Spain (part I): Women's perception and interterritorial differences', *International Journal of Environmental research and Public Health*, Vol. 17, No 21, 7726, <https://www.mdpi.com/1660-4601/17/21/7726>.
- MenEngage Alliance (2018), *Briefing Note: Engaging men and boys and transforming masculinities for the realization of CEDAW's mandates*, Washington DC, <https://menengage.org/wp-content/uploads/2024/09/Policy-Brief-CEDAW-FINAL.pdf>.
- Mental Health Foundation (2021), 'Loneliness in young people: Research briefing', <https://www.mentalhealth.org.uk/our-work/public-engagement/unlock-loneliness/loneliness-young-people-research-briefing>.
- Meriküll, J., Kukk, M. and Rõõm, T. (2021), 'What explains the gender gap in wealth? Evidence from administrative data', *Review of Economics of the Household*, Vol. 19, pp. 501–547, <https://doi.org/10.1007/s11150-020-09522-x>.
- Meurens, N., D'Souza, H., Mohamed, S., Chowdhury, N. and Charitakis, S. (2020), *Tackling violence against women and domestic violence in Europe*, Policy Department for Citizens' Rights and Constitutional Affairs, Brussels, [https://www.europarl.europa.eu/RegData/etudes/STUD/2020/658648/IPOL\\_STU\(2020\)658648\\_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/STUD/2020/658648/IPOL_STU(2020)658648_EN.pdf).
- Michielsen, K. and Ivanova, O. (2022), *Comprehensive Sexuality Education: Why is it important?*, Policy Department for Citizens' Rights and Constitutional Affairs, Brussels, [https://www.europarl.europa.eu/thinktank/en/document/IPOL\\_STU\(2022\)719998](https://www.europarl.europa.eu/thinktank/en/document/IPOL_STU(2022)719998).
- Ministarstvo pravosuđa, uprave i digitalne transformacije (2024), 'Ministar Malenica: Korjenite promjene za zaštitu žena od nasilja, suzbijanje nasilja i zločina iz mržnje', <https://mpudt.gov.hr/vijesti/ministar-malenica-korjenite-promjene-za-zastitu-zena-od-nasilja-suzbijanje-nasilja-i-zlocina-iz-mrznje/27895>.
- Ministerio de Igualdad, Gobierno de España (2021), *España será el primer país de Europa en contabilizar oficialmente todos los feminicidios*, [https://www.lamoncloa.gob.es/serviciosdeprensa/notasprensa/igualdad/Paginas/2021/201221-feminicidios\\_contabilizacion.aspx](https://www.lamoncloa.gob.es/serviciosdeprensa/notasprensa/igualdad/Paginas/2021/201221-feminicidios_contabilizacion.aspx).
- Ministerio para la Transición Ecológica y el Reto Demográfico (2023), 'Emprendimiento verde de las mujeres y emprendimiento de las mujeres en el ámbito rural', Ministerio para la Transición Ecológica y el Reto Demográfico, <https://www.miteco.gob.es/es/ministerio/planes-estrategias/igualdad-de-genero/emprendimiento-mujeres-verde-rural-2023.html>.
- Ministry for Equality, Research and Innovation and Ministry for Justice and Governance (2022), 'Statement by the Ministry for Equality, Research and Innovation and the Ministry for Justice and Governance – The Cabinet of Ministers approves important amendments to the Criminal Code regarding femicide', [STQARRIJA MILL-MINISTERU GĦALL-UGWALJANZA, IR-RIĊERKA U L-INNOVAZZJONI U L-MINISTERU GĦALL-ĠUSTIZZJA U GOVERNANZA Il-Kabinett tal-Ministri japprova emendi importanti fil-Kodiċi Kriminali dwar il-femicidju], 3 February 2022, <https://www.gov.mt/en/Government/DOI/Press%20Releases/Pages/2022/02/03/pr220149.aspx>.
- Ministry of Health of Poland (2023a), 'Rozszerzamy dostęp do bezpłatnej mammografii i cytologii', 31 October 2023, <https://www.gov.pl/web/zdrowie/rozszerzamy-dostep-do-bezplatnej-mammografii-i-cytologii>.

- Ministry of Health of Poland (2023b), 'Szczepienie, które chroni przed rakiem', <https://pacjent.gov.pl/aktualnosc/szczepienie-ktore-chroni-przed-rakiem>.
- Ministry of Social Security and Labour of the Republic of Lithuania (2021), *Interinstitutional report on the implementation of the national programme on equal opportunities for women and men 2015–2021 in 2021*, [Valstybinės moterų ir vyrų lygių galimybių 2015–2021 metų programos įgyvendinimo 2021 metais tarpinstitucinė ataskaita], <https://socmin.lrv.lt/uploads/socmin/documents/files/2021%20m%20MVLG%20VP%20igyvendinimo%20ataskaita.pdf>.
- Mitchell, G., Murphy, E., Bojarczuk, S. and Cohen, S. (2023), *Is an EU-wide approach to the mental health crisis necessary?*, TASC, Dublin, and Foundation for European Progressive Studies, Brussels, <https://feps-europe.eu/wp-content/uploads/2023/03/PS-Is-an-EU-wide-approach-to-the-mental-health-crisis-necessary.pdf>.
- Müller, M., Couster, C. and Diehl, A. (2024), *Why Women's Financial Inclusion Matters*, Deutsche Bank Chief Investment Office, Frankfurt am Main, <https://www.deutschewealth.com/content/dam/deutschewealth/insights/investing-insights/investing-themes/2024/international-womens-day/CIO-Special-Why-womens-financial-inclusion-matters.pdf>.
- Napp, C. and Breda, T. (2022), 'The stereotype that girls lack talent: A worldwide investigation', *Science Advances*, Vol. 8, Issue 10, eabm3689, <https://doi.org/10.1126/sciadv.abm3689>.
- Närvi, J. and Salmi, M. (2019), 'Quite an encumbrance? Work-related obstacles to Finnish fathers' take-up of parental leave', *Community, Work & Family*, Vol. 22, Issue 1, pp. 23–42, <https://doi.org/10.1080/13668803.2018.1487828>.
- National Democratic Institute (2021), *Violence against Women in Politics in Southeastern Europe*, <https://www.ndi.org/our-stories/ending-violence-against-women-politics-southeastern-europe>.
- Nenning, L. (2022), *The gender dimensions of the climate crisis and the European Green Deal*, European Public Services Union (EPSU), Brussels, <https://www.epsu.org/sites/default/files/article/files/EPSU%20Paper%20Climate%20Gender%20European%20Green%20Deal.pdf>.
- NGO Working Group on Women, Peace and Security (2022), *Gender Analysis of the Situation in Ukraine*, New York, <https://www.un.org/sexualviolenceinconflict/wp-content/uploads/2022/04/report/gender-analysis-of-the-situation-in-ukraine/Gender-Analysis-of-the-Situation-in-Ukraine-April-2022.pdf>.
- Nguyen, A. and Mateescu, A. (2019), 'Explainer: Algorithmic management in the workplace', Data & Society, 6 February 2019, <https://datasociety.net/library/explainer-algorithmic-management-in-the-workplace/>.
- Nordic Council of Ministers and NIKK (Nordic Information on Gender) (2018), *One Year After Me Too – Initiatives and action in the Nordic and Baltic countries*, NIKK, Gothenburg, <https://nikk.no/wp-content/uploads/2022/05/2018-One-year-after-Me-Too.pdf>.
- Novitzky, P., Janssen, J. and Kokkeler, B. (2023), 'A systematic review of ethical challenges and opportunities of addressing domestic violence with AI-technologies and online tools', *Heliyon*, Vol. 9, Issue 6, e17140, <https://doi.org/10.1016/j.heliyon.2023.e17140>.
- Núñez-Peiró, M., Sánchez, C. S.-G., Sanz-Fernández, A., Gayoso-Heredia, M., López-Bueno, J. A. et al. (2021), 'Exposure and vulnerability toward summer energy poverty in the city of Madrid: A gender perspective', in: Bisello, A., Vettorato, D., Haarstad, H. and Borsboom-van Beurden, J. (eds), *Smart and Sustainable Planning for Cities and Regions*, Springer International Publishing, Cham, Switzerland, pp. 481–495, [https://doi.org/10.1007/978-3-030-57332-4\\_34](https://doi.org/10.1007/978-3-030-57332-4_34).
- Ny, S., Edquist, P., Dumpis, U., Gröndahl-Yli-Hannuksela, K., Hermes, J. et al. (2019), 'Antimicrobial resistance of *Escherichia coli* isolates from outpatient urinary tract infections

- in women in six European countries including Russia', *Journal of Global Antimicrobial Resistance*, Vol. 17, pp. 35–34, <https://doi.org/10.1016/j.jgar.2018.11.004>.
- OAS, CIM and Mesecvi (2022), *Gender-based Violence Against Girls and Women with Disabilities*, <https://www.oas.org/es/mesecvi/docs/General-Recommendation-Violence-Disabilities.pdf>.
- O'Donnell, C. A. (2018), 'Health care access for migrants in Europe', *Oxford Research Encyclopedia of Global Public Health*, Oxford University Press, Oxford, <https://doi.org/10.1093/acrefore/9780190632366.013.6>.
- O'Dwyer, M. (2022), 'Gender and crises in European economic governance: Is this time different?', *JCMS: Journal of Common Market Studies*, Vol. 60, Issue 1, pp. 152–169, <https://doi.org/10.1111/jcms.13273>.
- OECD (2016), *OECD DAC Gender Equality Policy Marker Handbook*, <https://web.archive.org/2018-02-20/423852-Handbook-OECD-DAC-Gender-Equality-Policy-Marker.pdf>.
- OECD (2022), 'Women's leadership in environmental action', Environment Working Paper No 193, [https://one.oecd.org/document/ENV/WKP\(2022\)5/en/pdf](https://one.oecd.org/document/ENV/WKP(2022)5/en/pdf).
- OECD (2023a), *Government at a Glance 2023, section 'Gender equality in the judiciary'*, pp. 186-187, OECD Publishing, Paris, <https://doi.org/10.1787/3d5c5d31-en>.
- OECD (2023b), *PISA 2022 Results (Volume I) – The state of learning and equity in education*, OECD Publishing, Paris, <https://doi.org/10.1787/53f23881-en>.
- OECD (2023c), *Shaping Digital Education – Enabling factors for quality, equity and efficiency*, OECD Publishing, Paris, <https://doi.org/10.1787/bac4dc9f-en>.
- OECD (2023d), 'Women as a share of all 16–24 year-olds who can program', <https://goingdigital.oecd.org/en/indicator/54>.
- OECD and European Union (2022), *Health at a Glance: Europe 2022 – State of health in the EU cycle*, OECD Publishing, Paris, <https://doi.org/10.1787/507433b0-en>.
- OECD and European Commission (2023), *The Missing Entrepreneurs 2023: Policies for inclusive entrepreneurship and self-employment*, OECD Publishing, Paris, <https://doi.org/10.1787/230efc78-en>.
- Off, G., Charron, N. and Alexander, A. (2022), 'Who perceives women's rights as threatening to men and boys? Explaining modern sexism among young men in Europe', *Frontiers in Political Science*, Vol. 4, <https://doi.org/10.3389/fpos.2022.909811>.
- Office of the Government of the Czech Republic (2021), *Strategy for Roma equality, inclusion and participation (strategy for Roma integration) 2021–2030*, Prague, <https://vlada.gov.cz/assets/ppov/zalezitosti-romske-komunity/aktuality/Strategy-for-Roma-Equality--Inclusion-and-Participation-Strategy-for-Roma-Integration-2021-2030.pdf>.
- Ogawa R. (2024), Migrant workers in the care sector. In G. Meardi (Ed.), *Research Handbook on Migration and Employment* (pp. 168–181). Edward Elgar Publishing. <https://doi.org/10.4337/9781839107245.00019>.
- OHCHR (Office of the High Commissioner for Human Rights) (2024), 'Cross-border and transnational female genital mutilation – Report of the Office of the United Nations High Commissioner for Human Rights (A/HRC/56/29), 18 April 2024, <https://www.ohchr.org/en/documents/thematic-reports/ahrc5629-cross-border-and-transnational-female-genital-mutilation-report>.
- O'Kelly, A. C., Michos, E. D., Shufelt, C. L., Vermunt, J. V., Minissian, M. B. et al. (2022), 'Pregnancy and reproductive risk factors for cardiovascular disease in women', *Circulation Research*, Vol. 130, No 4, <https://doi.org/10.1161/CIRCRESAHA.121.319895>.

