Public consultation on gender equality

Fields marked with * are mandatory.

Introduction

Gender equality is a fundamental value of the European Union; the principle of equality between women and men is enshrined in the Treaty on the European Union, the Treaty on the functioning of the European Union and the Charter of Fundamental Rights, and confirmed in EU law. The European Commission promotes gender equality through strategic frameworks. The current Strategic engagement for gender equality 2016-2019 sets the following priorities:

- Increasing female labour market participation and the equal economic independence of women and men;
- Reducing the gender pay, earnings and pension gaps and thus fighting poverty among women;
- Promoting equality between women and men in decision-making;
- Combating gender-based violence and protecting and supporting victims;
- Promoting gender equality and women’s rights across the world;

The Commission is launching this public consultation to gather opinions of different actors of the current situation of gender equality in the EU and priorities for the next five years.

About you

* Language of my contribution
  - Bulgarian
  - Croatian
  - Czech
  - Danish
  - Dutch
  - English
  - Estonian
  - Finnish
  - French
  - Gaelic
  - German
  - Greek
  - Hungarian
I am giving my contribution as
- Academic/research institution
- Business association
- Company/business organisation
- Consumer organisation
- EU citizen
- Environmental organisation
- Non-EU citizen
- Non-governmental organisation (NGO)
- Public authority
- Trade union
- Other

* First name
Dorota

* Surname
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D.Sienkiewicz@eurohealthnet.eu

* Organisation name
255 character(s) maximum
EuroHealthNet

* Organisation size
- Micro (1 to 9 employees)
- Small (10 to 49 employees)
Medium (50 to 249 employees)
- Large (250 or more)

Transparency register number

255 character(s) maximum

Check if your organisation is on the transparency register. It's a voluntary database for organisations seeking to influence EU decision-making.

48562122691-12

*Country of origin*

Please add your country of origin, or that of your organisation.

