

REUNIÓN INTERPARLAMENTARIA DE COMISIONES DE LA MUJER, CELEBRADA EL 7 MARZO 2013 EN LA SEDE DEL PARLAMENTO EUROPEO, BRUSELAS

El 7 de marzo de 2013, la Comisión de la Mujer del Parlamento Europeo organizó la reunión interparlamentaria de Comisiones que tradicionalmente convoca cada año con motivo del Día Internacional de la Mujer. En esta ocasión, la reunión trató el tema de la respuesta de las mujeres ante la crisis y se desarrolló de 9h a 12h30 en la sala 2Q2 del edificio József Antall de la sede del Parlamento Europeo en Bruselas.

Por parte de las Cortes Generales, asisten la Excm. Sra. Carmen QUINTANILLA, Presidenta de la Comisión de Igualdad del Congreso de los Diputados, la Excm. Sra. Trinidad JIMÉNEZ, Vicepresidenta de dicha Comisión; así como la Excm. Sra. Carmen DUEÑAS, Presidenta de la Comisión de Igualdad del Senado. La delegación fue asistida por la Ilma. Sra. María José FERNÁNDEZ OSTOLAZA, Letrada de la Comisión de Igualdad del Senado, y la Ilma. Sra. Carmen SÁNCHEZ-ABARCA GORNALS, Letrada representante de las Cortes Generales ante la Unión Europea.

El programa y la lista de asistentes, así como las contribuciones realizadas por los Parlamentos nacionales, se adjuntan como Anexos a la presente nota.

El tema de la reunión, tal y como reza el título de la misma, es el análisis de la respuesta de las mujeres frente a la crisis. Para debatir sobre este tema, se organizan tres ponencias con los siguientes contenidos:

- *La crisis económica y financiera y sus efectos sobre las mujeres : " Mujeres sabias " las mejores prácticas de mujeres profesionales.*
- *La superación la crisis: Experiencias y mejores prácticas de los Parlamentos nacionales.*
- *Cómo puede la UE apoyar a los Estados miembros para reforzar los derechos económicos y sociales de las mujeres durante la crisis.*

A las 9:15 horas abre la sesión el Sr. GUSTAFSSON, Presidente de la Comisión de la Mujer del Parlamento Europeo.

El Sr. PITTELLA, vicepresidente del Parlamento Europeo, da la bienvenida a los asistentes, en especial a las mujeres. Señala la marginación de los temas de género, debido a la crisis, y la situación de la mujer se ve agravada por la violencia de género.

PONENCIA 1. LA CRISIS FINANCIERA Y ECONÓMICA Y SUS EFECTOS SOBRE LAS MUJERES: "MUJERES SABIAS"; LAS MEJORES PRÁCTICAS DE LAS MUJERES PROFESIONALES.

Tras señalar, el Sr. GUSTAFSSON, cómo en 1911 se celebró la primera Jornada de la mujer en Suiza, donde se luchó por el derecho de voto de la mujer, este tipo de encuentro constituye, para el PE, una oportunidad para un diálogo político a nivel europeo, y para dar a conocer su actividad en esta materia, en este sentido, menciona el informe aprobado en FEMM,

pendiente de aprobación por el Pleno en Estrasburgo, informe que ha estudiado el impacto de la crisis en la mujer, y señalado medidas para combatirlo.

En el primer bloque de la reunión interviene la Sra. Sylvia WALBY, profesora de Sociología en la Universidad de Lancaster, quien se centra en la crisis económica y la respuesta que dan las mujeres a esta situación. El eje de su intervención está constituido por cinco postulados:

- 1) En el ámbito de la toma de decisiones, los órganos financieros están en manos de los hombres, que asumen demasiados riesgos.
- 2) La recesión, si bien afectó primero a los hombres, mayoritarios en el sector de la construcción, pronto se extendió a las mujeres, más centradas en el sector de los servicios.
- 3) La reducción del déficit afecta especialmente a las mujeres, pues se suprimen servicios que a partir de ahora deben ser prestados por las mujeres, en el ámbito familiar. Además, también los presupuestos presentan un sesgo de género.
- 4) A la hora de diseñar la estrategia de crecimiento económico, se ha de elegir la vía para salir de la crisis, y estas decisiones también están marcadas por el género. Las industrias tradicionales están marcadas por el género; en su mayoría, los empleados en estos sectores son hombres. Las estrategias progresistas tienen en cuenta el impacto de las políticas económicas en cuestiones de género.

En conclusión, la crisis está marcada por el género tanto en sus causas como en sus consecuencias, podemos pensar en cómo hacer programas de lucha contra la crisis que tengan en cuenta la perspectiva de género, para lograr al mismo tiempo el crecimiento económico y la igualdad de género.

Seguidamente interviene la Sra. MBUGUA, consejera delegada de Akina Dada wa Africa (AkiDWA), Vice Presidenta del Consejo Nacional de Mujeres en Irlanda, trata el caso de Irlanda y las mujeres inmigrantes. Señala que las mujeres, en caso de crisis, son las primeras en perder su empleo. Así sucedió en Irlanda desde el inicio de la recesión, en 2008, donde un 52,7% mujeres perdió su trabajo. Afirma que la estrategia 2013-2016 debe aplicarse, y que los legisladores deben sondear el sentir de las mujeres.

A continuación, toma la palabra la Sra. BEZUHANOVA, de Hewlett-Packard, Directora del sector público para los mercados de crecimiento, Presidenta del Centro Búlgaro de las mujeres en las tecnologías. Denuncia el uso de conceptos inadecuados, que han desembocado en 25.926 millones de desempleados en la UE, junto con la nueva escena internacional dominada por los BRICs (Brasil, India, Rusia, China), todo lo cual hace necesario un cambio de enfoque. La eficiencia del sistema debe aumentarse empleando las nuevas tecnologías (educación electrónica, e-gobierno...) para movilizar a más mujeres en el ámbito profesional. En concreto, expone las medidas que HP ofrece a sus trabajadores, como el teletrabajo (tanto para hombres como para mujeres); las redes de mujeres, para que compartan sus experiencias y apoyarse en sus carreras; programas de mentores profesionales, para dar apoyo personalizado a las mujeres y el centro europeo de mujeres en la tecnología, en Bulgaria.

En el turno de preguntas, intervienen la Sra. BIRCHALL, diputada rumana; la Sra. JARKOVA, eurodiputada; el Sr. FITTIS, Diputado chipriota, quien pregunta por el sector de la agricultura y la perspectiva de las mujeres en él; la Sra. CARDOSO, diputada portuguesa, que pregunta cómo lograr más presencia femenina en los órganos de poder.

En sus respuestas, la Sra. WALBY señala que tan sólo Suecia ha alcanzado el 40% de mujeres en consejos de administración y los ha conseguido porque allí es una obligación, el resto de países no lo han logrado. La Sra. BEZUHANOVA añade que la formación continua es esencial, en todas las fases de la vida.

PONENCIA 2. LA SUPERACIÓN DE LA CRISIS: LAS EXPERIENCIAS Y LAS MEJORES PRÁCTICAS DE LOS PARLAMENTOS NACIONALES

La Sra. MORIN-CHARTIER, que preside este panel, presenta a los tres oradores.

La Baronesa O'CATHAIN, Presidenta de la Subcomisión de Mercado Interior, Infraestructuras y Empleo de la Cámara de los Lores, RU, señala los avances que se han producido en los últimos años en cuanto a la presencia de las mujeres en los consejos de administración, sin necesidad de ninguna cuota.

La Sra. QUINTANILLA presenta a la delegación de las Cortes Generales, y agradece a la Comisión de la Mujer del PE su invitación para intervenir sobre cómo la crisis económica afecta a las mujeres españolas. El Gobierno de España está afrontando esta crisis económica con grandes reformas; se ha rebajado el déficit del 9.4 al 6.7%, lo que abre una puerta a la esperanza, para volver a la senda del crecimiento y el empleo. En cuanto al impacto de la crisis para mujeres y hombres, ha afectado en mayor medida al sector de la construcción en España, pero el número de desempleados es prácticamente igual en hombres que en mujeres. En los menores de 25 años, hay menos mujeres desempleadas que hombres, pero las cifras de mujeres sin empleo mayores de 25 años son similares, 2.200.000, aproximadamente, en ambos casos. La crisis lleva a más mujeres a una situación de pobreza, las devuelve al hogar del que tienen que hacerse cargo con menos recursos y menos libertad, con sus hijos y sus mayores a su cargo.

El Parlamento español no ha sido ajeno al impacto de la crisis en general, y el impacto específico en las mujeres se ha debatido así mismo, con la propuesta de medidas que fomenten la creación de empleo para mujeres. Se ha hablado de la brecha salarial, que en España se sitúa en el 16,7%, en la media de la UE27 (16.4%). La desigualdad salarial se debe, en gran parte, al tipo de jornada que realizan las mujeres, que es jornada parcial en mayor medida que entre los hombres. Todos los grupos parlamentarios del Congreso de los Diputados han aprobado por unanimidad una iniciativa que solicita al Gobierno que luche contra la desigualdad salarial entre hombres y mujeres, y la adopción de medidas que hagan posible el principio de igualdad de retribución para un mismo trabajo.