- Open Society (2022), *Restrictions on Muslim women's dress in the 27 EU Member States and the United Kingdom – Current law, recent legal developments and the state of play*, New York, <https://www.justiceinitiative.org/publications/restrictions-on-muslim-women-s-dress-in-the-27-eu-member-states-and-the-united-kingdom>.
- OrielSquare (2023), *AI for Teachers: Demystifying AI in schools*, Oxford, [https://www.orielsquare.co.uk/wp-content/uploads/2023/07/Education-Intelligence\\_teacher-event\\_delegate-pack.pdf](https://www.orielsquare.co.uk/wp-content/uploads/2023/07/Education-Intelligence_teacher-event_delegate-pack.pdf).
- Ortiz, E., Allen, J., Nagel, R. U. and Smith, J. M. (2023), *Exploring the Links between Women's Status and Democracy*, Georgetown Institute for Women, Peace and Security, Washington DC, <https://giwps.georgetown.edu/wp-content/uploads/2023/03/Exploring-the-Links-between-Womens-Status-and-Democracy.pdf>.
- OSCE (Organization for Security and Co-operation in Europe) (2021), *Applying gender-sensitive approaches in combating trafficking in human beings*, Vienna, [https://www.osce.org/files/f/documents/7/4/486700\\_1.pdf](https://www.osce.org/files/f/documents/7/4/486700_1.pdf).
- OSCE (2022), *Policy Brief – The linkages between violent misogyny and violent extremism and radicalization that lead to terrorism*, Vienna, <https://www.osce.org/files/f/documents/d/c/525297.pdf>.
- Ovoitalia (n.d.), 'Osservatorio sulla Violenza Ostetrica Italia (OVOItalia)', <https://ovoitalia.wordpress.com/indagine-doxa-ovoitalia/>.
- Paccagnella, O. and Pongiglione, B. (2022), 'Depression deterioration of older adults during the first wave of the COVID-19 outbreak in Europe', *Social Science & Medicine*, Vol. 299, 114828, <https://doi.org/10.1016/j.socscimed.2022.114828>.
- Panteia and Culture Action Europe (2024), *Creative Pulse: A survey on the status and working conditions of artists and CCS sector professionals in Europe*, Zoetermeer, Netherlands, <https://panteia.com/files/creative-pulse-survey-on-the-status-and-working-conditions-of-artists-and-ccs-professionals-002-pdf/>.
- Papadimitriou, E., Casabianca, E. and Cabeza, M. B. (2023), *Energy Poverty and Gender in the EU: The missing debate*, European Commission: Joint Research Centre, Brussels, JRC132612, <https://publications.jrc.ec.europa.eu/repository/handle/JRC132612>.
- Park, C.-W., Seo, S. W., Kang, N., Ko, B., Wook Choi, B. et al. (2020), 'Artificial intelligence in health care: Current applications and issues', *Journal of Korean Medical Science*, Vol. 35, No 42, e379, <https://doi.org/10.3346/jkms.2020.35.e379>.
- Park, K., Ging, D., Murphy, S. and Mcgrath, C. (2023), *The impact of the use of social media on women and girls*, Policy Department for Citizens' Rights and Constitutional Affairs, Brussels, [https://www.europarl.europa.eu/RegData/etudes/STUD/2023/743341/IPOL\\_STU\(2023\)743341\\_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/STUD/2023/743341/IPOL_STU(2023)743341_EN.pdf).
- Pathak, N., Dhairyawan, R. and Tariq, S. (2019), 'The experience of intimate partner violence among older women: A narrative review', *Maturitas*, Vol. 121, pp. 63–75, <https://doi.org/10.1016/j.maturitas.2018.12.011>.
- Pease, B. (2019), 'Recreating men's relationship with nature: Toward a profeminist environmentalism', *Men and Masculinities*, Vol. 22, Issue 1, pp. 113–123, <https://doi.org/10.1177/1097184X18805566>.
- Peña, M., Olmedo-Torre, N., Alcaraz, O., Chavez-Dominguez, J. A., López, J. et al. (2022), 'Impact of the pandemic on the teaching and research staff at a technological university in Spain: Deepening the gender gap', *International Journal of Environmental Research and Public Health*, Vol. 19, No 11, 6417, <https://doi.org/10.3390/ijerph19116417>.
- Perkins, P. E. (2018), 'Climate justice, gender and intersectionality', in: Jafry, T. (ed.), *Routledge Handbook of Climate Justice*, Routledge, London, 10 pp., <https://www.taylorfrancis.com/chapters/edit/10.4324/9781315537689-26/>

[climate-justice-gender-intersectionality-patricia-perkins](#).

Persson, A. and Sundevall, F. (2019), 'Conscripting women: Gender, soldiering and military service in Sweden 1965–2018', *Women's History Review*, Vol. 28, Issue 7, pp. 1039–1056, <https://doi.org/10.1080/09612025.2019.1596542>.

Peseckyte, G. (2023), 'EU countries divided over the inclusion of rape to violence against women directive', Euractiv, 13 November 2023, <https://www.euractiv.com/section/health-consumers/news/eu-countries-divided-over-the-inclusion-of-rape-in-violence-against-women-directive/>.

Petrini, M., Cirulli, F., D'Amore, A., Masella, R., Venerosi, A. et al. (2019), 'Health issues and informal caregiving in Europe and Italy', *Annali dell'Istituto Superiore di Sanità*, Vol. 55, No 1, pp. 41–50, [https://doi.org/10.4415/ANN\\_19\\_01\\_08](https://doi.org/10.4415/ANN_19_01_08).

Pettas, D., Arampatzi, A. and Dagkoulis-Kyriakoglou, M. (2022), 'LGBTQ+ housing vulnerability in Greece: Intersectionality, coping strategies and, the role of solidarity networks', *Housing Studies*, pp. 1–19, <https://doi.org/10.1080/02673037.2022.2092600>.

Picum (2024), 'Ukraine: 130+ civil society groups urge the EU to move beyond temporary protection', 14 June 2024, <https://picum.org/blog/ukraine-130-civil-society-groups-urge-the-eu-to-move-beyond-temporary-protection/>.

Piispa, M. and Kiilakoski, T. (2022), 'Towards climate justice? Young climate activists in Finland on fairness and moderation', *Journal of Youth Studies*, Vol. 25, Issue 7, pp. 897–912, <https://doi.org/10.1080/13676261.2021.1923677>.

Pitchbook (2025), 'European VC female founders dashboard', 2 April 2025, <https://pitchbook.com/news/articles/the-european-vc-female-founders-dashboard>.

PPMI (2023), *Second independent external evaluation of the European Institute for Gender Equality (EIGE/2020/ADM/04) – Final evaluation report*, Vilnius, [https://eige.europa.eu/sites/default/files/eige\\_2nd\\_external\\_evaluation\\_final\\_report.pdf](https://eige.europa.eu/sites/default/files/eige_2nd_external_evaluation_final_report.pdf).

Proctor, D. (2023), 'The #tradwife persona and the rise of radicalized white domesticity', *Persona Studies*, Vol. 8, No 2, pp. 7–26, <https://doi.org/10.21153/psj2022vol8no2art1645>.

Prudhoe, K., Hillerby, G., Kyle, A. and Nguyen, P. (2024), *Military Voices on the Gender Perspective: A NATO anthology*, NATO IMS Office of the Gender Advisor, [https://www.nato.int/nato\\_static\\_fl2014/assets/pdf/2024/6/pdf/20240614\\_NU\\_GENAD\\_Military-Voices-Anthol.pdf](https://www.nato.int/nato_static_fl2014/assets/pdf/2024/6/pdf/20240614_NU_GENAD_Military-Voices-Anthol.pdf).

Psaila, E., Leigh, V., Verbari, M., Fiorentini, S., Dalla Pozza, V. et al. (2016), *Forced Marriage from a Gender Perspective*, Policy Department C: Citizens' Rights and Constitutional Affairs, Brussels, [https://www.europarl.europa.eu/RegData/etudes/STUD/2016/556926/IPOL\\_STU\(2016\)556926\\_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/STUD/2016/556926/IPOL_STU(2016)556926_EN.pdf).

Qureshi, Z. (2023), 'Rising inequality: A major issue of our time', Brookings, 16 May 2023, <https://www.brookings.edu/articles/rising-inequality-a-major-issue-of-our-time/>.

Ravera, F., Martín-López, B., Pascual, U. and Drucker, A. (2016), 'The diversity of gendered adaptation strategies to climate change of Indian farmers: A feminist intersectional approach', *Ambio*, Vol. 45 (Suppl. 3), pp. 335–351, <https://doi.org/10.1007/s13280-016-0833-2>.

Ray, S., Morgan, P. and Thakur, V. (2022), *Digital Financial Inclusion and Literacy from a G20 Perspective*, Asian Development Bank Institute, Tokyo, <https://doi.org/10.56506/UXOQ1249>.

Rebollo-Catalan, A. and Mayor-Buzon, V. (2020), 'Adolescent bystanders witnessing cyber violence against women and girls: What they observe and how they respond', *Violence against Women*, Vol. 26, Issue 15–16,

pp. 2024–2040, <https://doi.org/10.1177/1077801219888025>.

République Française (2023), 'Déconjugalisation de l'allocation aux adultes handicapés (AAH): Une entrée en vigueur au 1er octobre', 16 May 2023, <https://www.service-public.fr/particuliers/actualites/A16521>.

Rodgers, Y. (2023), 'Time poverty: Conceptualization, gender differences and policy solutions', *Social Philosophy and Policy*, Vol. 40, Issue 1, pp. 79–102, <https://doi.org/10.1017/S0265052523000389>.

Roggeband, C. and Krizsán, A. (2021), 'The selective closure of civic space', *Global Policy*, Vol. 12, Issue S5, pp. 23–33, <https://doi.org/10.1111/1758-5899.12973>.

Rudolfsson, L., Dahlman-Wright, K., Löfgren, C., Toropova, A. and Björklund, C. (2022), *Survey on gender-based violence and sexual harassment in the Swedish higher education sector*, Karolinska Institutet, Royal Institute of Technology, Malmö University and Swedish Secretariat for Gender Research, University of Gothenburg, [https://www.ing.pan.pl/files/intranet/user\\_upload/Gender-Based\\_Violence-na\\_www.pdf](https://www.ing.pan.pl/files/intranet/user_upload/Gender-Based_Violence-na_www.pdf).

Ryan, M. K. and Morgenroth, T. (2024), 'Why we should stop trying to fix women: How context shapes and constrains women's career trajectories', *Annual Review of Psychology*, Vol. 75, pp. 555–572, <https://doi.org/10.1146/annurev-psych-032620-030938>.

Saadat, M., Keramat, A., Jahanfar, S., Nazari, A. M., Ranjbar, H. et al. (2023), 'Barriers and facilitators to accessing sexual and reproductive health services among transgender people: A meta-synthesis', *International Journal of Social Determinants of Health and Health Services*, Vol. 54, Issue 1, pp. 40–51, <https://doi.org/10.1177/27551938231187863>.

Sales, A. and Guijarro, L. (2017), 'Homeless women – The invisibility of female housing exclusion', *Barcelona Societat – Journal on Social Knowledge and Analysis*, September 2017, <https://ajuntament.barcelona.cat/>

[dretssocials/sites/default/files/revista-ingles/06-homeless\\_women\\_the\\_invisibility\\_of\\_female\\_housing\\_exclusion.pdf](https://dretssocials/sites/default/files/revista-ingles/06-homeless_women_the_invisibility_of_female_housing_exclusion.pdf).

Samek Lodovici, M., Pesce, F., Loi, D., Ferrari, E., Charry Camargo, J. et al. (2023), *Developing gender mainstreaming indicators measuring the input from the FEMM Committee in EP's final position*, Policy Department for Citizens' Rights and Constitutional Affairs, Brussels, [https://www.europarl.europa.eu/thinktank/en/document/IPOL\\_STU\(2023\)744857](https://www.europarl.europa.eu/thinktank/en/document/IPOL_STU(2023)744857).

Samuels, L., Nakstad, B., Roos, N., Bonell, A., Chersich, M. et al. (2022), 'Physiological mechanisms of the impact of heat during pregnancy and the clinical implications: Review of the evidence from an expert group meeting', *International Journal of Biometeorology*, Vol. 66, pp. 1505–1513, <https://doi.org/10.1007/s00484-022-02301-6>.

Sanchís-Ramón, M.-J., La Parra-Casado, D., Gil-González, D., Estévez-García, J. F. and Vives-Cases, C. (2023), 'Gender sensitivity in the national Roma integration strategies of Member States of the European Union', *Social Politics: International Studies in Gender, State, and Society*, Vol. 30, Issue 2, pp. 347–373, <https://doi.org/10.1093/sp/jxac009>.

Santana de Almeida, N. A. (2021), 'Menstrual poverty and human rights of people who menstruate: A question of equity and dignity in the European Union', SSRN, 1 March 2021, <https://doi.org/10.2139/ssrn.4744443>.

