



Equality between women and men in the EU - Questionnaire

About you

*Are you replying to this consultation in a professional capacity and/or on behalf of an organisation? **Yes**

Which organisation? **Women's Aid Federation Northern Ireland**

*What type of organisation is this? **NGO women's rights organisation**

What is your function/position within the organisation? **Regional Policy & Information Coordinator**

Which country do you work in? **United Kingdom**

Questionnaire

*The current European Commission Strategy on equality between women and men sets the following priorities: Equal economic independence Equal pay for equal work and work of equal value Equality in decision-making Dignity, integrity, and an end to gender-based violence Gender equality in external relations Horizontal issues of gender roles and legislation Do you consider these priorities to still be valid for the Commission's work on equality between women and men after 2015? **Yes**

Here is a list of inequalities which men or women can face. In your opinion, which of them should be dealt with most urgently?

- 1. Women being more likely than men to live in poverty**
- 2. Gender-based violence**

In your opinion, is there any specific group of women and men that requires more focused attention in the Commission's efforts to ensure equality between women and men?

Other – They must all be targeted in the strategy, and women generally should be included as a category.

*In your opinion, on what actions should the Commission focus to ensure equality between women and men?

- 1. Improving data collection and monitoring**
- 2. Enforcing and monitoring existing legislation**

Women in the labour market

One of the EU's objectives is to increase the number of women in the labour market. In your opinion, what are the most effective ways to achieve this?

- 1. Making child care more accessible, more affordable, and/or of better quality**
- 2. Making sure it is beneficial financially for women to work (by changing rules on taxes and social benefits)**

Caring activities

What should be done to encourage a more equal sharing of caring activities (housework, caring for children and/or dependents) between women and men?

- 1. Improving the quality and pay of part-time work to make it a valid career option for both women and men**
- 2. Changing men's and boys' attitudes towards caring activities (housework, caring for children and/or dependents)**

In your opinion, which of the following actions would add most value in addressing the growing needs in terms of elderly and dependent care which impact the work-life balance of women and men?

- 1. Improving support to informal carers**
- 2. Improving working and pay conditions in the care sector**

Violence

*Which of the following policy actions should the Commission prioritise in combating gender-based violence in the EU?

- 1. Data collection and research on root causes, consequences and costs**
- 2. Training police officers and others coming into contact with women at risk**

EU policy-making

*In which of the following EU policy areas do you think a gender perspective should be better integrated?

Other – a gendered approach should be applied across all EU policy areas

What, based on your experience, are the measures that have the most impact on improving gender mainstreaming within large public administrations, including the European Commission?

- 1. Gender budgeting**
- 2. Setting targets for each policy area and monitor results**

Good partnership with all stakeholders is key to ensure equality between women and men. Which stakeholders do you believe are most important to ensure equality between women and men?

- 1. Governments of the EU countries**
- 2. Women's rights organisations**

Any other comments

If you have any additional comments and/or suggestions to improve equality between women and men in the EU, feel free to use the open box below

WAFNI calls for a robust strategy to tackle gender inequality and gender-based violence. It must dedicate resources and include accountability and monitoring mechanisms to achieve this.

Gender-based violence is both a cause and consequence of gender inequality and must be addressed in this strategy as a top priority. Wider recognition of all forms of violence against women is needed – physical, psychological, sexual and financial abuse, FGM, 'honour'-based violence, trafficking, online abuse. We strongly recommend ratification of the Istanbul Convention.

A gendered perspective on economic policy is crucial. Austerity policies in EU states must not result in the de-prioritisation of gender equality. In the UK/ Northern Ireland, women are disproportionately affected by government austerity policy and cuts to welfare. It is vital that such policies are assessed through a gender lens, and that member states do not disproportionately burden the impact of austerity on women.

The strategy must recognise the intersectional nature of inequality and the multiple identities of women. Measures to tackle gender inequality should reflect and address these multiple identities. Additionally, all aspects of gender inequality should be tackled. Gender equality can only be achieved by tackling it in a holistic manner.

Gender mainstreaming & gender budgeting should be incorporated across all EU policy areas.