Es importantísimo tener claro que las Comisiones de Igualdad impulsan las medidas para poner en marcha compromisos de acceso al empleo y ruptura de la brecha salarial. Las Comisiones de Igualdad en el Parlamento español, en una situación tremendamente dura, con el aumento

constante del desempleo, que afecta más duramente a las mujeres que a los hombres, entienden que es importante luchar en favor del empleo. P ara ello, se ha creado una subcomisión para estudiar la racionalización de los horarios y la corresponsabilidad de los hombres y mujeres.

Cita, la Sra. QUINTANILLA, las medidas concretas para fomentar el empleo juvenil, las deducciones en la Seguridad Social. La baronesa O´CATHAIN decía que hay que romper la psicosis de crisis económica que reina en la UE, no puede llevar a la tristeza a millones de personas, por eso los parlamentarios deben hacer pedagogía, demostrar que seremos capaces de salir de esta situación tan dura que vive la UE.

El Sr. CORTEAU, Presidente de la Comisión de Igualdad del Senado francés, señala que feminizar los órganos de poder no es la solución a todos los problemas, pero sí debe defenderse esta causa. Expone las medidas adoptadas por el Parlamento francés con esta finalidad, tanto en el ámbito privado como en el sector público.

En el debate subsiguiente, intervinieron la Sra. MÁTRAI, vicepresidenta del Parlamento húngaro, Sr. VASILIEV, Presidente de la Comisión de Igualdad de Oportunidades del Senado rumano, Sra. BIRCHALL, diputada de la Cámara rumana, para presentar los trabajos de sus respectivos Parlamentos en esta materia. El Sr. FITTIS, Presidente de la Comisión de igualdad del Parlamento chipriota, y la Sra. TOPRAK, vicepresidenta de la Comisión de Igualdad del Parlamento turco; la Sra. MOZDZANOWSKA, senadora polaca; la Sra. KAZAKA, diputada letona, Sra. ERKAL KARA, diputada de la Asamblea Nacional turca, miembro de la Comisión de igualdad creada en 2012. Felicita a la Sra. QUINTANILLA, junto a quien trabaja en el Consejo de Europa, por su intervención, en la que nos ha hablado de los problemas psicológicos que se producen como consecuencia de la crisis, y que no deben descuidarse en este contexto.

La Sra. MORIN CHARTIER da la bienvenida a los miembros del PE que están presentes pero no han intervenido.

Se proyecta en la sala el mensaje en vídeo del Comisario ANDOR, en el que señala la necesidad de aprovechar el capital humano que está disponible en la crisis. Afirma que los recortes en el empleo público y el gasto público han generado un efecto negativo, debido a la sobre representación de la mujer en el sector público. EL objetivo es lograr los propósitos de EU2020, pero las cifras muestran una tasa de desempleo femenino menor que la de los hombres, uno de cada diez hombres trabaja a tiempo parcial, una de cada tres mujeres lo hacen, las mujeres trabajan en mayor número, pero lo hacen menos horas, por menos retribución y con menor seguridad laboral. El desempleo afecta también a los jóvenes, y es más perjudicial entre las chicas, porque limita su decisión de tener hijos. Las mujeres deberían tener contratos fijos. El informe del PE (Morin Chartier) señala los criterios que influyen en este panorama, como la formación de las mujeres, en los que hay que luchar contra los estereotipos de género. Muchas mujeres realizan estudios en los que luego no trabajan. Hay 12 millones más de mujeres que de hombres que viven en la pobreza en la UE.

PONENCIA 3: ¿CÓMO PUEDE LA UE APOYAR A LOS ESTADOS MIEMBROS EN EL FORTALECIMIENTO DE LOS DERECHOS SOCIALES Y ECONÓMICOS DURANTE LA CRISIS?

La Sra. MORIN CHARTIER, vicepresidenta de la Comisión FEMM y ponente del informe “El impacto de la crisis económica en la igualdad de género y los derechos de la mujer”, presenta las principales cuestiones que aborda dicho informe. La crisis ha golpeado duramente a las mujeres, ya de por sí en una situación frágil. La inversión en educación se hace por igual para hombres y mujeres, pero luego no se emplean de la misma manera. Enumera los criterios para contratar a una mujer, que son todos discriminatorios: 1) Si tiene o no niños; 2) su disponibilidad de horarios, y 3) la apariencia física. La experiencia profesional es sólo el séptimo criterio. Para los hombres, los criterios son: 1) la experiencia profesional; 2) cualificaciones, y 3) disponibilidad. Anima a los parlamentarios nacionales a movilizarse en sus Estados miembros, para que la mujer pueda volver al mundo laboral. Es un duro combate, cualquier acción política será bienvenida.

El Sr. GUSTAFSSON da las gracias a la ponente, afirma que, aunque sabemos que es cierto, sigue siendo terrible escuchar que la apariencia física constituya un criterio a la hora de contratar.

Interviene a continuación la Sra. GURMAI, eurodiputada húngara, señala que la crisis no debe ser empleada como excusa para reducir los fondos destinados a las políticas de igualdad.

La Sra. KAZAKA, diputada letona, denuncia la retirada de fondos a las ONGs en Letonia.

La Sra. QUINTANILLA, señala la importancia del liderazgo del Parlamento Europeo y la Asamblea Parlamentaria del Consejo de Europa para poner en marcha políticas que hagan posible que la crisis económica no tenga cara de mujer.

La Sra. MORIN-CHARTIER concluye diciendo que hay que desarrollar el espíritu empresarial de las mujeres, pues es la palanca que podemos movilizar para que las mujeres tengan éxito. Da la razón a la Sra. QUINTANILLA, cuando afirma que el status de la mujer no ha evolucionado de forma lineal, que se han producido retrocesos; no puede construirse algo inamovible, y la crisis, al igual que las guerras, fragiliza a las mujeres. Las políticas europeas deben ser firmes, y actuar como un estabilizador económico.

EL Sr. GUSTAFSSON cierra la sesión, tras agradecer la intervención a todos los ponentes y a los intérpretes, a las 12h35.

Bruselas, a 15 de marzo de 2013

Carmen Sánchez-Abarca Gornals

Letrada representante permanente de las Cortes Generales ante la UE

ANEXOS (en lengua inglesa)

1. Programa de la reunión.

Committee on Women's Rights and Gender Equality



*Interparliamentary Committee Meeting**

WOMEN'S RESPONSE TO THE CRISIS

Thursday, 7 March 2013 from 9.00 to 12.30

European Parliament, Room József Antall 2Q2, Brussels

Chair: Mikael Gustafsson

PROGRAMME

8.00 - 9.00 *Registration of participants*

9.00 ***Opening by Gianni PITTELLA, Vice-President of the European Parliament***

Panel 1 ***Financial and economic crisis and its effects on women: "wise women" - best practices from women-professionals***

9.15 - 10.15 Interventions by:

- Sylvia Walby, Professor of Sociology at Lancaster University
- Salomé Mbugua, Chief Executive Officer, AkiDWA (Akina Dada wa Africa)
- Sasha Bezuhanova, Hewlett-Packard, Director of Public Sector for Growth Markets, Chair of Bulgarian Center of Women in Technologies

Short questions to the speakers

Panel 2 ***Overcoming the crisis - Experiences and best practices from National Parliaments***

10.15 - 11.30 Interventions by Members of National Parliaments

- Baroness Detta O'Cathain, Chair of the Internal Market, Infrastructure and Employment Sub-Committee, House of Lords, United Kingdom
- Carmen Quintanilla Barba, Chair of the Equality Committee in the Congress of Deputies, Spain
- Roland Courteau, Vice-Chair of the Delegation for Women's Rights and Gender Equality, Senate, France

Debate

Panel 3 ***How can the EU support Member States in strengthening women's social and economic rights during the crisis?***

11.30 - 12.30 Interventions by:

- Elisabeth Morin-Chartier, Vice-Chair of FEMM Committee, European Parliament, Rapporteur on "Impact of the economic crisis on Gender Equality and Women's Rights "
- Video message from László Andor, Commissioner for Employment, Social Affairs and Inclusion

Debate

12.30 ***Cocktail reception***

** Organised with the support of the Directorate for Relations with National Parliaments*

2. Lista de participantes en la reunión.

Directorate-General for the Presidency
Relations with National Parliaments
Legislative Dialogue Unit

**Committee on Women's Rights and Gender Equality
INTERPARLIAMENTARY COMMITTEE MEETING
WOMEN'S RESPONSE TO THE CRISIS
List of Participants
EU National Parliaments
&
Candidate Countries**

**7 March 2013
József Antall (JAN) 2Q2
European Parliament
Brussels**
Closed on 27 February 2013

**BELGIQUE/BELGIE (Belgium)
CHAMBRE DES REPRESENTANTS/ KAMER VAN
VOLKSVERTEGENWOORDIGERS**

Member:

Ms Els DEMOL

Vice-Chair, Advisory Committee on Gender Issues
Nieuw-Vlaamse Alliantie (N-VA) - The Greens-EFA

Official:

Ms Nadia MARION

Advisory Committee on Gender Issues

ΕΛΛΑΔΑ (Greece)

ΒΟΥΛΗ ΤΩΝ ΕΛΛΗΝΩΝ (VOULI TON ELLINON)

Member:

Ms Paraskevi CHRISTOFILOPOULOU

Vice-Chair, Special Standing Committee For Gender
Equality, Youth And Human Rights
Panhellenic Socialist Movement, S & D

Official:

Ms Eleni Vasiliki ZERVOU

National Parliament Representative

ESPAÑA (Spain)

CONGRESO DE LOS DIPUTADOS

Members:

Ms Carmen QUINTANILLA

Chair, Committee on Equality

Partido Popular - EPP

Ms Trinidad JIMÉNEZ

Vice-Chair, Committee on Equality

Partido Socialista - S & D

Official:

Ms Carmen SÁNCHEZ-ABARCA

National Parliament Representative

SENADO

Member:

Ms María Del Carmen DUEÑAS

Chair, Committee on Equality

Partido Popular - EPP

Official:

Ms María José FERNÁNDEZ

Committee on Equality

FRANCE

SÉNAT

Member:

Mr Roland COURTEAU

Vice-Chair, Délégation aux droits des femmes et à l'égalité des chances entre les hommes et les femmes

Groupe Socialiste et apparentés - S & D

Officials:

Ms Marie-Hélène RAYMOND

Délégation aux droits des femmes et à l'égalité des chances entre les hommes et les femmes

Mr Loïc VANCE

Responsable du secrétariat de la Délégation aux droits des femmes et à l'égalité des chances entre les hommes et les femmes

ΚΥΠΡΟΣ (Cyprus)

ΒΟΥΛΗ Τ_Ν ΑΝΤΙΠΡΟΣ_Π_Ν (House of Representatives)

Member:

Mr Sophoclis FITTIS

Chair, House Standing Committee on Human Rights and on Equal Opportunities for Men and Women

Democratic Party (DIKO) - S & D

Official:

Ms Christiana FRYDA
National Parliament Representative

LIETUVA (Lithuania)

SEIMAS

Member:

Ms Dalia KUODYTė

Committee on Human Rights
Liberals Movement Political Group - ALDE
Officials:

Ms Rūta RAGALIAUSKIENė

Committee on Human Rights

Ms Živilė PAVILONYTė

National Parliament Representative

MAGYARORSZÁG (Hungary)

ORSZÁGGYŐLÉS (National Assembly)

Member:

Ms Márta MÁTRAI

Deputy of the Speaker
Fidesz - EPP

Officials:

Ms Judit Réka HEGEDŐS

Head of Secretariat of the Deputy of the Speaker

Ms Éva SZEKRÉNYES

National Parliament Representative

POLSKA (Poland)

SENAT

Member:

Ms AndŹelika MOŹDŹANOWSKA

Family and Social Policy Committee
Polskie Stronnictwo Ludowe - EPP
Official:

Ms Magdalena SKULIMOWSKA

National Parliament Representative

PORTUGAL

ASSEMBLEIA DA REPÚBLICA

Member:

Ms Maria Paula CARDOSO

Subcommittee on Equality
Social Democratic Party - EPP
Official:

Mr Bruno DIAS PINHEIRO

National Parliament Representative

ROMÂNIA (Romania)

CAMERA DEPUTATILOR (Chamber of Deputies)

Member:

Ms Ana BIRCHALL

Committee of the European Affairs

Social Democratic Party - S & D

Official:

Ms Marina BRUCHER

Parliamentary Advisor, Committee of the European Affairs

SENAT

Member:

Mr Marian VASILIEV

Chair, Committee on Equal Opportunities

Dan Diaconescu People's Party - Non-attached

SVERIGE (Sweden)

RIKSDAGEN

Member:

Ms Kerstin NILSSON

Committee on the Labour Market

The Social Democratic Party - S & D

Official:

Ms Tuula ZETTERMAN

National Parliament Representative

UNITED KINGDOM

HOUSE OF LORDS

Member:

Ms Detta Baroness O'CATHAIN

Chair, EU Sub-Committee on Internal Market, Infrastructure and Employment

Conservative - ECR

Officials:

Ms Nicole MASON

EU Sub-Committee on Internal Market, Infrastructure and Employment

Mr Duncan SAGAR

National Parliament Representative

CANDIDATE COUNTRIES

TURKEY

NATIONAL ASSEMBLY

Members:

Ms Binnaz TOPRAK

Vice-Chair, Committee on Equality of Opportunity for Women and Rights

Republican Peoples Party - Non-attached

Ms Tülin ERKAL KARA

Committee on Equality and Non-Discrimination of the
PACE
Justice and Development Party - EPP

Officials

(of Parliaments or Chambers not having a political delegation at the present meeting)

BELGIQUE/BELGIE (Belgium) - SENAT/SENAAT

Ms Marie-Aline STACANOV

National Parliament Representative

БЪЛГАРИЯ (Bulgaria) - НАРОДНО СЪБРАНИЕ (National Assembly)

Ms Anna ASENOVA

National Parliament Representative

DEUTSCHLAND (Germany) - BUNDESTAG

Ms Gabriela SIERK

National Parliament Representative

EESTI (Estonia) - RIIGIKOGU

Ms Malle KUULER

National Parliament Representative

POLSKA (Poland) - SEJM

Ms Magdalena SKRZYNSKA

National Parliament Representative

SLOVENIJA (Slovenia) - DRŽAVNI ZBOR (National Assembly)

Ms Romana NOVAK

National Parliament Representative

CROATIA - HRVATSKI SABOR

Ms Tanja BABIC

National Parliament Representative

3. Contribuciones de los Parlamentos nacionales.

Contributions by National Parliaments

**BELGIQUE/BELGIE (Belgium) - *CHAMBRE DES REPRESENTANTS/
KAMER VAN VOLKSVERTEGENWOORDIGERS***

BELGIQUE/BELGIE (Belgium) - *SENAT/SENAAT*

ΕΛΛΑΔΑ (Greece) - *ΒΟΥΛΗ ΤΩΝ ΕΛΛΗΝΩΝ (VOULI TON ELLINON)*

ESPAÑA (Spain) - *CONGRESO DE LOS DIPUTADOS*

ESPAÑA (Spain) - *SENADO*

**ΚΥΠΡΟΣ (Cyprus) - *ΒΟΥΛΗ ΤΩΝ ΑΝΤΙΠΡΟΣΩΠΩΝ (House of
Representatives)***

LIETUVA (Lithuania) - *SEIMAS*

MAGYARORSZÁG (Hungary) - *ORSZÁGGYŰLÉS (National Assembly)*

POLSKA (Poland) - *SEJM*

ROMÂNIA (Romania) - *CAMERA DEPUTATILOR (Chamber of Deputies)*

ROMÂNIA (Romania) - *SENAT*

SLOVENIJA (Slovenia) - *DRŽAVNI ZBOR (National Assembly)*

SVERIGE (Sweden) - *RIKSDAGEN*

CROATIA - *HRVATSKI SABOR*

TURKEY - *NATIONAL ASSEMBLY*

**BELGIQUE/BELGIE (Belgium) - CHAMBRE DES REPRESENTANTS/
KAMER VAN VOLKSVERTEGENWOORDIGERS**

Questionnaire.

Question n° 1 et 2

Les répercussions de la crise économique et financière sur les femmes ont été abordées lors des discussions budgétaires. Le gouvernement a dû prendre des mesures face à la crise, comme par exemple la limitation de la durée et du montant des allocations de chômage, la limitation de la durée du travail à temps partiel et des mesures en matière de pension. Il ressort d'informations obtenues depuis l'application de ces mesures que les femmes ressentent plus leur effet que les hommes. Le gouvernement a dès lors chargé le Bureau du plan de réaliser, dans le cadre du *gendermainstreaming*, une étude concernant l'impact sur la situation des femmes des récentes mesures d'économies rendues nécessaires par les contraintes budgétaires. Cette étude devra servir de base pour l'établissement éventuel de nouvelles mesures à prendre.

Question 3

Sur initiative parlementaire, la loi du 28 août 2012 visant à lutter contre l'écart salarial entre hommes et femmes a été adoptée. Cette loi prévoit que les différences de rémunération entre les femmes et les hommes (compte tenu à la fois du salaire de base et des avantages extralégaux) deviennent un thème permanent de la concertation sociale. À cette fin, des mesures sont prises en ce qui concerne la concertation interprofessionnelle, la concertation sectorielle et la concertation au sein des entreprises. Le ministre du travail prépare actuellement les mesures d'exécution de cette loi.

BELGIQUE/BELGIE (Belgium) - SENAT/SENAAT

Question 1

Votre parlement a-t-il abordé la question des répercussions de la crise économique et financière sur les femmes au cours des dernières années? Si oui, selon quelles modalités?

Le sujet a été abordé au cours de certains débats concernant la crise financière et économique par certains sénateurs, cependant aucun débat spécifique n'a été organisé par rapport à cette question.

Question 2

Des mesures spécifiques pour la protection des femmes dans cette période de crise ont-elles été identifiées dans votre pays dans des décisions/résolutions ou plus largement dans le débat politique?

Non

Question 3

Votre parlement envisage-t-il de prendre des mesures/initiatives législatives afin d'améliorer la situation des femmes face à cette crise?

Le Comité d'avis pour l'Egalité des Chances entre les Femmes et les Hommes compte travailler sur le sujet « Femmes et Pauvreté » au cours de la deuxième partie de l'année 2013. Le sujet y sera certainement abordé.

Question 4

- Quelles activités spécifiques sur la dimension de genre de la crise ont-elles été mises en place (campagnes d'information, promotion de bonnes pratiques, formations, etc.)?

Aucune

- Quels ont été les effets positifs de telles activités?