Santonniccolo, F., Trombetta, T., Paradiso, M. N. and Rollè, L. (2023), 'Gender and media representations: A review of the literature on gender stereotypes, objectification and sexualization', *International Journal of Environmental Research and Public Health*, Vol. 20, Issue 10, 5770, <https://doi.org/10.3390/ijerph20105770>.

Sanz-Barbero, B., Linares, C., Vives-Cases, C., González, J. L., López-Ossorio, J. J. et al. (2018), 'Heat wave and the risk of intimate partner violence', *Science of the Total Environment*, Vol. 644, pp. 413–419, <https://doi.org/10.1016/j.scitotenv.2018.06.368>.

- Sauvaire, J. and Stella, N. (2022), 'Down-and-out in Paris: Being LGBTQ and homeless, a compulsory performance of gender and sexuality', *Gender, Place and Culture*, Vol. 31, Issue 10, pp. 1327–1342, <https://doi.org/10.1080/0966369X.2022.2128724>.
- Sawadogo, P., Sia, D., Onadja, Y., Beogo, I., Sangli, G. et al. (2023), 'Barriers and facilitators of access to sexual and reproductive health services among migrant, internally displaced, asylum seeking and refugee women: A scoping review', *PLOS One*, Vol. 18, No 9, e0291486, <https://doi.org/10.1371/journal.pone.0291486>.
- Scatiggio, V. (2021), 'Tackling the issue of bias in artificial intelligence to design AI-driven fair and inclusive service systems – How human biases are breaching into AI algorithms, with severe impacts on individuals and societies, and what designers can do to face this phenomenon and change for the better', master's thesis, Politecnico di Milano – School of Design, <https://www.politesi.polimi.it/retrieve/1e701f8c-e8b7-4d31-bd5d-d819783545f8/Master%20Thesis%20PSSD%20Vittoria%20Scatiggio.pdf>.
- Scheuble, S. and Oezmen, F. (2022), *Extremists' targeting of young women on social media and lessons for P/CVE*, Publications Office of the European Union, Luxembourg, [https://home-affairs.ec.europa.eu/system/files/2022-03/ad\\_hoc\\_young\\_women\\_social\\_media\\_Lessons-p-cve\\_022022\\_en.pdf](https://home-affairs.ec.europa.eu/system/files/2022-03/ad_hoc_young_women_social_media_Lessons-p-cve_022022_en.pdf).
- Schiele, M. (2024), The Role of Gender in Asylum Migration to Europe: Analyzing Country-Level Factors of Gendered Selection of Asylum Seekers to Europe, <https://www.tandfonline.com/doi/full/10.1080/15562948.2023.2298515#abstract>.
- Schneider, L. (2020), 'Defining rape: Coercion- or consent-based approach? Towards a definition of rape in wartime in international criminal law (ICL)', *International Journal of Humanities and Social Science Review*, Vol. 6, No 4, pp. 32–41, <https://doi.org/10.5167/uzh-196872>.
- Schnetzer, S., Hampel, K. and Hurrelmann, K. (2024), *Trendstudie – Jugend in Deutschland 2024: Verantwortung für die Zukunft? Ja, aber*, Simon Schnetzer, Kempten, Germany, <https://simon-schnetzer.com/trendstudie-jugend-in-deutschland-2024/>.
- Sidun, N. M. and Gibbons, J. L. (2023), 'Women, girls and climate change: Human rights, vulnerabilities and opportunities', *International Journal of Psychology*, Vol. 59, Issue 2, pp. 257–266, <https://doi.org/10.1002/ijop.12942>.
- Silva, P., Araújo, R., Lopes, F. and Ray, S. (2023), 'Nutrition and food literacy: Framing the challenges to health communication', *Nutrients*, Vol. 15, Issue 22, 4708, <https://doi.org/10.3390/nu15224708>.
- Siplane, A. (2017), *Women in the Estonian Defence Forces: Motivation, attitudes, experience and challenges*, International Centre for Defence and Security, Tallinn, [https://icds.ee/wp-content/uploads/2018/05/ICDS\\_Report\\_Women\\_in\\_the\\_Estonian\\_Defence\\_Forces\\_Andres\\_Siplane\\_December\\_2017.PDF](https://icds.ee/wp-content/uploads/2018/05/ICDS_Report_Women_in_the_Estonian_Defence_Forces_Andres_Siplane_December_2017.PDF).
- Sitruk-Ware, R. and Wang, C. (2024), 'Contraceptive methods for men: An unmet need', *Gynecological and Reproductive Endocrinology and Metabolism*, Vol. 4, No 2, pp. 92–96, <https://doi.org/10.53260/grem.234027>.
- Skelton, S. K. (2020), 'Employees overwhelmingly hostile to workplace monitoring tech', *ComputerWeekly*, 5 October 2020, <https://www.computerweekly.com/news/252490103/Employees-overwhelmingly-hostile-to-workplace-monitoring-tech>.
- Slupska, J. (2019), 'Safe at home: Towards a feminist critique of cybersecurity', *St. Anthony's International Review*, No 15, SSRN, 5 August 2019, <https://ssrn.com/abstract=3429851>.
- Smith, K. R., Woodward, A., Campbell-Lendrum, D., Chadee, D. D. Honda, Y. et al. (2014), 'Human health: Impacts, adaptation and co-benefits', in: Field, C. B., Barros, V. R., Dokken, D. J., Mach, K. J., Mastrandrea, M. D. et al. (eds), *Climate Change 2014: Impacts, adaptation, and vulnerability. Part A: global and sectoral aspects. Contribution of Working Group II to the fifth*

- assessment report of the Intergovernmental Panel on Climate Change, Cambridge University Press, Cambridge and New York, pp. 709–754, [https://www.ipcc.ch/site/assets/uploads/2018/02/WGIIAR5-Chap11\\_FINAL.pdf](https://www.ipcc.ch/site/assets/uploads/2018/02/WGIIAR5-Chap11_FINAL.pdf).
- Smith, J. M., Olosky, L. and Grosman Fernández, J. (2021), *The Climate–Gender–Conflict Nexus: Amplifying women's contributions at the grassroots*, Georgetown Institute for Women, Peace and Security, Washington DC, <https://giwps.georgetown.edu/resource/the-climate-gender-conflict-nexus/>.
- Stewart, R., Wright, B., Smith, L., Roberts, S. and Russell, N. (2021), 'Gendered stereotypes and norms: A systematic review of interventions designed to shift attitudes and behaviour', *Heliyon*, Vol. 7, Issue 4, e06660, <https://doi.org/10.1016/j.heliyon.2021.e06660>.
- Strand, S., Persson, A. and Sundevall, F. (2022), 'Solving "the uniform issue": Gender and professional identity in the Swedish military', *Nordic Journal of Working Life Studies*, Vol. 12, No 4, <https://tidsskrift.dk/njwls/article/view/131970>.
- Subramaniapillai, S., Galea, L. A. M., Einstein, G. and de Lange, A.-M. G. (2024), 'Sex and gender in health research: Intersectionality matters', *Frontiers in Neuroendocrinology*, Vol. 72, 101104, <https://doi.org/10.1016/j.yfrne.2023.101104>.
- Swedish Armed Forces (2020), 'Growing number of women in military service', 21 October 2020, <https://www.forsvarsmakten.se/en/news/2020/10/growing-number-of-women-in-military-service/>.
- Swedish Armed Forces (2024), 'Personalsiffror', <https://www.forsvarsmakten.se/sv/organisation/om-var-organisation/personalsiffror/>.
- Swedish Defence University (2023), 'Multiple layers of resistance explain the Swedish Armed Forces' slow gender equality efforts', 20 October 2023, <https://www.fhs.se/en/swedish-defence-university/stories/2023-10-20-multiple-layers-of-resistance-explain-the-swedish-armed-forces-slow-gender-equality-efforts.html>.
- Swetlitz, N. (2021), 'Depression's problem with men', *AMA Journal of Ethics*, Vol. 23, No 7, E586–589, <https://journalofethics.ama-assn.org/article/depressions-problem-men/2021-07>.
- Sykes, S. and Hopner, V. (2024), 'Tradwives: Right-wing social media influencers', *Journal of Contemporary Ethnography*, Vol. 53, Issue 4, pp. 453–487, <https://doi.org/10.1177/08912416241246273>.
- Tandi L. (2022), 'Skills demand, digital skills and skill formation in the European Union in the digital era', in: Juhász, J. (ed.), *Proceedings of the European Union's Contention in the Reshaping Global Economy*, University of Szeged, Doctoral School in Economics, Szeged, Hungary, pp. 36–54, <https://eco.u-szeged.hu/download.php?docID=128200>.
- Taparia, M. and Lenka, U. (2022), 'An integrated conceptual framework of the glass ceiling effect', *Journal of Organizational Effectiveness: People and Performance*, Vol. 9, No 3, pp. 372–400, <https://doi.org/10.1108/JOEPP-06-2020-0098>.
- Thakur, D. and Hankerson, D. L. (2021), *Facts and Their Discontents: A research agenda for online disinformation, race and gender*, Center for Democracy & Technology, Washington DC, <https://doi.org/10.31219/osf.io/3e8s5>.
- Thulin, J., Kjellgren, C. and Nilsson, D. (2020), 'Children's disclosure of physical abuse – The process of disclosing and the responses from social welfare workers', *Child Care in Practice*, Vol. 26, Issue 3, pp. 285–299, <https://doi.org/10.1080/13575279.2018.1555139>.
- Tong, S., Bambrick, H., Beggs, P. J., Chen, L., Hu, Y. et al. (2022), 'Current and future threats to human health in the Anthropocene', *Environment International*, Vol. 158, 106892, <https://doi.org/10.1016/j.envint.2021.106892>.
- Torrego-Gómez, D., Gayoso-Heredia, M., San-Nicolás Vargas, P., Núñez-Peiró, M. and

- Sánchez-Guevara, C. (2024), 'Recognising summer energy poverty – Evidence from southern Europe', *Local Environment*, Vol. 29, Issue 4, pp. 495–523, <https://doi.org/10.1080/13549839.2024.2303456>.
- Townsend, M. (2022), 'UK's Homes for Ukraine scheme risks operating as "Tinder for sex traffickers", say charities', *The Guardian*, 26 March 2022, <https://www.theguardian.com/uk-news/2022/mar/26/uk-homes-for-ukraine-scheme-risks-operating-as-tinder-for-sex-traffickers-say-charities>.
- Turquet, L., Tabbush, C., Staab, S., Williams, L. and Howell, B. (2023), *Feminist Climate Justice: A framework for action*, UN Women, New York, [https://www.unwomen.org/sites/default/files/2023-12/feminist\\_climate\\_justice.pdf](https://www.unwomen.org/sites/default/files/2023-12/feminist_climate_justice.pdf).
- Ulnicane, I. (2024), 'Intersectionality in artificial intelligence: Framing concerns and recommendations for action', *Social Inclusion*, Vol. 12, 7543, <https://doi.org/10.17645/si.7543>.
- UN (1992a), Convention on Biological Diversity, United Nations Conference on Environment and Development, Rio de Janeiro, [https://treaties.un.org/doc/treaties/1992/06/19920605%2008-44%20pm/ch\\_xxvii\\_08p.pdf](https://treaties.un.org/doc/treaties/1992/06/19920605%2008-44%20pm/ch_xxvii_08p.pdf).
- UN (1992b), United Nations Framework Convention on Climate Change, United Nations Conference on Environment and Development, Rio de Janeiro, [https://unfccc.int/files/essential\\_background/background\\_publications\\_htmlpdf/application/pdf/conveng.pdf](https://unfccc.int/files/essential_background/background_publications_htmlpdf/application/pdf/conveng.pdf).
- UN (1994), United Nations Convention to Combat Desertification, United Nations Conference on Environment and Development, [https://www.unccd.int/sites/default/files/2022-02/UNCCD\\_Convention\\_ENG\\_0\\_0.pdf](https://www.unccd.int/sites/default/files/2022-02/UNCCD_Convention_ENG_0_0.pdf).
- UN (2022a), *Achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes: Report of the Secretary-General*, E/CN.6/2022/3, <https://digitallibrary.un.org/record/3956348?v=pdf>.
- UN (2022b), 'Why women are key to climate action', <https://www.un.org/en/climatechange/science/climate-issues/women>.
- UNCCD (United Nations Convention to Combat Desertification) (2018), *Gender Action Plan*, Bonn, <https://www.unccd.int/resources/publications/gender-action-plan>.
- UNDP (United Nations Development Programme) (2020), 'Why climate change fuels violence against women', 28 January 2020, <https://www.undp.org/blog/why-climate-change-fuels-violence-against-women>.
- UNECE (United Nations Economic Commission for Europe) and UN Women (2021), *Empowering Women through Reducing Unpaid Work: A regional analysis of Europe and Central Asia*, UNECE, Geneva, and UN Women, New York, [https://unece.org/sites/default/files/2021-06/Empowering%20women%20through%20reducing%20unpaid%20work\\_EN.pdf](https://unece.org/sites/default/files/2021-06/Empowering%20women%20through%20reducing%20unpaid%20work_EN.pdf).
- UNESCO (United Nations Educational, Scientific and Cultural Organization) (2019), *Behind the Numbers: Ending school violence and bullying*, Paris, <https://doi.org/10.54675/TRVR4270>.
- UNESCO (2020), *Global Education Monitoring Report 2020*, Paris, <https://unesdoc.unesco.org/ark:/48223/pf0000373718>.
- UNESCO (2021a), *The Chilling: Global trends in online violence against women journalists*, Paris, <https://unesdoc.unesco.org/ark:/48223/pf0000377223>.
- UNESCO (2021b), *Women in Higher Education: Has the female advantage put an end to gender inequalities?*, Paris, <https://unesdoc.unesco.org/ark:/48223/pf0000377182>.
- UNESCO, UNAIDS, UNFPA (United Nations Population Fund), UNICEF (United Nations Children's Fund), UN Women et al. (2018), *International Technical Guidance on Sexuality Education: An evidence-informed approach*, Paris, <https://unesdoc.unesco.org/ark:/48223/pf0000260770>.