- Afghanistan
- Åland Islands
- Albania
- Algeria
- American Samoa
- Andorra
- Angola
- Anguilla
- Antarctica
- Antigua and Barbuda
- Argentina
- Armenia
- Aruba
- Australia
- Austria
- Azerbaijan
- Bahamas
- Bahrain
- Bangladesh
- Barbados
- Belarus
- Belgium
- Belize
- Benin
- Bermuda
- Bhutan
- Bolivia
- Bonaire Saint Eustatius and Saba
- Bosnia and Herzegovina
- Botswana
- Brazil
- British Indian Ocean Territory
- Brunei Darussalam
- Bulgaria
- Burkina Faso
- Burundi
- Cyprus
- Czech Republic
- Denmark
- Djibouti
- Dominica
- Dominican Republic
- Ecuador
- Egypt
- El Salvador
- Equatorial Guinea
- Eritrea
- Estonia
- Ethiopia
- Falkland Islands
- Faroe Islands
- Fiji
- Finland
- France
- French Guiana
- French Polynesia
- French Southern and Antarctic Lands
- Gabon
- Georgia
- Germany
- Ghana
- Gibraltar
- Greece
- Greenland
- Grenada
- Guadeloupe
- Guinea
- Guyana
- Haiti
- Honduras
- Hong Kong
- Hungary
- Iceland
- India
- Indonesia
- Iran, Islamic Republic of
- Iraq
- Ireland
- Israel
- Italy
- Jamaica
- Japan
- Jersey
- Jordan
- Kenya
- Kingston
- Kosovo
- Kuwait
- Kyrgyzstan
- Laos People’s Democratic Republic
- Latvia
- Lebanon
- Lesotho
- Liberia
- Libya
- Liechtenstein
- Lithuania
- Luxembourg
- Macau
- Madagascar
- Malawi
- Malaysia
- Maldives
- Mali
- Malta
- Marshall Islands
- Martinique
- Mauritania
- Mauritius
- Mayotte
- Mexico
- Micronesia
- Moldova
- Monaco
- Mongolia
- Montenegro
- Montserrat
- Morocco
- Mozambique
- Myanmar/Burma
- Namibia
- Nauru
- Nepal
- Netherlands
- New Zealand
- Nicaragua
- Nigeria
- Niue
- Norway
- Oman
- Pakistan
- Panama
- Papua New Guinea
- Paraguay
- Peru
- Philippines
- Poland
- Portugal
- Puerto Rico
- Qatar
- Romania
- Russian Federation
- Rwanda
- Saint Kitts and Nevis
- Saint Lucia
- Saint Vincent and the Grenadines
- Saint Pierre and Miquelon
- Saint Helena
- Samoa
- San Marino
- Saudi Arabia
- Senegal
- Serbia
- Seychelles
- Sierra Leone
- Singapore
- Sint Maarten
- Slovakia
- Slovenia
- Solomon Islands
- Somalia
- South Africa
- South Georgia and the South Sandwich Islands
- South Korea
- South Sudan
- Spain
- Sri Lanka
- Sudan
- Suriname
- Svalbard and Jan Mayen
- Swaziland
- Sweden
- Switzerland
- Syrian Arab Republic
- Taiwan
- Tajikistan
- Tanzania
- Thailand
- Timor-Leste
- Togo
- Tonga
- Trinidad and Tobago
- Tunisia
- Turkey
- Turkmenistan
- Tuvalu
- Uganda
- Ukraine
- United Arab Emirates
- United Kingdom
- United States
- Uruguay
- Uzbekistan
- Vanuatu
- Vatican City
- Venezuela
- Vietnam
- Virgin Islands (British)
- Virgin Islands (U.S.)
- Wallis and Futuna
- Yemen
- Zambia
- Zimbabwe
Bosnia and Herzegovina  Bolivia
Botswana  Bouvet Island
Brazil  British Indian Ocean Territory
British Virgin Islands  Brunei
Bulgaria  Burkina Faso
Burundi  Cambodia
Cameroon  Canada
Cape Verde  Cayman Islands
Central African Republic  Chad
Chile  China
Christmas Island  Clipperton
Cocos (Keeling) Islands  Colombia
Comoros  Congo
Cook Islands  Costa Rica
Côte d’Ivoire  Croatia
Cuba  Curaçao
Cyprus  Czech Republic
Democratic Republic of the Congo
Denmark  Djibouti
Dominica  Dominica Republic
Ecuador  Egypt
Eritrea  Estonia
Estonia  Ethiopia
Falkland Islands  Faroe Islands
Fiji  Finland
France  French Guiana
French Polynesia  French Southern and Antarctic Lands
Gabon  Georgia
Germany  Ghana
Greece  Greenland
Grenada  Grenada
Guadeloupe  Guatemala
Guam  Guernsey
Guinea  Guinea-Bissau
Guyana  Haiti
Heard Island and McDonald Islands  Honduras
Hong Kong  Hungary
Iceland  India
Indonesia  Iran
Iraq  Ireland
Isle of Man  Israel
Italy  Jamaica
Japan  Jersey
Jordan  Kazakhstan
Kenya  Kiribati
Kosovo  Kuwait
Kyrgyzstan  Laos
Latvia  Lebanon
Lesotho  Liberia
Nepal  Netherlands
New Caledonia  New Zealand
Nicaragua  Niger
Nigeria  Niue
Norfolk Island  North Korea
Northern Mariana Islands  Norway
Oman  Pakistan
Palau  Palestine
Panama  Papua New Guinea
Paraguay  Peru
Philippines  Pitcairn Islands
Poland  Portugal
Puerto Rico  Qatar
Réunion  Romania
Russia  Rwanda
Saint Barthélemy  Saint Helena
Ascension and Tristan da Cunha  Saint Kitts and Nevis
Saint Lucia  Saint Martin
Syria  Taiwan
Tajikistan  Tanzania
Thailand  The Gambia
Timor-Leste  Togo
Tokelau  Tonga
Trinidad and Tobago  Tunisia
Turkey  Turkmenistan
Turks and Caicos Islands  Tuvalu
Uganda  Ukraine
United Arab Emirates  United Kingdom
United States  United States Minor Outlying Islands
Uruguay  US Virgin Islands
Uzbekistan  Vanuatu
Vatican City  Venezuela
Vietnam  Wallis and Futuna
Western Sahara  Yemen
Zambia  Zimbabwe

* Publication privacy settings
The Commission will publish the responses to this public consultation. You can choose whether you would like your details to be made public or to remain anonymous.