ΕΛΛΑΔΑ (Greece) - *ΒΟΥΛΗ ΤΩΝ ΕΛΛΗΝΩΝ (VOULI TON ELLINON)*

Question 1:

The Hellenic Parliament has recently addressed and examined the issue in the frame of a joint sitting of Committees for Social Affairs and Equality, Youth and Human Rights on 16.11.2012, for the purpose of elaborating a draft law on equal treatment of men and women during exercising autonomous professional activity, transposing Directive 2010/41/EC to national law. (See below question 3).

Question 3:

Legal initiatives in order to improve the situation of women during the crisis:

Law 4055/2012 “Fair Trial, Due Process and reasonable duration thereof” (Government Gazette A51 published on 12.03.2012) (article 28, par2) clearly states that individuals, designated as beneficiaries of legal aid and who lodge a complaint “**for crimes against sexual freedom and commercial exploitation of sexual crimes and domestic violence**” are excluded from the obligation to pay the lawsuit fees.

Law 4097/2012 (A´ 235), article 6-transposing Directive 2010/41/EC into internal law- contains provisions for granting to self-employed women an allowance of temporary business activity interruption due to pregnancy or maternity, for at least 14 weeks.

Question 4:

Actions and programs, as well as interventions aiming at strengthening the position of women exclusively or women in context of other groups affected by the economic crisis are listed below:

1. Following proposal of the General Secretariat for Gender Equality, **the Integrated intervention for supporting women employment via strengthening of entrepreneurship** has been integrated into the “National contingency Reserve 2007-2013”. The beneficiaries are women, aged 18-64, unemployed or under the threat of becoming unemployed. These are short-term projects for mitigating the crisis’ effects at sectoral and local levels. The aforementioned intervention covers 7 regions of Greece and is analyzed down to 2 sub-projects for women aged 18-34 years and 35-64.

2. The NSRF Project **“Upgrading the professional status of employees, self-employed women”** regards 2.500 women and aims at upgrading/adaptation of working status of self-employed women, through providing individual information, training, mentoring, promotion of adaptability and vocational evolution, participation in thematic workshops, exhibitions and informational fora.

Since both projects are underway, there has been no assessment yet of their results.

Moreover there are projects designed via the operational **programs of the Ministry for Labor, Social security and Welfare and of the Ministry for Development, Competitiveness, Infrastructures, Transports and Networks for supporting women employment and entrepreneurship.** The following projects are either under materialization or are about to be materialized shortly:

Ministry for Development, Competitiveness, Infrastructures, Transports and Networks Projects

- **Integrated intervention aiming at supporting entrepreneur projects to be undertaken by unemployed women aged 18-35 years of age.** The Intervention, which will benefit 1500 unemployed women, gives emphasis to woman fired in the last three years (2010-2012), and to women having many children.
- **“Support of Small and Medium Enterprises for the materialization of investments oriented to innovation, the environment and information technologies, as well as invigoration of entrepreneurship in crisis conditions”**, in the frame of NSRF Regional Programs; this is for existing, new and under formation businesses in the fields of manufacturing, tourism, trade and services, with the exemption of agricultural products and fishery.

Ministry for Labor, Social Security and Welfare

Vulnerable social groups constitute the 4th Thematic Priority Axis of the OP (Operational Program) **“Human Resources Development”**. Actions in this axis include:

1. **“Training in technical professions of unemployed persons in accredited Vocational Training Centers”** .At least 30% of persons, upon completion of their training shall be hired by collaborating businesses for at least 60 working days. This action aims at the support of women and other population groups threatened to be excluded from the labor market.
2. **“Training in tourism of unemployed persons in accredited Vocational Training Centers”** .At least 30% of persons, upon completion of their training shall be hired by collaborating businesses for at least 3 months. This action also aims at the support of women and other population groups threatened to be excluded from the labor market.
3. **“Local Social Inclusion actions for reintegrating unemployed persons belonging to vulnerable social groups into the labor market”**. These actions are materialized via development cooperation schemes, with the participation of both the public and the private sector, in the form of a non-profitable corporation. The beneficiaries are unemployed persons additionally falling into special group categories, such as individuals in state of poverty or threatened by poverty, women-victims of domestic violence, one-parent families (mostly women).
4. **Interventions for vulnerable population groups via accredited specialized centers for vocational and social training** aiming at social inclusion, reduction of unemployment, labor market integration and amelioration of life standards. The actions include pre-training, theoretical training and practical training. The beneficiaries are not only unemployed persons, but also university and technical university graduates. Vulnerable population groups include, inter alia, women-victims of domestic violence, one-parent families (mostly women) e.t.c. Training fields include the Environment, Health, Sports, Tourism, Culture, Communication, Economy, Management, Provision of Services, Agriculture a.o.
At least 15% of persons, upon completion of their training and within 30 days, shall be hired by collaborating businesses, for at least 3 months and/or at least 70 working days (full-time).

ESPAÑA (Spain) - CONGRESO DE LOS DIPUTADOS

Question 1

Has your Parliament in recent years addressed the issue of the impact of the economic and financial crisis on women? If so, in which format?

The impact of the economic and financial crisis on women is a topic that has been approached in numerous occasions in the discussions of the various parliamentary initiatives submitted to the plenary of the Congress of Deputies and the competent committees of this Chamber. It has also been dealt with repeatedly in the Government control sessions that are carried out in plenary. As to the impact of the crisis on women, it has been discussed specifically in initiatives aimed at this group. In this line, several non legislative motions have been approved in recent years, with the objective of mitigating the referred impact on women as much as possible.

Question 2

Have specific measures for the protection of women during the crisis been identified in your country in decisions/resolutions or in the broader political debate?

Protecting women from the crisis, as noted above, has been on numerous occasions an issue in the political debate, and it still is. In some cases, this debate has led to the approval of decisions and / or resolutions aiming at the implementation of real and effective measures to protect women from the crisis and reduce its impact on them.

Question 3

Does your Parliament envisage any policy and/or legal initiative in order to improve the situation of women during the crisis?

Parliament passed the Institutional Bill 3/2007 of 22 March, for Effective Equality of Women and Men in order to eliminate discrimination still experienced by women in the workplace, in their wages, in decision-making, etc ... and which have been exacerbated by the economic crisis. In the previous and also in the current parliamentary term, two non-legislative motions have been approved in order to fight female wage discrimination and eliminate the wage gap between women and men, as recommended by the European Parliament Report A7-0160/2012, of 10 May 2012 addressed to the Commission and the Member States. This report emphasizes the importance of negotiation and collective agreements to combat discrimination against women in particular as regards access to employment, wages, working conditions, career advancement and training.

In this line, an agreement was reached on another non-legislative motion aimed at promoting the employment of women over 45 or with special difficulties.

In recent years, the State Fund for Employment and Local Sustainability has financed projects to enhance the incorporation of women into the labour market by facilitating

the reconciliation of work and family life, as well as the establishment and maintenance of nurseries, women's centres and day care centres for dependents.

In this line, the Spanish Government, in the Council of Ministers held last July 2012, approved the Annual Plan for Employment Policy 2012 under the Employment Strategy 2012-2014, comprising 552 measures in the field of vocational guidance, training and skills, recruitment promotion, employment and training opportunities, promotion of equal opportunities, opportunities for groups with special difficulties, self-employment and business creation, development of regional economic activity, mobility and integrated projects.

Similarly, despite the budgetary adjustments that had to be taken to reduce the deficit, various programs are being sustained, amongst which those related to women, such as volunteer programs and social cooperation which are charged to the collection of the income tax and which have been allocated an initial budget of 104 973 880 €.

Recently, the Congress of Deputies ratified the measures proposed by the Government to help those most affected by unemployment, among which there are thousands of women. An automatic biannual extension of the "*Plan Prepara*" has been approved, and it will be maintained until the unemployment rate is below 20%. The referred *Plan* consists of a 450€ aid for long-term unemployed with dependents and of 400€ for the rest of the unemployed who have exhausted their unemployment benefits. Given the drought effects on the olive productions, the number of days needed to access the farm subsidy have been reduced from 35 to 20; the benefits for workers who have been suspended or whose working hours have been reduced are maintained, so that their dismissal is always the last option of the employer and the term of the training contracts is extended till the end of the year, given the fact that these contracts have had very positive results and its number has increased by 43%.

Moreover, the pioneer European fund for youth unemployment will provide 3,500 million euros into the Strategy for Youth Employment and Entrepreneurship promoted by the Government of Spain following the recommendations of the European Union. This strategy will include 15 emergency measures to give an immediate answer to the young unemployed (half of them are young women) as well as 85 long-term measures.

In the same line, Governments and Parliaments of the different regions are approving and implementing various plans to promote hiring, which include specific measures for women, for example, the autonomous community of Castilla-La Mancha where a Plan of Development of the Employment Contracts worth 3.5 million euros foresees, among other measures, that companies or entities that hire a person for at least six months will receive an aid of 2.400 euros if they hire a man, and 2.700 euros if they hire a woman.

Currently, the Government of Spain is engaged in the development of the Women's Employment Plan which aims to eliminate the difficulties women encounter to enter and maintain themselves in the labour market and to participate in all sectors and at all levels on an equal footing. The plan will analyze the situation of women in the workplace as well as the causes of inequalities in this environment. Another Special Plan for Non-Discrimination in Wages between men and women is being developed,

it foresees informative and awareness actions as well as supervisory actions and sanctions.

Question 4

- What kind of specific activities (information campaign, promotion of best practices, training, etc.) on gender aspects of the economic and financial crisis have been put in place?

- What kind of positive effect(s) resulted from such activities?