- UNESCO, OECD and IDB (InterAmerican Development Bank) (2022), *The effects of AI on the working lives of women*, UNESCO, Paris; OECD, Paris; and IDB, Washington DC, [https://read.oecd-ilibrary.org/science-and-technology/the-effects-of-ai-on-the-working-lives-of-women\\_14e9b92c-en](https://read.oecd-ilibrary.org/science-and-technology/the-effects-of-ai-on-the-working-lives-of-women_14e9b92c-en).
- UNFCCC Secretariat (2023), Gender action plan – Decision 3/CP.25 and amendments agreed in Decision 24/CP.27, Bonn, <https://unfccc.int/documents/627886>.
- UNFPA (United Nations Population Fund) (2014), *Child Marriage in Eastern Europe and Central Asia: Regional overview*, New York, [https://eeca.unfpa.org/sites/default/files/pub-pdf/Child%20Marriage\\_27072015\\_web.pdf](https://eeca.unfpa.org/sites/default/files/pub-pdf/Child%20Marriage_27072015_web.pdf).
- UNISDR (United Nations Office for Disaster Risk Reduction) (2015), *Sendai Framework for Disaster Risk Reduction 2015–2030*, Geneva, [https://www.preventionweb.net/files/43291\\_sendaiframeworkfordrren.pdf](https://www.preventionweb.net/files/43291_sendaiframeworkfordrren.pdf).
- UNODC (United Nations Office on Drugs and Crime) (2022), *Global Report on Trafficking in Persons*, Vienna, [https://www.unodc.org/documents/data-and-analysis/glotip/2022/GLOTiP\\_2022\\_web.pdf](https://www.unodc.org/documents/data-and-analysis/glotip/2022/GLOTiP_2022_web.pdf).
- UN Security Council (2000), Resolution 1325 (2000) adopted by the Security Council at its 4213th meeting on 31 October 2000, S/RES/1325, <https://documents.un.org/doc/undoc/gen/n00/720/18/pdf/n0072018.pdf>.
- UN Women (2019), *Leadership and Political Participation of Women with Disabilities*, New York, <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2019/Brief-Leadership-and-political-participation-of-women-with-disabilities-en.pdf>.
- UN Women (2020a), *Democratic Backsliding and the Backlash against Women's Rights: Understanding the current challenges for feminist politics*, New York, <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2020/Discussion-paper-Democratic-backsliding-and-the-backlash-against-womens-rights-en.pdf>.
- UN Women (2020b), 'Take five: "Femicide should be recognised as a specific criminal offense"', 1 May 2020, <https://eca.unwomen.org/en/news/stories/2020/5/take-five-femicide-should-be-recognized-as-a-specific-criminal-offense>.
- UN Women (2022), *Tackling violence against women and girls in the context of climate change*, New York, <https://www.unwomen.org/en/digital-library/publications/2022/03/tackling-violence-against-women-and-girls-in-the-context-of-climate-change>.
- UN Women (2023a), *Gender-responsive approaches to foreign policy and the 2030 Agenda: Feminist foreign policy*, New York, <https://www.unwomen.org/en/digital-library/publications/2023/09/policy-brief-gender-responsive-approaches-to-foreign-policy-and-the-2030-agenda-feminist-foreign-policies>.
- UN Women (2023b), *Innovation and technological change and education in the digital age for achieving gender equality and the empowerment of all women and girls*, New York, <https://www.unwomen.org/sites/default/files/2023-02/CSW67-Expert-Group-Meeting-report-en.pdf>.
- UN Women and CARE International (2022), *Rapid Gender Analysis of Ukraine*, UN Women in Ukraine, Kyiv, and CARE International, Geneva, <https://www.unwomen.org/en/digital-library/publications/2022/05/rapid-gender-analysis-of-ukraine>.
- Valiente, C. (2022), 'The impact of gender quotas in sport management: The case of Spain', *Sport in Society*, Vol. 25, Issue 5, pp. 1017–1034, <https://doi.org/10.1080/17430437.2020.1819244>.
- van de Rozenberg, T., Groeneveld, M., van Veen, D., van der Pol, L. and Mesman, J. (2023), 'Hidden in plain sight: Gender bias and heteronormativity in Dutch textbooks',

- Educational Studies*, Vol. 59, Issue 3, pp. 299–317, <https://doi.org/10.1080/00131946.2023.2194536>.
- van der Aa, S. (2018), 'New trends in the criminalization of stalking in the EU Member States', *European Journal on Criminal Policy and Research*, Vol. 24, pp. 315–333, <https://doi.org/10.1007/s10610-017-9359-9>.
- van Driel, M., Bajaj, M., Capraro, A., Chuta, N., & Dewaele, A. (2023). Issue paper on gender equality in and through education. European Commission. <https://op.europa.eu/en/publication-detail/-/publication/d36b1bdf-adae-11ed-8912-01aa75ed71a1/language-en>
- van Veen, D., van de Rozenberg, T. and Mesman, J. (2022), *Tool for More Inclusive Textbooks*, Universiteit Leiden, Netherlands, <https://jimdo-storage.global.ssl.fastly.net/file/85246758-6cee-442e-a232-15ae6208488b/220704%20Tool%20inclusive%20textbooks.pdf>.
- VanBenschoten, H., Kuganatham, H., Larsson, E., Endler, M., Thorson, A. et al. (2022), 'Impact of the COVID-19 pandemic on access to and utilisation of services for sexual and reproductive health: A scoping review', *BMJ Global Health*, Vol. 7, e009594, <https://gh.bmj.com/content/7/10/e009594>.
- Vázquez, A., López-Rodríguez, L. and Brambilla, M. (2024), 'Acknowledging that men are moral and harmed by gender stereotypes increases men's willingness to engage in collective action on behalf of women', *Sex Roles*, Vol. 90, pp. 417–443, <https://doi.org/10.1007/s11199-024-01444-7>.
- Vega Montiel, A. (2021), *Regulation, self-regulation and co-regulation in media and gender equality*, International Media Support, Copenhagen, <https://www.mediasupport.org/wp-content/uploads/2021/06/Regulation-self-regulation-and-co-regulation-in-media-and-gender-equality.pdf>.
- Velázquez, J. (2024), 'EU elections: Spain's young voters are increasingly polarised by gender', Euronews, 31 May 2024, <https://www.euronews.com/my-europe/2024/05/31/spanish-youth-divided-along-gender-lines-ahead-of-european-elections>.
- Venn, D. and Strazdins, L. (2017), 'Your money or your time? How both types of scarcity matter to physical activity and healthy eating', *Social Science and Medicine*, Vol. 172, pp. 98–106, <https://doi.org/10.1016/j.socscimed.2016.10.023>.
- Verian Group (2024), *The Reykjavik Index for Leadership*, <https://veriangroup.com/hubfs/Reykjavik-Index/2024-Report.pdf>.
- Vida, B. (2019), 'New waves of anti-sexual and reproductive health and rights strategies in the European Union: The anti-gender discourse in Hungary', *Sexual and Reproductive Health Matters*, Vol. 27, Issue 2, pp. 13–16, <https://doi.org/10.1080/26410397.2019.1610281>.
- Villacampa, C. and Torres, N. (2020), 'Prevalence, dynamics and characteristics of forced marriage in Spain', *Crime, Law and Social Change*, Vol. 73, pp. 509–529, <https://doi.org/10.1007/s10611-019-09881-2>.
- Vogel, B., Acevedo, M., Appelman, Y., Bairey Merz, C. N., Chieffo, A. et al. (2021), 'The Lancet women and cardiovascular disease Commission: Reducing the global burden by 2030', *Lancet Commissions*, Vol. 397, Issue 10292, pp. 2385–2438, [https://doi.org/10.1016/S0140-6736\(21\)00684-X](https://doi.org/10.1016/S0140-6736(21)00684-X).
- von der Leyen, U. (2019), 'Mission letter – Helena Dalli – Commissioner for Equality', European Commission, 1 December 2019, [https://commissioners.ec.europa.eu/system/files/2022-12/mission-letter-helena-dalli\\_2019\\_en.pdf](https://commissioners.ec.europa.eu/system/files/2022-12/mission-letter-helena-dalli_2019_en.pdf).
- von der Leyen, U. (2024a), *Europe's Choice – Political guidelines for the next European Commission 2024–2029*, Strasbourg, [https://commission.europa.eu/document/download/e6cd4328-673c-4e7a-8683-f63ffb2cf648\\_en?filename=Political%20Guidelines%202024-2029\\_EN.pdf](https://commission.europa.eu/document/download/e6cd4328-673c-4e7a-8683-f63ffb2cf648_en?filename=Political%20Guidelines%202024-2029_EN.pdf).

- von der Leyen, U. (2024b), 'Mission letter – Hadja Lahbib – Commissioner-designate for Preparedness and Crisis Management– Commissioner-designate for Equality', European Commission, 17 September 2024, [https://commission.europa.eu/document/download/faaf33ff-c8c7-49a1-b01d-56681e11a5e6\\_en?filename=Mission%20letter%20-%20LAHBIB.pdf](https://commission.europa.eu/document/download/faaf33ff-c8c7-49a1-b01d-56681e11a5e6_en?filename=Mission%20letter%20-%20LAHBIB.pdf).
- Vyawahare, H., Khandelwal, S. and Rathod, S. (2024), 'Artificial intelligence in detecting and preventing online harassment', in: Ponnusamy, S., Bora, V., Daigavane, P. and Wazalwar, S. (eds), *AI Tools and Applications for Women's Safety*, IGI Global Scientific Publishing, Hershey, Pennsylvania, pp. 14–35, <https://www.igi-global.com/chapter/artificial-intelligence-in-detecting-and-preventing-online-harassment/337753>.
- Wahlström, M., Kocyba, P., De Vydt, M. and de Moor, J. (eds) (2019), *Protest for a Future: Composition, mobilization and motives of the participants in Fridays For Future climate protests on 15 March, 2019, in 13 European cities*, Center for Open Science, Charlottesville, Virginia, <https://doi.org/10.17605/OSF.IO/XCNZH>.
- Wang, S. and Madrisotti, F. (2023), 'Anti-Asian racism during the Covid-19 pandemic: Experiences, narratives and reactions', in: Wang, S. (ed.), *Chinese in France amid the Covid-19 Pandemic*, Brill, Leiden, pp. 285–323, [https://dumas.ccsd.cnrs.fr/ASIES\\_ET\\_PACIFIQUE/hal-04313003v1](https://dumas.ccsd.cnrs.fr/ASIES_ET_PACIFIQUE/hal-04313003v1).
- WAVE (2021), *WAVE Country Report 2021 – Women's specialist support services in Europe and the impact of COVID-19 on their provision*, Vienna, <https://wave-network.org/wp-content/uploads/2021/12/WAVE-Country-Report-2021.pdf>.
- WAVE (2023), *WAVE Country Report 2023 – The status and value of women's specialist services in preventing and tackling gender-based violence against women*, Vienna, [https://wave-network.org/wp-content/uploads/WAVE\\_CountryReport2023.pdf](https://wave-network.org/wp-content/uploads/WAVE_CountryReport2023.pdf).
- WECF (Women Engage for a Common Future) (2022), *Transformative Pathways. Climate and gender-just alternatives to intersecting crises*, Utrecht, [https://www.wecf.org/wp-content/uploads/2022/10/WECF\\_libro\\_Transformative\\_Pathways\\_221018\\_compressed.pdf](https://www.wecf.org/wp-content/uploads/2022/10/WECF_libro_Transformative_Pathways_221018_compressed.pdf).
- WEDO (Women's Environment & Development Organization) (2024a), 'New data shows 34 % women's participation on party delegations at COP28, the same percentage as 10 years ago', 24 January 2024, <https://wedo.org/release-new-data-shows-34-womens-participation-on-party-delegations-at-cop28-the-same-percentage-as-10-years-ago/>.
- WEDO (2024b), 'Women's participation on party delegations', Gender Climate Tracker, <https://genderclimatetracker.org/womens-participation-party-delegations>.
- WEnCoop (n.d.), 'Ενεργειακή Κοινότητα WEnCoop', <https://wencoop.gr/>.
- Wernhart, S., Weber, K., Papathoma-Köhle, M. and Damyanovic, D. (2021), *Gender-responsive Disaster Risk Reduction Practices in Europe*, OSCE, <https://www.osce.org/files/f/documents/a/b/536858.pdf>.
- Westhoff, L. (2023), 'The gender-equal platform economy is a myth – fixing it requires firm action', Centre for European Policy Studies, 8 March 2023, <https://www.ceps.eu/the-gender-equal-platform-economy-is-a-myth-fixing-it-requires-firm-action/>.
- WHO (World Health Organization) (2007), *Addressing Sex and Gender in Epidemic-prone Infectious Diseases*, Geneva, [https://iris.who.int/bitstream/handle/10665/43644/9789241595346\\_eng.pdf](https://iris.who.int/bitstream/handle/10665/43644/9789241595346_eng.pdf).
- WHO (2017), *Women on the Move: Migration, care work and health*, Geneva, <https://www.who.int/publications/i/item/9789241513142>.
- WHO (2022a), *Abortion Care Guideline*, Geneva, <https://www.who.int/publications/i/item/9789240039483>.