- **Anonymous**
  Only your type, country of origin and contribution will be published. All other personal details (name, organisation name and size, transparency register number) will not be published.

- **Public**
  Your personal details (name, organisation name and size, transparency register number, country of origin) will be published with your contribution.

- ✔️ *I agree with the [personal data protection provisions](#)*

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**Public consultation on Gender equality in the EU – current situation and priorities for future**

1. **Do you think that the EU has made progress on gender equality during the last five years?**
   - Yes
   - No
   - Don’t know

2. **Do you consider the current gender equality priorities still valid for the Commission’s work on gender equality after 2019?**
   - Yes
   - No
   - Partially

3. **Do you believe that new priorities should be set?**
   - Yes
   - No

If yes, which?

*200 character(s) maximum*

The existing average (healthy) life expectancy gap between and within Member States calls for an urgent need to address the underlying structural and social factors of gender and health inequalities.

4. **Gender inequality is a structural and endemic problem with numerous manifestations. In your opinion, which of them should be dealt with most urgently? Please choose no more than five manifestations of inequality, which you would prioritise for EU action. (1 = most important)**

*between 1 and 5 answered rows*

<table>
<thead>
<tr>
<th>Prejudice and unconscious bias based on ideas about the image, role and abilities of women and men</th>
<th>1</th>
<th>2</th>
<th>3</th>
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<tbody>
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</tbody>
</table>
The unequal sharing of caring and household tasks between men and women

The under-representation of women in positions of power in politics, business and public life

Women’s unequal access to property (e.g. land, inheritance, bank account)

Women and men working in different sectors and occupations

The lower employment rate of women

Women being paid less than men for the same work or work of equal value

Women being discriminated against because of their gender at the workplace

Women being more likely than men to live in poverty

Women receiving lower pension benefits than men

Specific challenges faced by single parents, more than 90% of whom are mothers

Girls’ and boys’ performance and (gendered) choices in education

Women being more exposed to gender-based and domestic violence than men

Women’s exposure to hate speech and violence online

5. Is there any specific group of people that requires more focused attention in the Commission’s efforts to ensure gender equality? Please choose no more than five options indicating the order of importance (1 = most important).
<table>
<thead>
<tr>
<th>Category</th>
<th>1</th>
<th>2</th>
<th>3</th>
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<th>5</th>
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</thead>
<tbody>
<tr>
<td>Children and youth</td>
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<tr>
<td>Elderly women and men</td>
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<tr>
<td>Rural women and men</td>
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<tr>
<td>Women and men with a low educational background</td>
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<td>Women and men with disabilities</td>
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<tr>
<td>Women and men of a migrant background</td>
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<tr>
<td>Refugees and asylum seekers</td>
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<tr>
<td>Women and men who suffer from discrimination based on racial or ethnic origin, religion or belief, age or sexual orientation[1] (e.g. LGBTI[2] people or the Roma) – please specify</td>
<td></td>
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<tr>
<td>Victims of human trafficking</td>
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<tr>
<td>Working parents</td>
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<tr>
<td>Women and men working in occupations where one gender is under-represented</td>
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<tr>
<td>Women and men in political and corporate decision-making positions</td>
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</tbody>
</table>

Women and men who suffer from discrimination based on racial or ethnic origin, religion or belief, age or sexual orientation[1] (e.g. LGBTI[2] people or the Roma) – please specify

<table>
<thead>
<tr>
<th>Other (please specify)</th>
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</thead>
<tbody>
<tr>
<td>None</td>
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<tr>
<td>None (please explain)</td>
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</table>

(please specify)

200 character(s) maximum
Women with a low socio-economic status, from a disadvantaged/socially excluded background or in a vulnerable situation, victims of gender-based violence, migrants including undocumented migrants


[2] Lesbian, gay, bisexual, transgender and intersex people

### 6. From your perspective, which type of actions should the Commission prioritise in the next 5 years? Please choose no more than five options indicating the order of importance (1 = most important).