In these times of economic crisis, the promotion of measures to reconcile family life and professional careers are an important incentive and encouragement for workers, that being the reason for further actions to be put in place, in order to strengthen these measures. Among them, the "Equality Distinctive in the Workplace" deserves a special mention, it will be given by the Ministry of Health, Social Services and Equality to companies that incorporate advances in this direction. At the same time, best practice guidelines are being developed by the Ministry.

The Minister of Health, Social Services and Equality, in a hearing before the Equality Committee of the Congress of Deputies, announced the promotion of good practices through corporate social responsibility, in partnership with chambers of commerce and their participation in the State Board of Social Responsibility of Enterprises which belongs to the Ministry.

Lastly, a Subcommittee on the Rationalization of Working Hours, Conciliation and Stewardship has been created within the Equality Committee of the Congress of Deputies, to analyze the current situation and prepare a report with conclusions and proposals to promote the rationalization of schedules, reconciliation of work and family life and co responsibility.

ESPAÑA (Spain) - SENADO

Question 1

Votre parlement a-t-il abordé la question des répercussions de la crise économique et financière sur les femmes au cours des dernières années? Si oui, selon quelles modalités?

Non.

Question 2

Des mesures spécifiques pour la protection des femmes dans cette période de crise ont-elles été identifiées dans votre pays dans des décisions/résolutions ou plus largement dans le débat politique?

Dans des résolutions concrètes.

Question 3

Votre parlement envisage-t-il de prendre des mesures/initiatives législatives afin d'améliorer la situation des femmes face à cette crise?

Non.

Question 4

- Quelles activités spécifiques sur la dimension de genre de la crise ont-elles été mises en place (campagnes d'information, promotion de bonnes pratiques, formations, etc.)?

Le Gouvernement a terminé la préparation du « Plan spécial pour l'égalité des femmes et des hommes dans le domaine du travail et contre la discrimination salariale », qui sera présenté au cours du premier trimestre de 2013, et qui comprend comme objectifs stratégiques de garantir l'égalité effective des femmes dans l'accès aux politiques d'emploi et combattre le fossé salarial à travers l'analyse des ses causes et l'adoption des actions palliatives.

De plus, un programme d'égalité de genre va être mis au point avec l'aide des fonds affectés à l'Espagne par l'Espace économique européen pour la période 2012-2015. Ce programme a pour but d'exécuter des projets promouvant l'égalité des genres sur le marché du travail, la création d'entreprises par les femmes, l'équilibre dans les conseils d'administration des entreprises, la conciliation de la vie professionnelle et personnelle, ainsi que l'inclusion des femmes immigrées et d'ethnie gitane.

- Quels ont été les effets positifs de telles activités?

Leurs conséquences n'ont pas encore pu être évaluées.

KYΠΡΟΣ (Cyprus) - ΒΟΥΛΗ ΤΩΝ ΑΝΤΙΠΡΟΣΩΠΩΝ (House of Representatives)

QUESTIONNAIRE

1. Has your Parliament in recent years addressed the issue of the impact of the economic and financial crisis on women? If so, in which format?

Yes, in the context of its general discussion on the consequences of the crisis on citizens, within its legislative work, as well as in the framework of its tasks of parliamentary control of government policies.

2. Have specific measures for the protection of women during the crisis been identified in your country in decisions/resolutions or in the broader political debate?

Schemes of the Human Resource Development Authority (HRDA):

i. Projects co-financed by the European Social Fund and HRDA for improving the employability of unemployed persons and economically inactive women: The purpose of these projects is to provide opportunities to unemployed persons and economically inactive women to participate in training programmes that can substantially improve their prospects for employment. Programmes on offer are: Computer skills, English language and Secretarial/Clerical skills. The programmes are offered free of charge and the trainees are entitled to training allowance.

ii. Projects Co-financed by the European Social Fund and HRDA for the Placement of Unemployed persons and Economically inactive women in Enterprises for gaining Work Experience: The purpose of these projects is to offer opportunities to unemployed persons and economically inactive women to participate in placement-for-work-experience programmes, that can substantially improve their prospects to enter/reenter employment. The programmes cater for the placement, practical training and gaining of work experience in a specific position and have a duration of 10 weeks. The trainees are entitled to training allowance.

The Cyprus Productivity Center implements programs for flexible hours of work targeted mainly for female recipients, in an effort to bring women's numbers up during their entry or re-entry in the labour market.

Furthermore, the Intermediate Body for Subsidies of the Department of Labour is also offering a scheme providing incentives for hiring vulnerable individuals (including single parents which are predominantly female) in the private sector and Local Authorities. Financial aid of 65% of the annual wage cost with a maximum amount of €13.000 per person per year is provided for the first 12 months of employment. Additionally, an allowance for transportation costs to and from the workplace will be offered to employees. The aim of the scheme is the full time employment of disadvantaged individuals and the implementation period spans from 19/03/2010 until 30/06/2014. The Scheme is co-financed by the European Social Fund and the Republic of Cyprus within the framework of the Operational Programme "Employment, Human Capital and Social Cohesion" 2007-2013, under Priority Axis 2 "Expansion of the Labour Market and Social Cohesion". Approved budget: €6.000.000. About 500 unemployed disadvantaged individuals are expected to benefit from this Scheme.

3. Does your Parliament envisage any policy and/or legal initiative in order to improve the situation of women during the crisis?

The House cannot initiate bills/and or policies, which imply any financial burden on the State Budget. However, it can approve and adopt bills initiated by the Government in that respect.

4. What kind of specific activities (information campaign, promotion of best practices, training, etc.) on gender aspects of the economic and financial crisis have been put in place?

- What kind of positive effect(s) resulted from such activities?

The Subcommittee on Women and the Economy of the National Machinery for Women's Rights (NMWR) organized a seminar in November 2011 on the «International Economic Crisis and European strategies/policies in the field of Gender Equality», in which participated, among others, the Minister of Justice and Public Order, the Minister of Labour and Social Insurance, Cypriot and foreign academics, representatives from the Office of the European Parliament in Cyprus, NGOs etc.

Further, the National Machinery for Women's Rights has subsidized in 2011 the research conducted by a Party Women's Association (member of the Council of the NMWR) on the «Consequences of economic crisis on Cypriot women (employed and unemployed)». The results of the research were presented in the framework of an event held in September 2011, addressed by the competent Minister. Also, in 2012 the NMWR has subsidized the study of the Gender Equality Observatory on «Economic crisis: challenges for gender equality in social and economic policy in Cyprus». These events aimed at informing and sensitising government officials, NGOs and the wider public on the impact of economic crisis on women.

LIETUVA (Lithuania) - SEIMAS

Question 1

Has your Parliament in recent years addressed the issue of the impact of the economic and financial crisis on women? If so, in which format?

The Committees of the Seimas hold various discussions aiming to inform the public on the recent legislative initiatives and discover the attitude of the public, experts and stakeholders to legislative proposals and their potential effect on Lithuania. The discussions are attended by politicians, experts, scientists and representatives of NGOs, public groups, social partners and public institutions. In 2012, the Committee on Social Affairs and Labour, in cooperation with the European Information Office of the Seimas, hosted a discussion titled *Employment Perspectives in Lithuania in the Framework of Europe 2020 and Lithuania 2030 Strategies*.

In 2012, in cooperation with the Ministry of Social Security and Labour and the European Institute for Gender Equality, a conference was organised at the European Information Office of the Seimas. It focused on the presentation of the National Programme of Equal Opportunities for Women and Men 2010–2014, the Women's information portal and e-network, as well as the activities of the European Institute for Gender Equality.

In the context of the parliamentary scrutiny, the Committees constantly monitor the activities of the Government of the Republic of Lithuania in the area of employment the implementation of measures targeted at economic crisis management and boosting employment, as well as the implementation of the measures of the National Programme of Equal Opportunities for Women and Men 2010–2014.

The Programme seeks to ensure equal opportunities for women and men in all areas in a consistent, integrated and systematic manner and to fulfil relevant EU and international commitments. The Programme sets priorities for gender equality and specific measures for achieving the goals defined. The implementation of the Programme is coordinated by the Commission of Equal Opportunities for Women and Men established by the Republic of Lithuania Government Resolution No. 266 of 7 March 2000. The Commission is composed of representatives of all the ministries, as well as representatives selected and delegated as full members by non-governmental organisations. The Commission is chaired by Vice Minister of Social Security and Labour.

Question 2

Have specific measures for the protection of women during the crisis been identified in your country in decisions/resolutions or in the broader political debate?

Discussions with social partners on more favourable opportunities for women returning to the labour market after maternity leave have been held. As a result, relevant amendments to the Law on Sickness and Maternity Social Insurance have been adopted. Pursuant to the Law, the maternity benefit (for the period of maternity leave) is paid to insured women in the amount of 100 per cent of reimbursed

remuneration for 70 calendar days before the delivery of a child and 56 calendar days after the delivery. Upon the termination of maternity leave, maternity (paternity) benefit is paid to one of the insured parents (adoptive parents) or foster parents who take care of the child until she/he reaches one or two years of age.

As of 1 July 2011, if a person chooses to receive such a benefit until the child reaches one year of age, it is paid in the amount of 100 per cent of the beneficiary's reimbursed remuneration. If the benefit is paid until the child reaches two years of age, it amounts to 70 per cent of the beneficiary's reimbursed remuneration until the child reaches one year of age and 40 per cent until the child reaches two years of age.