- WHO (2022b), *Family Planning – A global handbook for providers*, Geneva, <https://www.who.int/publications/m/item/family-planning--a-global-handbook-for-providers--4th-ed>.
- WHO (2022c), *Health and Care Workforce in Europe: Time to act*, Geneva, <https://www.who.int/europe/publications/item/9789289058339>.
- WHO (2022d), *The gender pay gap in the health and care sector – A global analysis in the time of COVID-19*, Geneva, <https://www.who.int/publications/i/item/9789240052895>.
- WHO (2024), 'Experts warn of serious health impacts from climate change for pregnant women, children, and older people', 5 June 2024, <https://www.who.int/news/item/05-06-2024-experts-warn-of-serious-health-impacts-from-climate-change-for-pregnant-women--children--and-older-people>.
- WHO, HRP (Human Reproduction Programme) and UN Women (2024), *Measuring Violence against Women with Disability – Data availability, methodological issues and recommendations for good practice*, Geneva, <https://www.who.int/publications/i/item/9789240089563>.
- WHO Regional Office for Europe (2020), *Gender and Noncommunicable Diseases in Europe: Analysis of STEPS data*, Geneva, <https://www.who.int/europe/publications/i/item/WHO-EURO-2020-1664-41415-56457>.
- WILPF (Women's International League of Peace and Freedom) (n.d.), 'National action plans by region', <http://1325naps.peacewomen.org/index.php/nap-overview/>.
- Wilson, G. H. (2023), 'Real men go green: Environmentalism, threatened masculinity and identity recovery', master's thesis, Western Washington University, <https://cedar.wwu.edu/wwuet/1201>.
- Women Enabled International (n.d.), *The right of women and girls with disabilities to be free from gender-based violence*, Washington DC, <https://womenenabled.org/wp-content/uploads/Women%20Enabled%20International%20Facts%20-%20The%20Right%20of%20Women%20and%20Girls%20with%20Disabilities%20to%20be%20Free%20from%20Gender-Based%20Violence%20-%20ENGLISH%20-%20FINAL.pdf>.
- World Economic Forum (2023), *Global Gender Gap Report 2023*, Geneva, [https://www3.weforum.org/docs/WEF\\_GGGR\\_2023.pdf](https://www3.weforum.org/docs/WEF_GGGR_2023.pdf).
- WTW (2022), 'Europe: Global Gender Wealth Equity Index', 29 November 2022, <https://www.wtwco.com/en-us/insights/2022/11/europe-global-gender-wealth-equity-index>.
- Yin, Q. and Binti Abdullah, K. B. (2024), 'Analysis of gender discourse bias and gender discrimination in social media: A case study of the TikTok platform', *Journal of Intercultural Communication*, Vol. 24, No 2, pp. 93–102, <https://doi.org/10.36923/jicc.v24i2.802>.
- York, J. (2022), 'How workplace bullying went remote', BBC, 22 August 2022, <https://www.bbc.com/worklife/article/20220819-how-workplace-bullying-went-remote>.
- Zacharenko, E. and Elomäki, A. (2022), 'Constructions of care in EU economic, social and gender equality policy: Care providers and care recipients versus the needs of the economy?', *Social Politics: International Studies in Gender, State & Society*, Vol. 29, Issue 4, pp. 1314–1335, <https://doi.org/10.1093/sp/jxac014>.
- Zahay, M. L. (2022), 'What "real" women want: Alt-right femininity vlogs as an anti-feminist populist aesthetic', *Media and Communication*, Vol. 10, No 4, <https://doi.org/10.17645/mac.v10i4.5726>.
- Zajdel, M., Swan, T., Robinson, T., Keller, K. R., Mountcastle, L. et al. (2023), 'Stress, coping and physical health in caregiving', *Translational Issues in Psychological Science*, Vol. 9, No 2, pp. 123–136, <https://doi.org/10.1037/tps0000349>.

Zumsteeg, S. (2022), 'Increased domestic violence in Europe: A shadow pandemic', in: Hosli, M. O., Blessing, A. and Iacovidou, I. (eds), *The global, regional and local politics of*

*institutional responses to COVID-19*, Palgrave Macmillan, Cham, Switzerland, pp. 157–177, [https://doi.org/10.1007/978-3-031-09913-7\\_9](https://doi.org/10.1007/978-3-031-09913-7_9).

## Legislation and related documents

### EU level

Communication from the Commission to the European Parliament and the Council – A more inclusive and protective Europe: Extending the list of EU crimes to hate speech and hate crime, COM(2021) 777 final of 9 December 2021, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:52021DC0777>.

Communication from the Commission to the European Parliament and the Council – Europe's beating cancer plan, COM(2021) 44 final of 3 February 2021, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex:52021DC0044>.

Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – A union of equality: EU anti-racism action plan 2020–2025, COM(2020) 565 final of 18 September 2020, [https://commission.europa.eu/system/files/2020-09/a\\_union\\_of\\_equality\\_eu\\_action\\_plan\\_against\\_racism\\_2020\\_2025\\_en.pdf](https://commission.europa.eu/system/files/2020-09/a_union_of_equality_eu_action_plan_against_racism_2020_2025_en.pdf).

Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – A union of equality: Gender equality strategy 2020–2025, COM(2020) 152 final of 5 March 2020, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0152>.

Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – EU strategy on victims' rights (2020–2025), COM(2020) 258

final of 24 June 2020, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0258>.

Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – Shaping Europe's digital future, COM(2020) 67 final of 19 February 2020, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0067&qid=1709241539630>.

Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – The new EU mobility framework, COM(2021) 811 final of 14 December 2021, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52021DC0811>.

Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on a comprehensive approach to mental health, COM(2023) 298 final of 7 June 2023, [https://health.ec.europa.eu/document/download/cef45b6d-a871-44d5-9d62-3cecc47eda89\\_en?filename=com\\_2023\\_298\\_1\\_act\\_en.pdf](https://health.ec.europa.eu/document/download/cef45b6d-a871-44d5-9d62-3cecc47eda89_en?filename=com_2023_298_1_act_en.pdf).

Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on the European care strategy, COM(2022) 440 final of 7 September 2022, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52022DC0440>.

Communication from the Commission to the European Parliament, the European Council, the Council, the European Economic and Social Committee and the Committee of the Regions – The European Green Deal, COM(2019) 640 final of 11 December 2019, <https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1576150542719&uri=COM%3A2019%3A640%3AFIN>.

Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions – The European Pillar of Social Rights action plan, COM(2021) 102 final of 4 March 2021, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM%3A2021%3A102%3AFIN&qid=1614928358298#PP1Contents>.

Communication from the Commission to the European Parliament, the European Council, the European Economic and Social Committee and the Committee of the Regions on the EU security union strategy, COM(2020) 605 final of 24 July 2020, <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX%3A52020DC0605>.

Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin, OJ L 180, 19.7.2000, p. 22, ELI: <https://eur-lex.europa.eu/eli/dir/2000/43/oj/eng>.

Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services, OJ L 373, 21.12.2004, p. 37, ELI: <https://eur-lex.europa.eu/eli/dir/2004/113/oj/eng>.

Council Directive (EU) 2024/1499 of 7 May 2024 on standards for equality bodies in the field of equal treatment between persons irrespective of their racial or ethnic origin, equal treatment in matters of employment and occupation between persons irrespective of their religion or belief, disability, age or sexual orientation, equal treatment between women and men in matters of social security and in the access to and supply of goods and services and amending Directives 2000/43/EC and 2004/113/EC, OJ L,

2024/1499, 29.5.2024, ELI: <http://data.europa.eu/eli/dir/2024/1499/oj/eng>.

Directive 2004/38/EC of the European Parliament and of the Council of 29 April 2004 on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States amending Regulation (EEC) No 1612/68 and repealing Directives 64/221/EEC, 68/360/EEC, 72/194/EEC, 73/148/EEC, 75/34/EEC, 75/35/EEC, 90/364/EEC, 90/365/EEC and 93/96/EEC, OJ L 158, 30.4.2004, p. 77, ELI: <https://eur-lex.europa.eu/eli/dir/2004/38/oj/eng>.

Directive 2010/41/EU of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC, OJ L 180, 15.7.2010, p. 1, ELI: <https://eur-lex.europa.eu/eli/dir/2010/41/oj/eng>.

Directive 2014/24/EU of the European Parliament and of the Council of 26 February 2014 on public procurement and repealing Directive 2004/18/EC, OJ L 94, 28.3.2014, p. 65, ELI: <https://eur-lex.europa.eu/eli/dir/2014/24/oj/eng>.

Directive (EU) 2019/1152 of the European Parliament and of the Council of 20 June 2019 on transparent and predictable working conditions in the European Union, OJ L 186, 11.7.2019, p. 105, ELI: <http://data.europa.eu/eli/dir/2019/1152/oj/eng>.

Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union, OJ L 275, 25.10.2022, p. 33, ELI: <http://data.europa.eu/eli/dir/2022/2041/oj>.

Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies and related measures, OJ L 315, 7.12.2022, p. 44, ELI: <https://eur-lex.europa.eu/eli/dir/2022/2381/oj>.

Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms, OJ L 132, 17.5.2023, p. 21, ELI: <http://data.europa.eu/eli/dir/2023/970/oj/eng>.

Directive (EU) 2024/1385 of the European Parliament and of the Council of 14 May 2024 on combating violence against women and domestic violence, OJ L, 2024/1385, 24.5.2024, ELI: <http://data.europa.eu/eli/dir/2024/1385/oj>.

Directive (EU) 2024/1500 of the European Parliament and of the Council of 14 May 2024 on standards for equality bodies in the field of equal treatment and equal opportunities between women and men in matters of employment and occupation and amending Directives 2006/54/EC and 2010/41/EU, OJ L, 2024/1500, 29.5.2024, ELI: <http://data.europa.eu/eli/dir/2024/1500/oj/eng>.

Directive (EU) 2024/1712 of the European Parliament and of the Council of 13 June 2024 amending Directive 2011/36/EU on preventing and combating trafficking in human beings and protecting its victims, OJ L, 2024/1712, 24.6.2024, ELI: <http://data.europa.eu/eli/dir/2024/1712/oj>.

Directive (EU) 2024/2831 of the European Parliament and of the Council on improving working conditions in platform work, OJ L, 2024/2831, 11.11.2024, ELI: <https://eur-lex.europa.eu/eli/dir/2024/2831/oj>.

Interinstitutional agreement of 16 December 2020 between the European Parliament, the Council of the European Union and the European Commission on budgetary discipline, on cooperation in budgetary matters and on sound financial management, as well as on new own resources, including a roadmap towards the introduction of new own resources, OJ L 433I, 22.12.2020, p. 28, ELI: [http://data.europa.eu/eli/agree\\_interinst/2020/1222/oj](http://data.europa.eu/eli/agree_interinst/2020/1222/oj).

Joint communication to the European Parliament and the Council – A new outlook on

the climate and security nexus: Addressing the impact of climate change and environmental degradation on peace, security and defence, JOIN(2023) 19 final of 28 June 2023, [https://www.eeas.europa.eu/sites/default/files/documents/2023/JOIN\\_2023\\_19\\_1\\_EN\\_ACT\\_part1\\_v7.pdf](https://www.eeas.europa.eu/sites/default/files/documents/2023/JOIN_2023_19_1_EN_ACT_part1_v7.pdf).

