

Western European MEP VI: Lier

DROI FACT SHEET: COMMITTEE ON HUMAN RIGHTS

INTRODUCTION

In terms of equal rights, EU member states are among the most equal countries in the world. Yet not every citizen can benefit from this in the same way. For instance, the European Union still faces the situation where men and women are paid unequally for the same work. Also, men and women do not always have equal opportunities in terms of self-development due to stereotypes and prejudices. In addition, within EU member states, there are also major differences in rights for different gender identities. Increasingly, there is even violence and harassment against certain genders. The committee on human rights will address the following main question which can be divided into four sub-questions on this topic:

TOPIC

TOPIC

The question of what the EU should do regarding gender equality within the EU borders:

SUBQUESTIONS

1. The question of what strategies the EU can adopt to combat violence and harassment based on sex and gender identity.
2. The question of what the EU should do with the difference in rights for different sexes and gender identities.
3. The question of how the EU should address the gender pay gap and to what extent the EU should ensure equal pay for equal work within its member states.
4. The question of how and to what extent the EU should reduce gender stereotypes and biases.

KEY WORDS

To avoid misconceptions and ensure that all Members of the European Parliament perceive the issue in the same way, it is important to define some general concepts that are important in this issue:

- Sex: sex is about the sexual characteristics that make one a man or a woman. In this issue, therefore, we define the sexes exclusively as male and female.
- Gender identity: gender identity is about who people are, and how they feel. Because it is about a feeling, we cannot establish all the different gender identities, but the most common ones besides male and female are transgender, non-binary, queer, agender and genderfluid.

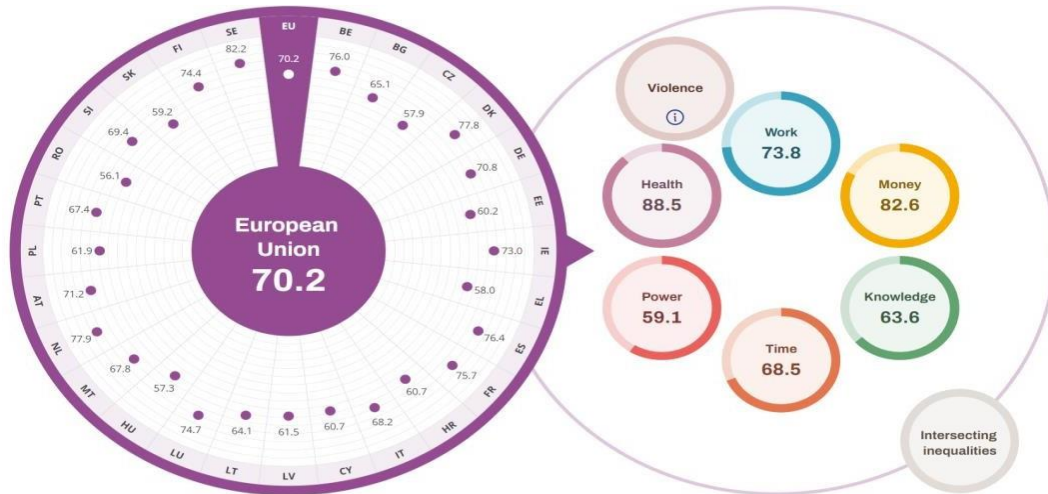
INFORMATION

Already existing bodies and organizations

- **European Institute for Gender Equality (EIGE):** EIGE is an EU organ dedicated to promoting and advancing gender equality. It provides data and research to help EU member states make informed decisions in this area. Please note that there is a thematic focus on the official website of EIGE. This focus is currently regarding climate change and how gender equality can help us accomplish the European Green Deal. This topic will be handled in ITRE and won't be discussed in DROI.
<https://eige.europa.eu/publications-resources/toolkits-guides>
- **European Union Agency for Fundamental Rights (FRA):** FRA monitors and reports on fundamental rights issues, such as but not limited to:
 - Article 1: Human dignity – everyone has the right to be treated with dignity.
 - Article 11: Freedom of expression and information.
 - Article 21: Non-discrimination – forbids discrimination on grounds of sex, race, color, ethnic or social origin, genetic features, language, religion or other belief, political opinion, membership of a national minority, property, birth, disability, age or sexual orientation.
 - Article 23: Equality between men and womenhttps://european-union.europa.eu/institutions-law-budget/institutions-and-bodies/search-all-eu-institutions-and-bodies/european-union-agency-fundamental-rights-fra_en#:~:text=Overview&text=The%20EU%20Agency%20for%20Fundamental,rights%20better%20informed%20and%20targeted.
- **LGBTIQ Equality Strategy 2020-2025:** The LGBTIQ Equality Strategy 2020-2025 is a strategy developed by the EU to promote equality and inclusion for LGBTIQ individuals within the EU. It shows a framework of actions and initiatives aimed at combating discrimination and advancing the rights of LGBTIQ people in various areas.
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
- **Gender Equality Strategy 2020-2025:** The Gender Equality Strategy 2020-2025 is a plan by the EU to promote gender equality and combat gender-based discrimination and inequalities within its member states. This strategy was introduced to address the persistent challenges and disparities that exist between men and women in various aspects of life.
https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en