Since 1 July 2006, paternity benefit is paid and paternity leave is granted to insured men from the day of birth of the child until the child reaches one month of age in the amount of 100 per cent of reimbursed remuneration.

Question 3

Does your Parliament envisage any policy and/or legal initiative in order to improve the situation of women during the crisis?

The most recent amendments to the Law on Equal Opportunities for Women and Men, adopted in March 2012, were aimed at creating more favourable conditions for women's entrepreneurship by ensuring equal treatment of women and men in providing administrative and public services.

In addition, with a view to properly transposing the 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, the Law on Equal Opportunities for Women and Men has been amended in order to ensure equal treatment of self-employed women as they establish, set up or develop their business.

In the framework of the National Programme of Equal Opportunities for Women and Men 2010–2014, special measures were undertaken in order to facilitate the integration into and stay in the labour market for women and men who return to the labour market after maternity or paternity leave, as well as for senior women. The Lithuanian Labour Exchange has organised the support for acquisition of working skills. It has also organised training for women and men seeking self-employment. Women accounted for 51 per cent of participants in the training on business organisation and introduction to business organised in 2010.

Question 4

- What kind of specific activities (information campaign, promotion of best practices, training, etc.) on gender aspects of the economic and financial crisis have been put in place?

- What kind of positive effect(s) resulted from such activities?

The third National Programme on Equal Opportunities for Women and Men was adopted by the Government in 2010. It covers the period of 2010-2014. The priority

areas of the Programme related to employment and the labour market include reintegration into the labour market, equal pay, promotion of women's entrepreneurship, in particular in rural areas, combining work and family life etc. The Programme also covers balanced participation in decision making, education and science, effective functioning of institutional mechanisms, improvement of tools and methods, health protection and environment. All the Ministries implement concrete measures to achieve targets in these areas.

A number of activities, such as information campaigns, trainings, exchanges of best practices on gender equality, have been held by different stakeholders in Lithuania in the recent years. Many of them were aimed at responding to the challenges of economic crisis. For instance, in March 2011, an international conference on women's entrepreneurship was organised in Vilnius by Gender Studies Centre of Vilnius University in cooperation with the Ministry of Social Security and Labour. The objectives of the Conference were to exchange best practices of women's businesses, to discuss the main challenges and establish bilateral and multilateral contacts for further activities.

The Office of Equal Opportunities Ombudsperson has been running projects funded by the European Commission and the Government of the Republic of Lithuania and implementing national programmes on gender equality, equal opportunities, non-discrimination, diversity and tolerance for two decades. *Systematic Gender Mainstreaming in Public Administration* run in 2010–2012 was among the recent projects in the area of gender equality. The goal of the project was raising-awareness among the members of the inter-institutional Commission of Equal Opportunities for Women and Men, staff and civil servants of the Seimas of the Republic of Lithuania engaged in shaping policies of the ministries about gender mainstreaming and upgrading their professional knowledge and competences in the area.

The training module for the gender mainstreaming intended for civil servants has been developed and tested. A gender mainstreaming tool has been designed and published. The tool provides information on the key concepts and problems of gender mainstreaming, as well as on the methodology for designing policy documents on gender equality, impact assessment and monitoring. These tools will help to reach a wider audience of civil servants and inform them about the effect of gender mainstreaming on improving public administration.

Systematic and consistent gender mainstreaming activities have had positive effects expressed in numbers. Recent data shows that the number of women in the boards of listed companies in Lithuania has increased from 15 per cent to 18 per cent. In executive boards in Lithuania women account for 12 per cent and for 19 per cent in non-executive boards.

In 2011, the activity rate of women aged 15–64 made up 69.7 per cent and for men – 74.3 per cent. The employment rate of women aged 15–64 was lower than that of men and made up 60.5 per cent. The employment rate of men was 60.9 per cent. Women working part-time accounted for 10.5 per cent of all employed women (men – 6.9 per cent). The unemployment rate was lower among women than men and accounted for

13 per cent (among men - 17.8 per cent). The average gross monthly earnings of women made up 87 per cent of those of men.

Question 1

Has your Parliament in recent years addressed the issue of the impact of the economic and financial crisis on women? If so, in which format?

Act I of 2012 on the Labour Code and Act CXLVI of 2012 on amendments of certain acts to implement action plans in workplaces were passed by Parliament. The latter act consists of two parts. The first part contains amendments aimed at the protection of workplaces; the second part regulates improvements in the work environment. (See Question 2)

Question 2

Have specific measures for the protection of women during the crisis been identified in your country in decisions/resolutions or in the broader political debate?

The economic crisis had a less damaging effect on the role played by women in Hungary than it has on men, this is also shown by statistics.

One of the most important regulatory measures that have been taken is to enact the new Labour Code as of 1st July 2012, which introduced new flexible working arrangements (unbound working schedule, shared responsibilities etc.), obligation for the employer to offer part-time working arrangement if required by the employee returning from parental leave, and abolished several obstacles employers faced when trying to create more flexible solutions in the labour market. Parents are now less hindered in employment.

Additionally, on 1st April 2012, a Ministerial Commissioner was appointed in the Ministry for National Economy responsible for improving the status of women in the labour market.

On 1st January 2013 the Job Protection Action Plan (Act CXLVI of 2012) was launched. This programme will have the most far-reaching effect on the employment of women in recent decades. The Programme is financed by the Government with 300 billion forints in 2013. Under this Action Plan, employers can apply for substantial tax relief when employing people who face disadvantages in the labour market. This programme affects close to 30% of women employed.

Another important priority of the Government is to support families. The system of parental leaves and childcare benefits were modified. A new system of family tax allowances were introduced in 2010. Employers of mothers with small children have had the right to a social contribution subsidy since January 2011. In addition, since July 2012 mothers of children under the age of 3 must be allowed to work in part-time if they request it. Moreover, in case of two part-time workers (one of them has to be a mother returning to employment from maternity leave) sharing a full time job, the employer pays a reduced percentage of the compulsory national insurance contribution for 3 years.

Question 3

Does your Parliament envisage any policy and/or legal initiative in order to improve the situation of women during the crisis?

Please see implemented measures in the answer to question 2.

Question 4

- What kind of specific activities (information campaign, promotion of best practices, training, etc.) on gender aspects of the economic and financial crisis have been put in place?

In 2012, there were several EU-funded programmes in operation in Hungary to help women return to the labour market and to improve their work skills. Among the most important of these were the employment programmes conducted by the job centres, as well as tenders to promote a better balance between work and private life, including creating new child daycare places both at local level and in the workplace, and encouraging greater job flexibility.

The Family-friendly Workplace Tender in a renewed form and revised content from 2011 with the intention to promote the family-friendly corporate initiatives.

The economic and financial crisis has particularly hit families with 3 or more children, therefore the Government ensured that they receive a special support for decreasing their gas-energy costs.

- What kind of positive effect(s) resulted from such activities?

Women's employment is a key area, where the Government has implemented a range of far-reaching measures in the last 2 years. The results of these positive measures started to take effect in 2012, and we anticipate further improvements in the coming years regarding the employment activity and social participation of women, as Hungary is planning to implement further measures as well.

The interim data of 2012 indicate a significant increase in employment among women with the number of women in work rising above 1.8 million, representing a twenty-year high. The statistics for the full year are not yet available, but we are expecting that the rate of employment among women will surpass 52%, the highest it has been since 1992.

POLSKA (Poland) - SEJM

Question 1

Has your Parliament in recent years addressed the issue of the impact of the economic and financial crisis on women? If so, in which format?

No it has not. The subject of specific economic impact on women has not been addressed by the Polish Parliament as a separate subject, or with any specific systemic solutions or laws. The economic condition of Polish women was last mentioned during the reading of the report "Social Diagnosis. Conditions and quality of life in Poland" prepared by the Family and Social Policy Commission in November 2012, but no actions followed. (Komisja Polityki Społecznej i Rodziny /nr 53/ z dn. 21-11-2012)

Question 2

Have specific measures for the protection of women during the crisis been identified in your country in decisions/resolutions or in the broader political debate?

Following the implementation of new retirement ages for men and women in effect as of 01.01.2013, no specific systemic solutions targeting women have been adopted.

Question 3

Does your Parliament envisage any policy and/or legal initiative in order to improve the situation of women during the crisis?

The Sejm hosts a number of conferences, seminars and internal consultations on issues related to women, such as healthcare, activation of women in the job market, better representation and greater visibility of female candidates in elections to public office.

Question 4

- What kind of specific activities (information campaign, promotion of best practices, training, etc.) on gender aspects of the economic and financial crisis have been put in place?

- 23.02.2012 Conference "Work until 67 – opportunity or jeopardy?"
- 08.03.2012 International Women's Day debate
- 24.05.2012 Debate on the health of Polish Women
- 26.07.2012 Amazons Exhibition – a photographic exhibit bringing attention to breast cancer and prophylactic treatment
- 30.10-01.11.2012 Conference „Europa dla Kobiet (Europe for Women)” was hosted by Fundacja Współpracy Kobiet NEWW Polska and Fundacja im. Róży Luksemburg on the subject of women issue in the greater European approach and also as addressed by National Parliaments

- 25.01.2013 The Speaker of Parliament gave her support to the proposed amendment of election law, introducing the “zipper” mode, whereby candidates on election lists are placed interchangeably according to gender

Non-parliamentary campaigns:

- Annual Congress of Women (Kongres Kobiet), started in June 2009, and organized on a recurring annual basis; last organized on 14-15 September 2012

- What kind of positive effect(s) resulted from such activities?