Joint communication to the European Parliament and the Council – EU gender action plan III – An ambitious agenda for gender equality and women's empowerment in EU EXTERNAL ACTION, JOIN(2020) 17 final of 25 November 2020, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex:52020JC0017>.

Regulation (EU) 2021/522 of the European Parliament and of the Council of 24 March 2021 establishing a programme for the Union's action in the field of health ('EU4Health programme') for the period 2021–2027, and repealing Regulation (EU) No 282/2014, OJ L 107, 26.3.2021, p. 1, ELI: <http://data.europa.eu/eli/reg/2021/522/oj/eng>.

Regulation (EU) 2021/1057 of the European Parliament and of the Council of 24 June 2021 establishing the European Social Fund Plus (ESF+) and repealing Regulation (EU) No 1296/2013, OJ L 231, 30.6.2021, p. 21, ELI: <http://data.europa.eu/eli/reg/2021/1057/oj/eng>.

Regulation (EU) 2021/1060 of the European Parliament and of the Council of 24 June 2021 laying down common provisions on the European Regional Development Fund, the European Social Fund Plus, the Cohesion Fund, the Just Transition Fund and the European Maritime, Fisheries and Aquaculture Fund and financial rules for those and for the Asylum, Migration and Integration Fund, the Internal Security Fund and the Instrument for Financial Support for Border Management and Visa Policy, OJ L 231, 30.6.2021, p. 159, ELI: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32021R1060>.

Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing the framework for achieving climate neutrality and amending Regulations

(EC) No 401/2009 and (EU) 2018/1999, OJ L 243, 9.7.2021, p. 1, ELI: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32021R1119>.

Regulation (EU) 2022/641 of the European Parliament and of the Council of 12 April 2022 amending Regulation (EU) No 536/2014 as regards a derogation from certain obligations concerning investigational medicinal products made available in the United Kingdom in respect of Northern Ireland and in Cyprus, Ireland and Malta, OJ L 118, 20.4.2022, p. 1, ELI: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32022R0641>.

Regulation (EU) 2022/2065 of the European Parliament and of the Council of 19 October 2022 on a single market for digital services and amending Directive 2000/31/EC, OJ L 277, 27.10.2022, p. 1, ELI: <http://data.europa.eu/eli/reg/2022/2065/oj>.

Regulation (EU) 2024/1689 of the European Parliament and of the Council of 13 June 2024 laying down harmonised rules on artificial intelligence and amending Regulations (EC) No 300/2008, (EU) No 167/2013, (EU) No 168/2013, (EU) 2018/858, (EU) 2018/1139

and (EU) 2019/2144 and Directives 2014/90/EU, (EU) 2016/797 and (EU) 2020/1828, OJ L, 2024/1689, 12.7.2024, ELI: <https://eur-lex.europa.eu/eli/reg/2024/1689/oj>.

## National level

An Bille Sláinte (Seirbhísí Foirceanta Toirchis) (Criosanna Rochtana Sábháilte), 2023 [Health (Termination of Pregnancy Services) (Safe Access Zones) Bill 2023], No 54 of 2023, <https://data.oireachtas.ie/ie/oireachtas/bill/2023/54/eng/initiated/b5423d.pdf>.

Ley Orgánica 4/2022, de 12 de Abril, por la que se modifica la ley orgánica 10/1995, de 23 de noviembre, del código penal, para penalizar el acoso a las mujeres que acuden a clínicas para la interrupción voluntaria del embarazo, <https://www.boe.es/boe/dias/2022/04/13/pdfs/BOE-A-2022-6044.pdf>.

Loi sur la prévention et la lutte contre les féminicides, les homicides fondés sur le genre et les violences, No 2023044133, <https://www.ejustice.just.fgov.be/eli/loi/2023/07/13/2023044133/moniteur>.

# Annex 1. Beijing Platform for Action objectives and targets for the sustainable development goals

SDG 5, which aims to ‘achieve gender equality and empower all women and girls’, cuts across all BPfA areas.

Table A1. BPfA objectives and SDG targets

Relevant theme in the executive summary	BPfA critical areas covered	SDGs
<b>1. Thriving in a gender-equal and inclusive economy</b>	A, B, F, G, J, K	<p>SDG 1: end poverty in all its forms everywhere.</p> <p>SDG 4: ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p> <p>SDG 8: promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p> <p>SDG 9: build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.</p> <p>SDG 10: reduce inequality within and among countries.</p>
<b>2. Providing gender-responsive social protection and services</b>	A, B, C, D, F, H, I, K, L	<p>SDG 1: end poverty in all its forms everywhere.</p> <p>SDG 2: end hunger, achieve food security and improved nutrition and promote sustainable agriculture.</p> <p>SDG 3: ensure healthy lives and promote well-being for all at all ages.</p> <p>SDG 4: ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p> <p>SDG 6: ensure availability and sustainable management of water and sanitation for all.</p> <p>SDG 7: ensure access to affordable, reliable, sustainable and modern energy for all.</p> <p>SDG 8: promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p> <p>SDG 9: build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.</p> <p>SDG 10: reduce inequality within and among countries.</p> <p>SDG 11: make cities and human settlements inclusive, safe, resilient and sustainable.</p> <p>SDG 12: ensure sustainable consumption and production patterns.</p> <p>SDG 13: take urgent action to combat climate change and its impacts.</p> <p>SDG 15: protect, restore and promote sustainable use of terrestrial ecosystems; sustainably manage forests; combat desertification; halt and reverse land degradation; and halt biodiversity loss.</p> <p>SDG 17: strengthen the means of implementation and revitalise the global partnership for sustainable development.</p>

Relevant theme in the executive summary	BPfA critical areas covered	SDGs
<b>3. Eradicating gender-based violence, stigma and stereotypes</b>	B, C, D, I, J, L	<p>SDG 2: end hunger, achieve food security and improved nutrition and promote sustainable agriculture.</p> <p>SDG 3: ensure healthy lives and promote well-being for all at all ages.</p> <p>SDG 4: ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p> <p>SDG 6: ensure availability and sustainable management of water and sanitation for all.</p> <p>SDG 16: promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.</p>
<b>4. Fostering parity democracy, accountability and gender-responsive institutions</b>	G, H, I, J	<p>SDG 17: strengthen the means of implementation and revitalise the global partnership for sustainable development.</p>
<b>5. Shaping a digital transformation that promotes gender equality</b>	B, C, D, F, J	<p>SDG 1: end poverty in all its forms everywhere.</p> <p>SDG 4: ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p> <p>SDG 8: promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p> <p>SDG 9: build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.</p> <p>SDG 10: reduce inequality within and among countries.</p>
<b>6. Advancing a socially fair green transition that leaves no woman or girl behind</b>	A, B, F, K, L	<p>SDG 1: end poverty in all its forms everywhere.</p> <p>SDG 4: ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p> <p>SDG 7: ensure access to affordable, reliable, sustainable and modern energy for all.</p> <p>SDG 8: promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p> <p>SDG 10: reduce inequality within and among countries.</p> <p>SDG 11: make cities and human settlements inclusive, safe, resilient and sustainable.</p> <p>SDG 13: take urgent action to combat climate change and its impacts.</p>
<b>7. Achieving peaceful and inclusive societies and advancing gender equality across the world</b>	E, I	<p>SDG 3: ensure healthy lives and promote well-being for all at all ages.</p> <p>SDG 4: ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p> <p>SDG 11: make cities and human settlements inclusive, safe, resilient and sustainable.</p> <p>SDG 16: promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.</p>

## Annex 2. Methodology for tracking gender equality mainstreaming in the EU budget

The methodology uses the assessment criteria set out in Table A2 and applies one of the scores to interventions at the most granular level possible.

Table A2. Assessment criteria for assigning scores in the gender tracking methodology

Stage of assessment	Score 0	Score 0*	Score 1	Score 2
<b>Ex ante assessment based on the intervention's design</b>	The intervention does not target gender equality.	A gender analysis has yet to be conducted. It is likely, but not yet clear, that the intervention can have an impact on gender equality.	A gender analysis of the intervention has been conducted. The findings from this analysis have informed the design of the intervention, and gender equality aspects have been reflected in the adopted legal acts and/or in the performance framework of the intervention.	
<b>Ex ante assessment based on the intervention's programming</b>		In the programming phase, the intervention may reinforce its gender equality perspective, inter alia, by planning gender equality conducive actions or issuing guidance to reinforce the promotion of gender equality by managing authorities.	A firm commitment towards gender equality undertaken in the design of the intervention is now reflected in the intervention's programming: a gender equality perspective is integrated, for instance, in the annual work programme executed under direct management through provisions included in grants and procurement procedures.	The top-level ambition of the intervention is to advance gender equality, which is reflected in its programming.
<b>Ex post assessment based on the intervention's implementation</b>	Evidence from the implementation of the intervention confirms that it is not relevant to gender equality.	In the implementation phase, the intervention is reassigned to other scores (0, 1 or 2), as soon as the gender equality perspective can be sufficiently assessed and supported by quantitative and/or qualitative analysis.	The intervention has positive effects <i>ex post</i> , proven by quantitative and/or qualitative analysis. There is a commitment to monitoring and reporting on the gender equality results achieved by the intervention in the evaluation phase.	

Source: European Commission (2022d).

This methodology tracks <sup>(74)</sup> contributions to gender equality at two stages: *ex ante*, based on policy design and programming (including the legal framework), and *ex post*, based on the ongoing assessment of the implementation of the interventions (European Commission, 2022h). Each DG performs its calculation, and DG Budget reviews the consistency of all inputs. The Task Force on Equality also collaborates in

the assessment (European Commission, 2022h; European Court of Auditors, 2022).

The methodology does not include coefficients to weigh the contribution of interventions towards gender equality. In other words, the Commission commits to report only on the full financial envelopes under each score.

<sup>(74)</sup> 'Expenditure tracking' is a system to measure the contributions made by different EU spending programmes to an overarching policy priority. It requires a detailed understanding of how specific actions contribute to a given policy priority. These actions need to be identified in a way that allows the related financial resources to be counted and then aggregated at the level of the entire EU budget to monitor progress (European Commission, 2021f).