**between 1 and 5 answered rows**

<table>
<thead>
<tr>
<th>Action</th>
<th>1</th>
<th>2</th>
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</thead>
<tbody>
<tr>
<td>Improving collection of sex-disaggregated data, monitoring and evaluation</td>
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<td>Information and awareness-raising campaigns</td>
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<tr>
<td>Training and capacity building of professionals</td>
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<tr>
<td>Developing or disseminating informational and training tools and materials for promoting gender equality</td>
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<tr>
<td>Enforcing and monitoring existing EU gender equality legislation</td>
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<tr>
<td>Introducing new or revising existing gender equality legislation (please specify topic)</td>
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<td>Ensuring that a gender sensitive approach is adopted throughout all policies at EU and national level</td>
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<tr>
<td>Introducing positive action measures aimed at remedying gender imbalances</td>
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<tr>
<td>Providing funding to European civil society networks working on gender equality</td>
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<tr>
<td>Providing funding for projects on gender equality</td>
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<tr>
<td>Strengthening cooperation and coordination on gender equality policy at EU level and between Member States</td>
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</tr>
</tbody>
</table>
Providing fora for mutual learning between countries in the EU and outside

- Other (please specify)
- None
- None (please explain)

(please specify)

200 character(s) maximum

Training and capacity building of professionals to employ an integrated, cross-sectoral approach, this including public health professionals.

7. How could the Commission tackle persistent gender stereotypes, denoting “typical” or “normal” behaviours and choices for girls and women, and for men and boys? Please choose no more than three options indicating the order of importance (1 = most important) between 1 and 3 answered rows

<table>
<thead>
<tr>
<th></th>
<th>1</th>
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</thead>
<tbody>
<tr>
<td>Encouraging schools and educational institutions to include gender equality topics in the curricula from a young age</td>
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<tr>
<td>Raising awareness about stereotypes through public communication campaigns</td>
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<tr>
<td>Funding projects and initiatives by civil society and national authorities addressing gender stereotypes</td>
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<tr>
<td>Engaging media and online platforms to question gender stereotypes</td>
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<tr>
<td>Supporting the involvement of men in gender equality/women’s rights movements and as role models for change</td>
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<tr>
<td>Collecting data on the prevalence of different gender stereotypes amongst Europeans</td>
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</tbody>
</table>

- Other (please specify)
- None
- None (please explain)

8. One of the EU’s objectives is to increase women’s participation in the labour market and to tackle gender employment, pay and pension gaps. Which of the following specific goals would you
prioritise for action? Please choose no more than five options indicating the order of importance (1 = most important).

<table>
<thead>
<tr>
<th>Option</th>
<th>1</th>
<th>2</th>
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<tbody>
<tr>
<td>Introducing measures to further support the principle of 'equal pay for work of equal value', such as gender neutral job classifications and pay transparency</td>
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<tr>
<td>Making sure it is beneficial financially for women to work (by changing rules on taxes and social protection rights, where possible and necessary)</td>
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<tr>
<td>Improving women’s access to jobs traditionally held by men, such as technical and innovative sectors including STEM [3]</td>
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<tr>
<td>Making jobs in traditional female dominated sectors, such as health care and education, more attractive for men</td>
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<tr>
<td>Providing targeted active labour market measures for specific groups of women (e.g. women of a migrant background, women returning from family leaves, etc.)</td>
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<tr>
<td>Empower women to get the same opportunities as men to develop their careers and reach leading positions in companies and in politics</td>
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<tr>
<td>Introducing incentives or quota for women in decision-making positions such as on company boards</td>
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<tr>
<td>Ensuring awareness of legal rights</td>
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<tr>
<td>Introducing further EU legislation on equality and non-discrimination in the workplace (please specify)</td>
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<tr>
<td>Better enforcing EU legislation, for instance by improving access to justice and by empowering equality bodies</td>
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</table>