- In-government consultations on the safeguarding of retirement pensions for women, which take into account their lesser presence in the job market due to childcare and household duties – no conclusions so far
- Proposals of the Congress of Women
 - o ratification of the *Convention on preventing and combating violence against women and domestic violence* – **so far Convention not ratified**
 - o liberalization of the Abortion Law – **so far not achieved**
 - o Systemic enabling of both parents to care for their offspring by extending parental leave for fathers and greater number of childcare facilities – **partially achieved with amended law on parental leave, to be in effect as of 01.09.2013**
 - o Gender parities on election lists to public office – **so far not achieved**
 - o Real and effective support to women job-seekers following amendment of legal retirement age – **so far under debate, no conclusions**

ROMÂNIA (Romania) - CAMERA DEPUTATILOR (Chamber of Deputies)

Reunirea interparlamentară

"RĂSPUNSUL FEMERILOR LA CRIZĂ"

7 martie 2013

Răspunsurile la chestionarul adresat Parlamentelor naționale pentru contribuția în scris

1. Criza economică și impactul ei asupra femeilor s-a aflat în atenția Comisiei pentru egalitatea de șanse pentru femei și bărbați, acest subiect fiind abordat în cadrul dezbaterilor Comisiei. În ultimii ani, criza economică a determinat o serie de schimbări importante ale cadrului legislativ în domenii ca salarizarea, sistemul de pensii, asistența socială, concediul pentru îngrijirea copilului, etc. Comisia pentru egalitatea de șanse pentru femei și bărbați a organizat o serie de audieri și dezbateri publice, care au avut ca scop evaluarea modului în care măsurile legislative nou adoptate sunt de natură să influențeze bunăstarea femeilor.

Astfel, au fost organizate o serie de audieri, după cum urmează:

o Audierea Agenției Naționale pentru Egalitatea de Șanse între Femei și Bărbați (A.N.E.S.)

o Audierea Institutului Național de Statistică pe tema „Poziția femeii în societatea românească”

o Activitatea Consiliului Național pentru Combaterea Discriminării

o Audiere privind concluziile și recomandările Raportului „Riscuri și inechități sociale în România”, elaborat și prezentat de Administrația Prezidențială

o Dezbateri publice „Creează legea salarizării unitare discriminare?”

o Dezbateri publice „Egalizarea vârstei de pensionare între femei și bărbați”

o Dezbateri cu tema „Fenomenul de mobbing în România”

o Dezbateri privind situația femeii de etnie romă – participanți ANES și Agenția „Împreună”

O atenție deosebită a fost acordată fenomenului violenței în familie, Parlamentul României adoptând în anul 2012 Legea nr. 25 pentru modificarea și completarea Legii nr. 217/2003 privind prevenirea și combaterea violenței în familie. Dezbaterile anterioare adoptării legii, derulate împreună cu instituții cu responsabilități în domeniu și organizații neguvernamentale implicate în prevenirea și combaterea violenței în familie au reliefat faptul că sărăcia și lipsa de independență economică a femeilor sunt de natură să cronicizeze acest fenomen. Astfel, textul de lege aduce modificări de substanță menite să prevină cazurile de violență în familie și să asigure o mai bună protecție a victimei violenței.

2. Măsurile specifice de protecție a femeilor sunt parte a programelor și strategiilor guvernamentale. Astfel, în cadrul Ministerului Muncii, Familiei, Protecției Sociale și a Persoanelor vârstnice există Direcția pentru Egalitate de Șanse între femei și bărbați care are între atribuții elaborarea politicilor și planurilor de acțiune ale Guvernului în domeniul egalității de șanse între femei și bărbați și coordonarea aplicării acestora.

În ceea ce privește acțiunile la nivel parlamentar, acestea au cuprins Declarații în plenul Camerei Deputaților cu prilejul zilei de 8 Martie și 25 Noiembrie. De asemenea, fiecare parlamentar poate adresa întrebări și interpelări executivului în legătură cu teme de interes vizând politici publice, între subiectele abordate de membrii Comisiei pentru egalitatea de șanse pentru femei și bărbați aflându-se și cele legate de impactul crizei economice asupra femeilor.

3. Comisia elaborează rapoarte și avize asupra inițiativelor legislative aflate în dezbaterile parlamentului. Astfel, membrii Comisiei au urmărit, în cadrul dezbaterilor

din cadrul Comisiei, ca principiul egalității de șanse să fie respectat și integrat în toate propunerile și inițiativele legislative aflate în portofoliul Comisiei iar măsurile legislative aflate în dezbatere să nu influențeze negativ viața și statutul femeii în societatea românească.

4. Comisia pentru egalitatea de șanse a menținut de-a lungul timpului o legătură strânsă cu societatea civilă, informând organizațiile neguvernamentale din domeniu cu privire la inițiativele legislative și problemele ce țin de statutul femeii, aflate în atenția Comisiei. Astfel, organizațiile neguvernamentale au fost invitate să participe activ la dezbateri și să facă propuneri de îmbunătățire a legislației.

Réunion interparlementaire de commissions sur

"LA REPONSE DES FEMMES A LA CRISE"

7 mars 2013

Réponses aux questions a l'attention des parlements nationaux en vue d'une contribution écrite

1. La crise économique et son impact sur les femmes a été dans l'attention de la Commission pour l'égalité des chances pour femmes et hommes, ce sujet étant abordé dans le cadre des débats de la Commission. Dans les dernières années, la crise économique a déterminé une série de changements importants du cadre législatif dans des domaines comme la salarisation, le système de retraites, l'assistance sociale, le congé pour soins à enfant, etc. La Commission pour l'égalité des chances pour femmes et hommes a organisé une série d'auditions et débats publics, qui ont eu comme but l'évaluation de la manière dans laquelle les mesures législatives nouvellement adoptées sont de nature à influencer le bien-être des femmes.

Ainsi, une série d'auditions a été organisée, comme ce qui suit:

o Audition de l'Agence Nationale pour l'Egalité des Chances entre Femmes et Hommes (A.N.E.S.)

o Audition de l'Institut National de Statistique sur le thème "La position de la femme dans la

Société roumaine"

o Activité du Conseil National pour le Combat de la Discrimination

o Audition concernant les conclusions et les recommandations du Rapport "Risques et iniquités

sociales en Roumanie", élaboré et présenté par l'Administration Présidentielle

o Débat public : "Est-ce que la loi de la salarisation unitaire crée-t-elle de la discrimination?"

o Débat public: "L'égalisation de l'âge de retraite entre femmes et hommes"

o Débat sur le thème "Le phénomène mobbing en Roumanie"

o Débat concernant la situation de la femme d'ethnie rome - participants ANES et l'Agence

"Ensemble"

Une attention particulière a été accordée au phénomène de la violence en famille, le Parlement roumain ayant adopté en 2012 la Loi no. 25 pour la modification et le complètement de la Loi no. 217/2003 concernant la prévention et le combat de la violence en famille. Les débats antérieurs à l'adoption de la loi, déroulés avec des institutions à responsabilités dans le domaine et avec des organisations non gouvernementales impliquées dans la prévention et le combat de la violence en famille, ont mis en évidence le fait que la pauvreté et le manque d'indépendance économique des femmes sont de nature à chroniciser ce phénomène. Ainsi, le texte de loi apporte des modifications de substance ayant comme objectif à prévenir les cas de violence en famille et à assurer une meilleure protection de la victime sujet à violence.

2. Les mesures spécifiques de protection des femmes font partie des programmes et stratégies gouvernementales. Ainsi, dans le cadre du Ministère du Travail, de la Famille, de la Protection sociale et des Personnes âgées il existe la Direction pour l'Égalité des Chances entre femmes et hommes qui a, parmi ses compétences, l'élaboration des politiques et des plans d'action du Gouvernement dans le domaine de l'égalité des chances entre femmes et hommes et la coordination de l'application de ceux-ci. En ce qui concerne les actions au niveau parlementaire, celles-ci ont compris des Déclarations en séance plénière dans la Chambre des Députés à l'occasion du jour de 8 Mars et 25 Novembre. De même, chaque parlementaire peut adresser des questions et des interpellations à l'exécutif concernant des thèmes d'intérêt visant les politiques publiques, parmi les sujets abordés par les membres de la Commission pour l'égalité des chances pour femmes et hommes se trouvant aussi ceux liés à l'impact de la crise économique sur les femmes.

3. La Commission élabore des rapports et des avis sur les initiatives législatives qui se trouvent en débat au Parlement. Ainsi, les membres de la Commission ont veillé, dans le cadre des débats de la Commission, que le principe de l'égalité des chances soit respecté et intégré dans toutes les propositions et les initiatives législatives se trouvant dans le portefeuille de la Commission. De même, les membres s'assurent que les mesures législatives se trouvant en débat, n'influencent pas de manière négative la vie et le statut de la femme dans la société roumaine.

4. La commission pour l'égalité des chances a maintenu au fil du temps un lien étroit avec la société civile, en informant les organisations non gouvernementales du domaine en ce qui concerne les initiatives législatives et les problèmes relatifs au statut de la femme qui trouvent dans l'attention de la Commission. Ainsi, les organisations non gouvernementales ont été invitées à participer activement aux débats et à faire des propositions afin d'améliorer la législation.