## Annex 3. Gender equality and gender mainstreaming in the ‘union of equality’ strategies

**Table A3. ‘Union of equality’ strategies and other related strategies since 2019**

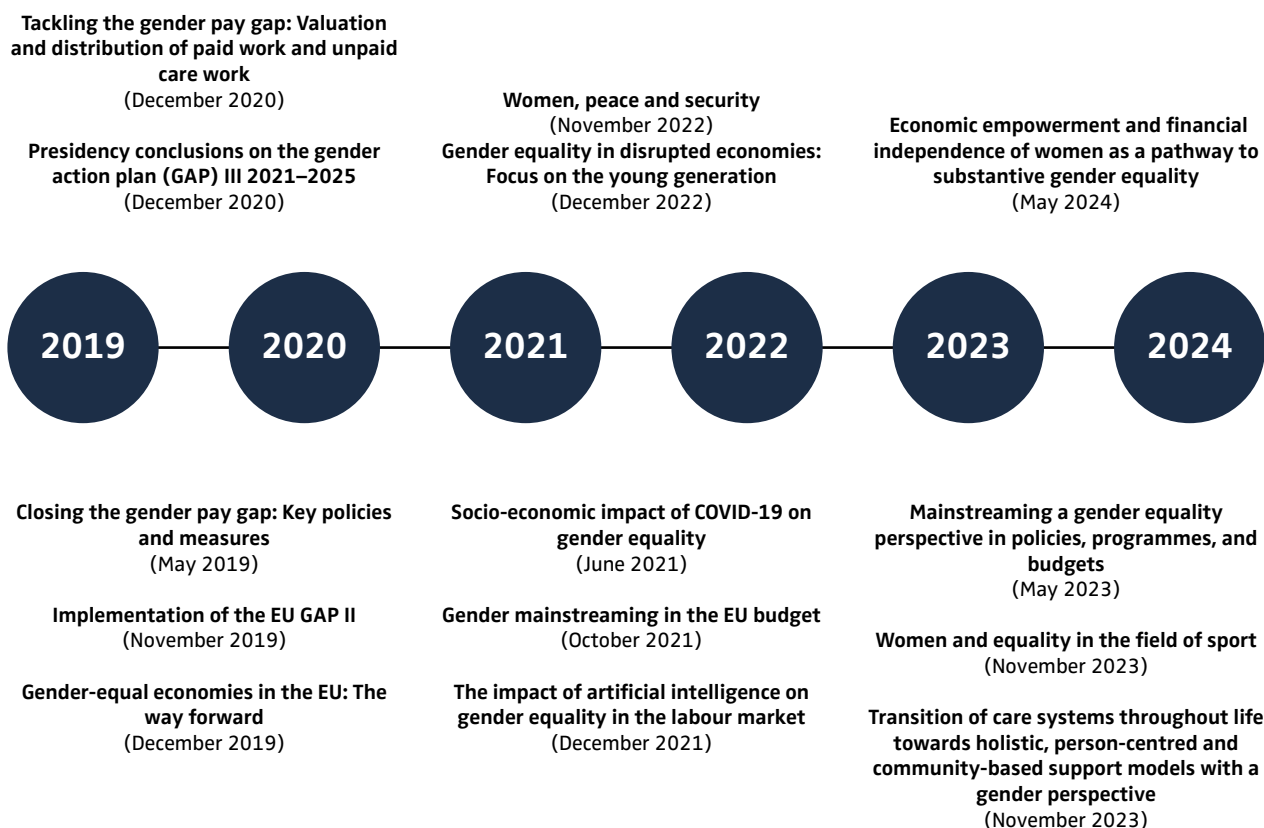
<b>EU youth strategy (2019–2027)</b>	This strategy aims to promote gender-sensitive approaches, eliminate gender stereotypes and discrimination, end gender-based violence and ensure equality rights in education, the labour market and the media. One of the European youth goals focuses on ‘equality for all genders’, addressing the unique challenges faced by young women and non-binary and LGBTIQ young people.
<b>EU anti-racism action plan (2020–2025)</b>	This action plan aims to address the heightened risks faced by women, particularly with regard to the misclassifying of minority women by AI-based facial recognition. It emphasises the need for an intersectional approach to combat various forms of racism, including anti-Black racism, anti-gypsyism, antisemitism, anti-Asian racism and anti-Muslim hatred. The action plan commits to working with Member States to gather intersectional data on gender, racial or ethnic origin and religion.
<b>Action plan on integration and inclusion (2021–2027)</b>	This action plan emphasises gender mainstreaming in efforts by the EU and the Member States, recognising that migrant women and girls face unique obstacles, including care responsibilities, which hinder their labour market and educational participation. It aims to enhance the participation of migrant women in the labour market, to support entrepreneurship under the investEU programme and to improve awareness and anti-discrimination measures in recruitment. It also commits to addressing health challenges such as access to prenatal and postnatal care.
<b>Roma strategic framework for equality, inclusion and participation (2020–2030)</b>	This strategic framework raises awareness about discrimination against Roma women and promotes the revision of national Roma platforms to include Roma women. It sets a target of 45 % paid employment for Roma women by 2030 and establishes a sex-disaggregated health goal to increase life expectancy for Roma women and men by five years by 2030. It also provides a framework for Member States to create national plans with gender-responsive measures for Roma women.
<b>LGBTIQ equality strategy (2020–2025)</b>	This strategy acknowledges the various inequalities faced by LGBTIQ individuals and stresses the importance of an intersectional approach, aligning with the EU gender equality strategy. It specifically addresses the challenges encountered by LGBTIQ women and girls, including gender-based violence and harmful practices such as forced abortion and sterilisation.
<b>Strategy for the rights of persons with disabilities (2021–2030)</b>	This strategy highlights the challenges faced by women with disabilities, including a higher risk of violence and unequal access to healthcare, and encourages Member States to develop inclusive entrepreneurship policies for target groups, including women with disabilities. The Commission commits to improving access to justice and legal protection for women with disabilities.

<b>EU strategy on the rights of the child (2021–2024)</b>	This strategy highlights the limitations imposed by gender stereotypes on children's aspirations, in particular hindering girls' participation in STEM fields. It urges Member States to dismantle these stereotypes and commits to combating violence against children, including gender-based violence, by tackling harmful practices such as FGM, forced marriage and cyberbullying. The strategy emphasises the importance of age- and gender-appropriate reporting and support services.
<b>EU strategy on combating antisemitism and fostering Jewish life (2021–2030)</b>	This strategy aims to address the rising antisemitism in Europe by reinforcing efforts to prevent hate, protect Jewish communities and promote Holocaust education and remembrance.

Source: Created by the authors, based on the texts of the strategies and action plans outlined from the Publications Office of the European Union.

# Annex 4. Additional supporting information

Figure A1. Council of the European Union conclusions in the area of gender equality (2019–2024)



Source: Created by the authors, based on the Council of the European Union and the European Council's document register (<https://www.consilium.europa.eu/en/documents-publications/>).

Table A4. Legislative quotas in Member States applied to the single/lower house of the national/federal parliament (2023)

Member State	Required % of under-represented gender	Provisions	First use
Belgium	50	On electoral lists, the difference between the number of candidates of each sex should not be more than one. This also applies to the list of alternates. The top two candidates on an electoral list must be of different sexes.	2002
Ireland	40 (previously set at 30)	The minimum representation of candidates of each sex in general elections should be 40 %.	2012
Greece	40 (previously set at 33)	Lists of candidates should contain at least 40 % of each sex.	2008
Spain	40	Lists of candidates should contain at least 40 % of each sex.	2007

Member State	Required % of under-represented gender	Provisions	First use
France	50	The difference between the number of candidates of each sex that a party or group of parties presents for a single-member constituency election cannot be greater than 2 %.	2000
Croatia	40	When submitting lists of candidates for the election of representatives to the European Parliament, the Croatian parliament – and, for local and regional elections, political parties and other authorised entities – are obliged to establish gender-balanced election lists when candidates of one gender are under-represented.	2008
Italy	40	On electoral lists for both the parliament and the senate, candidates must be listed alternately by gender. Neither sex can account for more than 60 % of candidates on each list.	2017
Luxembourg	40	National legislation on funding for political parties requires a 40 % quota for the under-represented sex on all electoral lists.	2023
Poland	35	The share of women and men among candidates cannot be less than 35 % on electoral lists for elections to the national parliament.	2011
Portugal	40 (previously set at 33)	Candidate lists for elections to the national assembly must be composed in such a way as to promote a minimum representation of 40 % of each sex. On electoral lists, candidates must be listed alternately by sex.	2006
Slovenia	35	Neither sex can represent less than 35 % of candidate lists for parliamentary elections. Every second candidate in the first half of the candidate list must be a woman.	2006

Source: EIGE (2024j).

**Table A5. Quotas in place in Member States to promote gender balance on corporate boards (2023)**

Year	Member State	Quota (%)	Companies covered
2011	Belgium	33	State-owned and listed
	France	40 <sup>(a)</sup>	Listed and large non-listed
	Italy	40	State-owned and listed
2015	Germany	30 <sup>(a)</sup>	Listed and large non-listed
2017	Austria	30	State-owned, listed and large
	Portugal	33	Public and listed private
2020	Greece	25	Listed
2022	Netherlands	33 <sup>(a)</sup>	Listed

<sup>(a)</sup> Specific provisions for executive/management positions.

Source: EIGE (2024i).

**Table A6. Overview of support and protection services for victims of violence against women in the EU (2022)**

National helplines	In 2022, 23 Member States had national women’s helplines. Four Member States (BE, LV, MT and NL) had yet to provide a national helpline.
Women’s shelters	In 2022, there were 1 616 women-only shelters across the EU, out of 2 232 shelters accessible to women. Although there had been an increase since 2021 (WAVE, 2021), 20 Member States were still failing to meet the Istanbul Convention standards, with an average of 39 % of beds missing.
Women’s centres	In 2022, there were 2 995 women’s centres across the EU, showing a significant increase since 2021 (WAVE, 2021, 2023). However, this rise should be treated with caution, as this may be partially attributed to differences in data availability and the methodology used for data collection, and does not necessarily reflect an increase in the levels of provision. In the Member States, on average, there is one centre per 76 257 women, which falls short of the Istanbul Convention’s recommended level of one women’s centre per 50 000 women. Specialist support services (e.g. for victims of forced marriage, FGM and human trafficking) remain scarce.
Rape crisis centres	Specialised sexual violence services are available in 18 Member States, but no Member State yet complies with the Istanbul Convention’s recommended minimum standard of one centre for every 200 000 inhabitants. 82 % of the necessary services are missing in Member States.

Source: WAVE (2023): `genvio_ser_avail__wave_help1`, `genvio_ser_qual__wave_shelters_icstand` and `genvio_ser_avail__wave_beds_shelters`.

# Annex 5. EIGE's data collection on institutional mechanisms for gender equality and gender mainstreaming (area H)

This annex details the approach and methodology used in EIGE's 2024 data collection on institutional mechanisms for the promotion of gender equality and gender mainstreaming. Figure A2 presents key definitions.

## Key definitions

**Institutional mechanisms for gender equality and gender mainstreaming** are bodies and processes that serve to promote, advocate and support gender equality and the mainstreaming of gender issues across all policy areas (EIGE, 2023k). For monitoring purposes, 'bodies' refers to gender equality bodies convened at the national level only. These are split into two types (EIGE, 2023k).

- Governmental gender equality bodies are bodies within government whose purpose is to design, coordinate and implement government policies for gender equality. Such bodies are normally located within ministerial structures but can also be government agencies (EIGE, 2023k).
- Independent gender equality bodies are bodies outside government that are mandated to support the equal treatment of all people without discrimination on the grounds of sex, sometimes as part of a wider equalities remit (EIGE, 2023k).

The Council of the European Union has endorsed a set of indicators to monitor the

implementation of area H of the BPfA in the Member States <sup>(75)</sup>:

- H1: status of commitment to the promotion of gender equality;
- H2a: personnel resources of the governmental gender equality body;
- H2b: personnel resources of the designated body or bodies for the promotion of equal treatment of women and men;
- H3: gender mainstreaming;
- H4: production and dissemination of statistics disaggregated by sex.

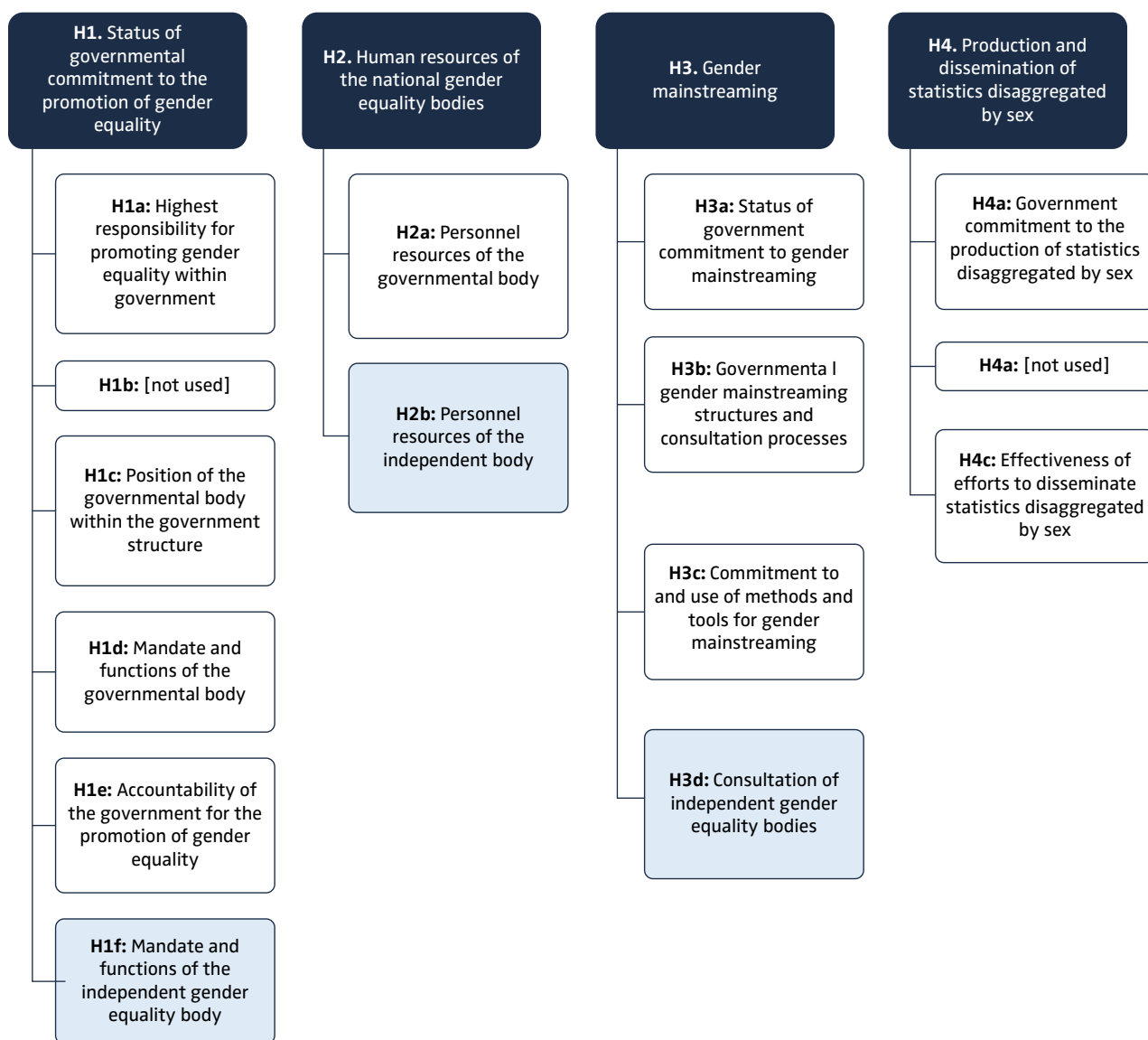
## EIGE's role in monitoring progress

EIGE plays a crucial role in monitoring and refining the indicators related to area H of the BPfA. The 2024 data collection marks the fourth data collection exercise conducted by EIGE to assess the status of institutional mechanisms for gender equality and gender mainstreaming in each Member State (EIGE, 2025a).