- Other (please specify)
- None
- None (please explain)

[3] Science, technology, engineering, mathematics
9. One of the EU's objectives is to encourage an equal sharing of caring activities between the parents (housework, caring for children and/or dependents). Which of the following specific goals would you prioritise for action? Please choose no more than five options indicating the order of importance (1 = most important).

between 1 and 5 answered rows

<table>
<thead>
<tr>
<th></th>
<th>1</th>
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</thead>
<tbody>
<tr>
<td>Improving the conditions of part-time work, flexible working arrangements and family leaves to make them valid career options for both women and men</td>
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<tr>
<td>Making childcare and other dependents’ care more available, accessible, affordable and of high quality and give support to informal carers</td>
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<tr>
<td>Revising and/or introducing targets such as on childcare and elderly care</td>
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<tr>
<td>Changing attitudes towards caring activities (housework, caring for children and/or dependants) by men and women and towards educational and professional choices</td>
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<tr>
<td>Increasing fathers’ uptake of family leaves (e.g. paternity, parental, carer’s leaves, adoption leaves)</td>
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<tr>
<td>Preventing discrimination of workers with care responsibilities such as dismissal and unfavourable treatment of pregnant workers and workers who take family leaves</td>
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<tr>
<td>Encouraging companies and public employers to adopt more family friendly workplace practices</td>
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<tr>
<td>Ensuring awareness of legal rights</td>
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<tr>
<td>Introducing further EU legislation on work-life balance related matters (please specify)</td>
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<tr>
<td>Better enforcing EU legislation on work-life balance matters</td>
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</tbody>
</table>

- Other (please specify)
- None
- None (please explain)
Better enforcing EU legislation on work-life balance, encouraging national actions beyond the minimum guaranteed through EU level 'obligations' path; EU funds dedicated to equity-enhancing reforms.

## Gender-based violence

10. Which of the following actions should the Commission prioritise in combating gender-based violence? Please choose no more than five options indicating the order of importance (1 = most important).

### Between 1 and 5 answered rows

<table>
<thead>
<tr>
<th>Option</th>
<th>1</th>
<th>2</th>
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</thead>
<tbody>
<tr>
<td>Prevention work, including by tackling gender stereotypes and promote non-violent conflict resolution</td>
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<tr>
<td>Data collection and research on root causes, prevalence, consequences or costs</td>
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<tr>
<td>Training and capacity building of professionals, such as support service providers, healthcare and criminal justice professionals (please specify target group)</td>
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<tr>
<td>Strengthening the rights of victims of gender-based violence, including on specific support, protection measures and compensation</td>
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<tr>
<td>Developing measures to tackle online hate speech, abuse and violence against women and girls</td>
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<tr>
<td>Promoting workplace measures tackling violence and harassment against women</td>
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<tr>
<td>Ensuring that gender-based violence is addressed within relevant EU policies and strategies (education, humanitarian aid, digital agenda, etc.)</td>
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<td>Funding projects tackling violence by civil society organisations and national authorities</td>
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<td>Supporting EU-wide civil society networks</td>
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<td>Information and awareness-raising campaigns</td>
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</table>
Exchanges of good practice among Member States

Implementing the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention)[4]

Introducing new EU legislation to combat gender-based violence (please specify topic)

Training and capacity building of professionals, such as support service providers, healthcare and criminal justice professionals (please specify target group)

Training and capacity building of professionals should cover working cross-sectorally, in an integrated not fragmented, people/victim-centered system.

- Other (please specify)
- None
- None (please explain)

[4] If the EU accedes to the Istanbul Convention following its signature in June 2017.