Measures

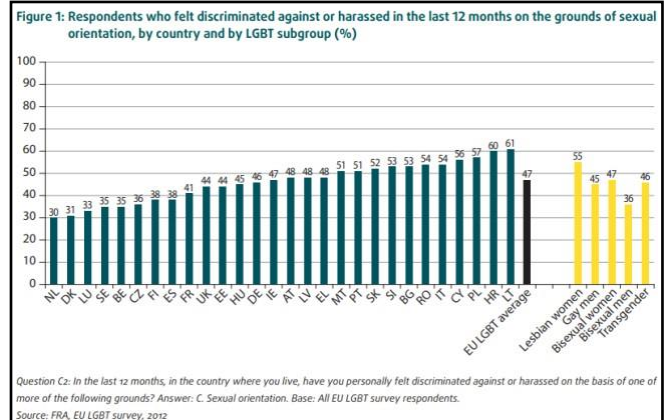
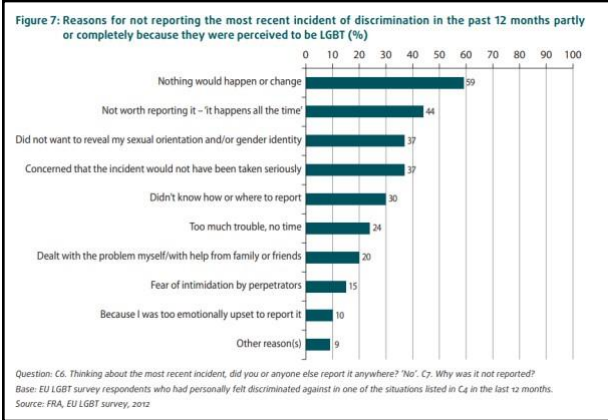
- **Gender equality index:** The Gender Equality Index gives the EU and the Member States a score from 1 to 100. A score of one hundred would mean that a country had reached full equality between women and men. This website provides a wide variety of different other useful statistics. <https://eige.europa.eu/gender-equality-index/2023>



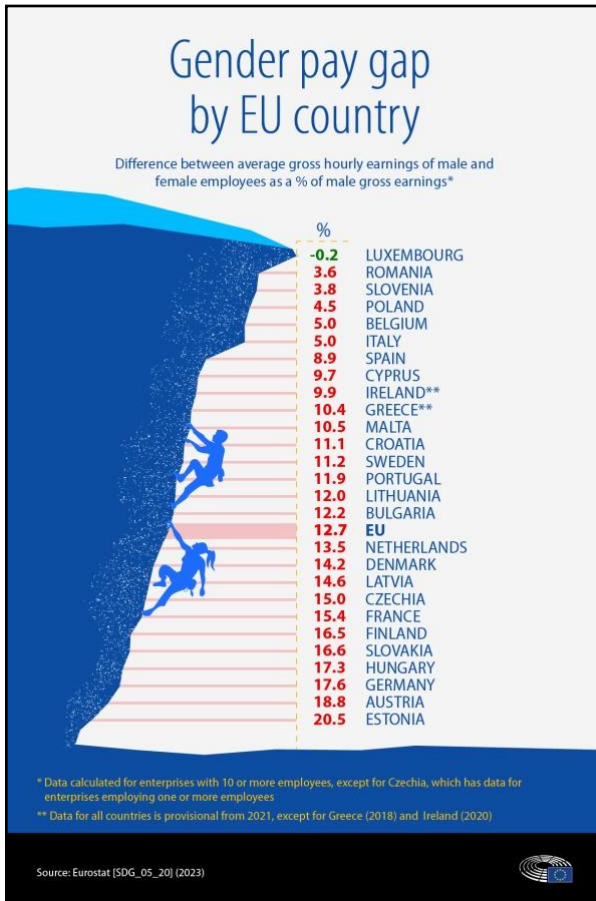
Convergence analysis shows a mean improvement in gender equality, accompanied by a decline in disparities between Member States for the period 2010-2021. Despite their different starting points, 15 Member States (BE, BG, DK, IE, EL, HR, IT, CY, LT, MT, NL, PT, SI, FI, and SE) have come closer to the EU average over time. The remaining 12 Member States (CZ, DE, EE, ES, FR, LV, LU, HU, AT, PL, RO, and SK) have increased their distance from the EU average. In detail:

- *Catching up* – Bulgaria, Cyprus, Greece, Croatia, Italy, Lithuania, Malta, and Portugal have Index scores lower than the EU average but are making faster improvements over time, reducing the gap between them and the EU.
 - *Flattening* – Belgium, Denmark, Finland, Ireland, the Netherlands, Sweden, and Slovenia have improved their Index scores. Their gender equality levels are higher than the EU average, but their progress has been slower than the EU average. As a result, the gaps between these countries and the EU have narrowed over time.
 - *Outperforming* – Austria, Germany, Spain, France, and Luxembourg perform better than the EU average on gender equality and progress more rapidly. Consequently, the gap between these countries and the EU is widening.
 - *Slower pace* – Czechia, Estonia, Hungary, Latvia, Poland, Romania, and Slovakia have all improved their Gender Equality Index scores, but are consistently and significantly lower than the EU average. In addition, their progress in gender equality is slower, leading to growing disparities over time compared with the EU.
- <https://eige.europa.eu/>

Statistics



https://fra.europa.eu/sites/default/files/eu-lgbt-survey-results-at-a-glance_en.pdf (2x)



<https://www.europarl.europa.eu/news/en/headlines/society/202227ST073519/gender-pay-gap-in-europe-facts-and-figures-infographic>



<https://eiqe.europa.eu/gender-equality-index/2023/domain/work>



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