EIGE slightly adapts the indicators used in data collections to align with key policy and legislative developments at both the EU and international levels. These adaptations are based on data validation, quality assurance processes and stakeholders' feedback from each data collection. The result is a robust framework with effective and relevant indicators for tracking and assessing progress (Figure A2).

<sup>(75)</sup> The first set of indicators (H1 to H3) was adopted in [2006](#) and supplemented with indicator H4 in [2013](#).

**Figure A2. Indicators for monitoring institutional mechanisms for the promotion of gender equality and gender mainstreaming, 2024**



NB: Shaded boxes (H1f, H2b and H3d) represent data collected for independent equality bodies. Data are available from [EIGE's Gender Statistics Database](#).

EIGE’s data collection on institutional mechanisms relies on information compiled by nominated representatives of national authorities, each supported by a national researcher with expertise in the area of gender equality. The data provided are subject to a comprehensive quality assurance process to ensure that the information for each country is relevant and reliable and adheres to common guidelines to facilitate statistical comparison.

### Measurement framework

This subsection describes the measurement framework applied for the collection of data on institutional mechanisms in 2024 and the subsequent calculation of indicator values at the indicator level, except for indicator H2 (human resources), for which subindicators are also presented.

## Overview

The measurement framework for monitoring institutional mechanisms comprises four main indicators (H1–H4), each with a number of subindicators. Each of the four indicators is calculated as the sum of its subindicator scores, resulting in different maximum values for each. For overall scoring, each indicator is given equal weight. Each indicator is scored as a percentage of its maximum value, and then the average of these percentages is taken.

### Indicator H1: status of commitment to the promotion of gender equality

The same list of subindicators under indicator H1 used for the 2021 data collection was used for the 2024 data collection. The subindicators are as follows:

- a) highest responsibility for promoting gender equality at the governmental level (maximum 2);
- b) permanence of the governmental body (not used);
- c) position of the governmental gender equality body within the government structure (maximum 2);
- d) mandate and functions of the governmental gender equality body (maximum 3);
- e) accountability of the government for the promotion of gender equality (maximum 5);
- f) mandate and functions of the independent gender equality body (maximum 3).

In the current measurement framework, H1 has a maximum score of 15.

### Indicator H2: human resources of the national gender equality bodies

The same list of subindicators under indicator H2 used for the 2021 data collection was used for the 2024 data collection. The subindicators are as follows:

- a) personnel resources of governmental gender equality bodies (maximum 2);
- b) personnel resources of independent equality bodies (maximum 2).

Therefore, in the current measurement framework, H2 has a maximum score of 4 points.

No changes were made to the scoring model since the 2021 data collection. Further information on the scoring for these indicators is described below.

### Subindicator H2a: personnel resources of governmental gender equality bodies

Data on the total number of employees of governmental gender equality bodies are collected in question 5 (Q5). In the case of equality bodies with a wider remit, question 6 (Q6) also collects data on the proportion of the time that the total employees (reported in Q5) work on gender equality issues. The data are collected as a broad range (0–25 %, 25–50 %, 50–75 %, 75–100 %).

To calculate the total governmental personnel resources allocated to gender equality, the total employees reported under Q5 are (separately for each body) adjusted by the proportion reported under Q6 (always using the upper limit of the range) as per the following formula:

$$(\text{Total staff of governmental gender equality body, Q5}) \times (\text{Proportion of time spent on gender equality, Q6})$$

In the light of these challenges, the approach taken is to score based on the absolute numbers of personnel reported (as calculated using the formula above). However, for bodies with multiple mandates, it is difficult to estimate the time spent on gender equality, especially when individuals have roles that span multiple grounds rather than separate departments for different grounds. In such cases, using the upper limit of the percentage range may sometimes overestimate the number of people working on gender equality.

Fundamentally, a team of two or three within a unit of a ministry does not have anywhere near the same capacity as a team of 25 or more in a

dedicated department or separate agency. This is true irrespective of the size of the population served, and the scoring reflects this (Figure A3).

**Figure A3. Questions included in the scoring of sub-indicator H2a**

Question/option	Maximum score
Combined results:	
<b>5: What is the total number of employees in the governmental body?</b>	
<b>6: If the mandate of the governmental body includes gender equality combined with other non-discrimination areas. Approximately what percentage of time is spent on projects focused on gender equality?</b>	
100 or more	2
25–100	1.5
10–25	1
5–10	0.5
0–5	0
Don't know	0

### Subindicator H2b: personnel resources of independent equality bodies

The scoring model applied to subindicator H2b is the same as for subindicator H2a (i.e. based on absolute numbers of personnel). Similarly to the issues under subindicator H2a, there were instances where no evidence was provided for the data in H2b, making it difficult to verify the figures.

### Indicator H3: gender mainstreaming

The 2024 questionnaire maintained the revised measurement and conceptual framework adopted for the 2021 questionnaire. Therefore, the list of subindicators for H3 is as follows:

- a) status of government commitment to gender mainstreaming (maximum 2);
- b) governmental gender mainstreaming structures and consultation processes (maximum 4);
- c) commitment to and use of methods and tools for gender mainstreaming (maximum 6);

d) consultation of independent gender equality bodies (maximum 2).

The maximum score for H3 is a total of 14 points.

### Indicator H4: production and dissemination of statistics disaggregated by sex

The currently adopted indicator H4 is compiled as the sum of scores for three 'aspects' with an overall maximum score of 6.

In 2021, the previous subindicators H4a and H4b were merged into a broadened H4a referring to government commitment to the 'production' of statistics (i.e. covering collection and dissemination together). In addition, subindicator H4c was expanded to consider not only the methods used to disseminate gender statistics but also the intensity and accessibility of the efforts made.

The revised list of subindicators adopted in the 2021 data collection and continued in 2024 is as follows:

- a) government commitment to the production of statistics disaggregated by sex (maximum 2);
- b) governmental commitment to the dissemination of statistics disaggregated by sex (not used – incorporated under H4a);
- c) effectiveness of efforts to disseminate statistics disaggregated by sex (maximum 4).

## Annex 6. EIGE’s work on harmonising the collection of administrative data at the EU level on violence against women

Collecting administrative data on violence against women is a requirement of Article 44 of the new directive on violence against women and domestic violence (Directive (EU) 2024/1385). EIGE has carried out significant work in this field. Beginning in 2012, EIGE mapped and analysed administrative data sources, systems and methodologies for data collection on violence against women across all Member States, focusing on the police and justice sectors (EIGE, 2016a).

Following this, EIGE analysed the definitions and terminology used for rape, femicide and intimate partner violence at the EU and Member State levels (EIGE, 2016b). Between

2017 and 2018, EIGE conducted a feasibility study and proposed a measurement framework of 13 indicators to be used by the police and justice sectors to harmonise administrative data collection (EIGE, 2016b). These 13 indicators (Table A7) were also developed to allow comparability across the EU and to support Member States in meeting the minimum requirements of the victims’ rights directive and the Istanbul Convention (EIGE, 2016b). Four of the indicators refer to specific types of violence against women, as established in the Istanbul Convention and the directive on violence against women (physical, psychological, sexual and economic). Two indicators measure rape and femicide.

**Table A7. Overview of EIGE’s 13 indicators for measuring intimate partner / domestic / any violence**

Indicator	Unit of measurement	Sex of the victim	Sex of the perpetrator	Time coverage
<i>Police sector</i>				
Annual number of [women and total] victims of [intimate partner / domestic / any] violence, as recorded by the police	Victims	Women and total	n/a	Calendar year (12 months)
Annual number of reported offences of [intimate partner / domestic / any] violence against [women and total] victims, as recorded by the police	Offences	Women and total	n/a	Calendar year (12 months)
Annual number of men perpetrators of [intimate partner / domestic / any] violence against [women and total] victims, as recorded by the police	Perpetrators	Women and total	Men	Calendar year (12 months)
Annual number of [women and total] victims of [intimate partner / domestic / any] physical violence, as recorded by the police	Victims (however, if victim-level data are not available, Member States can provide data on the number of offences related to physical violence. This must be clarified in the 2c_metadata_ conceptual tab)	Women and total	n/a	Calendar year (12 months)

Indicator	Unit of measurement	Sex of the victim	Sex of the perpetrator	Time coverage
Annual number of [women and total] victims of [intimate partner / domestic / any] psychological violence, as recorded by the police	Victims (however, if victim-level data are not available, Member States can provide data on the number of offences related to psychological violence. This must be clarified in the 2c_metadata_conceptual tab)	Women and total	n/a	Calendar year (12 months)
Annual number of [women and total] victims of [intimate partner / domestic / any] sexual violence, as recorded by the police	Victims (however, if victim-level data are not available, Member States can provide data on the number of offences related to sexual violence. This must be clarified in the 2c_metadata_conceptual tab)	Women and total	n/a	Calendar year (12 months)
Annual number of [women and total] victims of [intimate partner / domestic / any] economic violence, as recorded by the police	Victims (however, if victim-level data are not available, Member States can provide data on the number of offences related to economic violence. This must be clarified in the 2c_metadata_conceptual tab)	Women and total	n/a	Calendar year (12 months)
Annual number of [women and total] victims reporting [intimate partner / domestic / any] rape, as recorded by the police	Victims (however, if victim-level data are not available, Member States can provide data on the number of offences related to rape. This must be clarified in the 2c_metadata_conceptual tab)	Women and total	n/a	Calendar year (12 months)
Annual number of [women and total] victims of [intimate partner / domestic / any] [femicide/homicide], as recorded by the police	Victims	Women and total	n/a	Calendar year (12 months)
<i>Justice system</i>				
Annual number of protection orders [applied for and granted] in cases of [intimate partner / domestic / any] violence against [women and total] victims	Protection orders	Women and total	Men	Calendar year (12 months)

Indicator	Unit of measurement	Sex of the victim	Sex of the perpetrator	Time coverage
Annual number of men perpetrators prosecuted for [intimate partner / domestic / any] violence against [women and total] victims	Perpetrators	Women and total	Men	Calendar year (12 months)
Annual number of men perpetrators sentenced for [intimate partner / domestic / any] violence against [women and total] victims	Perpetrators	Women and total	Men	Calendar year (12 months)
Number of men perpetrators held in prison or with a sanction involving a form of deprivation of liberty for [intimate partner / domestic / any] violence against [women and total] victims	Perpetrators	Women and total	Men	On 31 December of each given year (2014–2022)

Source: Adapted from EIGE (2023j).

## GETTING IN TOUCH WITH THE EU

### In person

All over the European Union there are hundreds of Europe Direct centres. You can find the address of the centre nearest you online ([european-union.europa.eu/contact-eu/meet-us\\_en](https://european-union.europa.eu/contact-eu/meet-us_en)).

### On the phone or in writing

Europe Direct is a service that answers your questions about the European Union. You can contact this service:

- by freephone: 00 800 6 7 8 9 10 11 (certain operators may charge for these calls),
- at the following standard number: +32 22999696,
- via the following form: [european-union.europa.eu/contact-eu/write-us\\_en](https://european-union.europa.eu/contact-eu/write-us_en).

## FINDING INFORMATION ABOUT THE EU

### Online

Information about the European Union in all the official languages of the EU is available on the Europa website ([europa.eu](https://europa.eu)).

### EU publications

You can view or order EU publications at [op.europa.eu/en/publications](https://op.europa.eu/en/publications). Multiple copies of free publications can be obtained by contacting Europe Direct or your local documentation centre ([european-union.europa.eu/contact-eu/meet-us\\_en](https://european-union.europa.eu/contact-eu/meet-us_en)).

### EU law and related documents

For access to legal information from the EU, including all EU law since 1951 in all the official language versions, go to EUR-Lex ([eur-lex.europa.eu](https://eur-lex.europa.eu)).

### Open data from the EU

The portal [data.europa.eu](https://data.europa.eu) provides access to open datasets from the EU institutions, bodies and agencies. These can be downloaded and reused for free, for both commercial and non-commercial purposes. The portal also provides access to a wealth of datasets from European countries.



European Institute for  
Gender Equality



Publications Office  
of the European Union

[eige.europa.eu](http://eige.europa.eu)