**EU policy-making**

11. Do you think a gender perspective should be better integrated in some specific EU policy areas? If so, please choose no more than five options indicating the order of importance (1 = most important).

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<th>between 1 and 5 answered rows</th>
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<td>Agricultural and rural policy</td>
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<td>Climate change</td>
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<td>Cohesion and regional policy</td>
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<td>Culture and sports policy</td>
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<td>Policy Area</td>
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<td>Development cooperation and humanitarian aid policy</td>
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<td>Justice and fundamental rights policy</td>
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<td>Neighbourhood and external relations policy</td>
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<td>Youth policy</td>
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- Other (please specify)
- None
- None (please explain)

(please specify)

200 character(s) maximum
There’s much more than some areas to focus on. Digital, commercial, fiscal and environmental determinants of gender-based health inequalities, for instance, illustrate need to look wider.

You may also specify which specific elements of the policies chosen you think should be more gender sensitive.

200 character(s) maximum

12. Which of the following measures have had the most impact on improving the integration of a gender perspective within businesses, organisations and public administrations? Please choose no more than three options indicating the order of importance (1 = most important).

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<tbody>
<tr>
<td>Mandatory training on gender equality for staff</td>
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<td>Mandatory training on gender equality for high-level decision-makers</td>
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<td>Integrating the gender perspective better into studies, impact assessments, evaluations and legislative proposals</td>
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<td>Setting targets for each policy area and monitoring results</td>
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<tr>
<td>Integrating a gender perspective in the budgetary process, including in the structure and monitoring of revenues and expenditures (so-called “gender budgeting”)[5]</td>
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<tr>
<td>Promoting role models amongst male and female managers (showing, for example, that a better work/life balance is possible)</td>
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</table>

- Other (please specify)
- None
- None (please explain)

[5] The Council of Europe defines gender budgeting as a “gender based assessment of budgets incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality” Council of Europe (2005), Final report of the Group of Specialists on Gender Budgeting

13. Which actors do you believe are the most important partners? Please choose no more than five options indicating the order of importance (1 = most important).

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<td>Trade unions and employers’ organisations</td>
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<td>National governments</td>
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<td>National equality bodies</td>
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<td>Local and regional authorities</td>
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<td>EU institutions and agencies</td>
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<td>Human rights organisations</td>
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<td>Women’s rights organisations</td>
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<td>Organisations working with men</td>
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<td>Education and training institutions</td>
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<td>Social services</td>
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<td>Youth organisations</td>
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<td>Private sector (businesses and corporations)</td>
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<td>Think-tanks and lobbyists</td>
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<td>Private foundations and individuals (please specify)</td>
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<td>Other stakeholder organisations, including pan-European ones</td>
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<td>International organisations (UN, OECD, ILO, Council of Europe, European Investment Bank, World Bank, etc.)</td>
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- Other (please specify)
- None
- None (please explain)
Gender-based differences exist in (healthy) life expectancy, health behaviours, mortality, and morbidity risks, partly due to the socially constructed roles of men and women. These norms influence the health conditions individuals are susceptible to, their access to and uptake of health and social services. Strengthening and mainstreaming the gender angle in all policies, measures and actions needs to be at the top of the EU policy agenda to eliminate avoidable and unjust inequalities between genders and to generate a positive impact on the health status of all citizens. The EU launched many initiatives to try to redress the gender imbalance and its effects, such as the inclusion of gender equality in the Social Pillar, the European Semester and their follow-up actions. Initiatives addressing the causes of gender inequality have also been developed in EU MS. EuroHealthNet argues for:
- an integrated holistic approach to health promotion, access to healthcare, and labour market integration, incl. gender equality;
- promoting empowerment of all women and girls through their full participation in society and decision making;
- helping parents/carers combine work with parental/caring responsibilities;
- effective action on gender and health through the Pillar and the Semester, incl. relevant indicators in the Social Scoreboard;
- examining the links between SDG3 and 5;
- a cross-cutting gender and health perspective in next EU long-term budget and its tools.

Contact
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