Interparliamentary Committee Meeting on
"WOMEN'S RESPONSE TO THE CRISIS"

7 March 2013

Questionnaire addressed to national parliaments for a written contribution

1. The economic crisis and its impact on women have been in the attention of the Committee on Equal Opportunities for women and men, this subject being addressed within Committee's debates. In the last years, the economic crisis has determined a series of significant changes in the legislative framework in areas like pay scheme, pension system, social assistance, child-care leave, etc. The Committee on Equal Opportunities for women and men organised a series of hearings and public debates that aimed at evaluating the manner in which the newly adopted legislative measures are intended to influence women's welfare.

Thus, a series of hearings were organised, as it follows:

o Hearing of the National Agency for Equal Opportunities between Women and Men (A.N.E.S.)

o Hearing of the National Institute of Statistics on the theme „Woman's position in the Romanian society”

o Activity of National Council for Combating Discrimination

o Hearing as regards the conclusions and recommendations of the "Risks and social inequities in Romania" Report, carried out and presented by the Presidential Administration

o Public debate: „Does the unitary pay law create discrimination?”

o Public debate: „The equalization of retirement ages between women and men”

o Debate on the theme „The mobbing phenomena in Romania”

o Debate regarding the Romani woman's situation – participants: ANES and „Together” Agency

A particular attention has been paid to the family violence phenomena, with the Romanian Parliament adopting in 2012 the Law no. 25 amending and completing the Law no. 217/2003 as regards the prevention and combating of family violence. Debates prior to law adoption, ran with institutions having responsibilities in this area and non-governmental organizations involved in the prevention and combating of family violence, had outlined that poverty and lack of economic independence of women tend to aggravate this phenomena. Thus, the law text brings new changes of substance intended to prevent cases of family violence and to ensure a better protection of the violence victim.

2. Specific measures of women protection are part of governmental programs and strategies. Thus, within the Ministry of Labour, Family, Social Protection and elderly persons it exists the Direction for Equal Opportunities between women and men who has among its duties the elaboration of policies and action plans of the Government in the area of equal opportunities between women and men and their enforcement coordination.

As regards the parliamentary-level actions, those included plenary Declarations in the Chamber of Deputies on the occasion of March 8 and November 25. Likewise, each Member of Parliament can address questions and interpellations to the executive concerning themes of interest as regards public policies, among the topics discussed by the members of the Committee on Equal Opportunities for women and men being some related to the impact of the economic crisis on women.

3. The Committee carries out reports and notices on legislative initiatives being debated in the Parliament. Thus, the members of the Committee have ensured, within the debates of the Committee, that the equal opportunities principle is respected and integrated in all legislative proposals and initiatives that are in the Committee's portfolio and that the legislative measures being debated do not negatively influence woman's life and status in the Romanian society.

4. The Committee on Equal Opportunities has maintained over time a close link with the civil society, informing the nongovernmental organizations in this area as regards the legislative initiatives and woman status related problems that are in the attention of the Committee.

Thus, the nongovernmental organizations have been invited to actively participate in the debates and to make legislation improvement proposals.

ROMÂNIA (Romania) - SENAT

Question 1

Has your Parliament in recent years addressed the issue of the impact of the economic and financial crisis on women? If so, in which format?

From a legal perspective, the Parliament of Romania adopted the **Pension Law** setting the retirement age for women at 63, introduced amendments and supplements to the **Law no. 714 on preventing and fighting against domestic violence** by introducing the restriction order, removing the aggressor from the family home in case of domestic violence and made amendments concerning the parental leave and the dependent child allowance.

The issue of the impact of the economic and financial crisis as well as some measures to protect the women were also addressed in the political statements of the MPs.

Question 2

Have specific measures for the protection of women during the crisis been identified in your country in decisions/resolutions or in the broader political debate?

No decisions or resolutions were adopted by the Parliament or Government on this issue. Conferences, roundtables and debates on the impact of the economic and financial crisis on women were organised by the women organisations of the political parties, non-governmental organizations as well as other social actors.

Question 3

Does your Parliament envisage any policy and/or legal initiative in order to improve the situation of women during the crisis?

From a legal point of view, the Parliament will propose the best practices for the improvement of the situation of women during the financial and economic crisis. For example: the discouragement of early retirement for women, encouraging life long learning in order to avoid the loss of skills, improvements of the work conditions, increase the number of kindergartens as well as other measures that will be identified during this legislature.

Together with the governmental institutions, the civil society as well as other actors, the Parliament will actively be involved in solving this situation that women are facing.

Question 4

- What kind of specific activities (information campaign, promotion of best practices, training, etc.) on gender aspects of the economic and financial crisis have been put in place?

- What kind of positive effect(s) resulted from such activities?

During the last years a series of actions concerning the issue of the impact of the financial and economic crisis on women were organised in Romania. The

nongovernmental organisations were far more active in organising these actions than the political, governmental environment or the mass media. Some of these actions are:

1. **The Campaign “Empower women”** – aimed to give solutions for negative effects of the economic crisis on women as part of the Project *Economic and social growth through equal opportunities*. The following initiatives were taken as part of this project: an awareness campaign about equal opportunities, the Study: *The Situation of Women – the Socio-professional Perspective*, the web Platform for telematic resources “The Women and the Labor Market” for promoting equal opportunities, exchange of experiences and best practices was created.
2. **The ALTFEM Project** that aims to improve the perception about the professional and social role of women, to raise the awareness of experts and mass media operators, social partners, civil society organizations, public authorities in the field of labor and audiovisual as well as that of women, in general, regarding the issue of equal opportunities on the labor market. Part of this project was the *International Conference on the Economic Importance of Gender Equality* organized by TBWA/Bucharest, Center for Partnership and Equality and Active Watch - Media Monitoring Agency.
3. **The Women Organization of the National Trade Union Block** has also approached in its Strategy the *Analysis of the Different Impact of the Economic and Financial Crisis on Women and Men*
4. **The Center for Curricular Development and Gender Study (FILIA)** supported by the UN system in Romania conducted in 2011 a Study on *The Impact of the Economic Crisis on Women in Romania* as part of the Project **The Gender Impact of the Economic and Financial Crisis. Study case: Romania**. The research covered the following activity fields: education, labor market, balance between work and private life, social exclusion, violence against women and health.

SLOVENIJA (Slovenia) - DRŽAVNI ZBOR (National Assembly)

Question 1

Has your Parliament in recent years addressed the issue of the impact of the economic and financial crisis on women? If so, in which format?

In recent years, the National Assembly of the Republic of Slovenia has not addressed the issue of the impact of the economic and financial crisis on women. It is also not usual for the parliament to address such issues separately for women or men.

Question 2

Have specific measures for the protection of women during the crisis been identified in your country in decisions/resolutions or in the broader political debate?

No specific measures for the protection of women during the crisis have been identified. Slovenia adopts measures to protect all its citizens, irrespective of gender.

Question 3

Does your Parliament envisage any policy and/or legal initiative in order to improve the situation of women during the crisis?

No initiative to improve the situation of merely women or men during the crisis has been envisaged. Legal solutions are usually aimed at protecting the weakest population groups. The main criterion is thus the social and economic situation of individuals, not their gender.

Question 4

- What kind of specific activities (information campaign, promotion of best practices, training, etc.) on gender aspects of the economic and financial crisis have been put in place?

No specific activities linked exclusively to gender aspects of the economic and financial crisis have been put in place.

- What kind of positive effect(s) resulted from such activities?

Since no specific activities linked exclusively to gender aspects of the economic and financial crisis have been put in place, no effects thereof can be highlighted.

SVERIGE (Sweden) - RIKSDAGEN

Response by the Swedish Parliament

Question 1

The issue of the impact of the economic and financial crisis on women has been addressed within the Swedish Parliament. One concrete example is the seminar “The effects of the economic and financial crisis on women and men” organized by the Speaker’s Reference Group on Gender Equality Issues in the fall of 2009.¹ The seminar was introduced by a presentation by an expert in the field, Professor Anita Nyberg, Centre for Gender Studies, Stockholm University, and followed by question time.

Another example is the “Conference on Gender Equality” organized by the Committee on the Labour Market in the framework of the Network of Parliamentary Committees for Equal Opportunities for Women and Men (NCEO) during Sweden’s presidency in the EU in the fall of 2009. One of the sessions of the conference focused on Gender Equality in the Labour Market. This session was introduced by a key note speech by Professor Francesca Bettio, University of Florence, Italy and followed by a series of workshops. Participants in the final panel debate were, among others, Hillevi Engström, Chair of the Committee on the Labour Market of the Swedish Parliament, Berit Högman, Vice Chair of the Committee on the Labour Market of the Swedish Parliament, Robert Andersson, Head of the Living Conditions and Quality of Life Research Programme, Eurofound, Dublin, Francesca Bettio, Professor, University of Florence, Italy, and Eva-Britt Svensson, Chairman of the Committee on Women’s Rights and Gender Equality (FEMM), European Parliament.

Question 2

No specific measures for the protection of women during the crisis have been identified in Sweden in decisions/resolutions. However, the Budget Bill for 2012/2013, as the budget bills for previous years, contains an appendix on the economic situation for women and men in Sweden in general. Moreover, in 1 The Speaker’s Reference Group on Gender Equality is a parliamentary body within the Riksdag

(Swedish parliament). It is composed of the Speaker of the Parliament, eight parliamentarians (one from each political party represented in parliament), as well as eight substitute members. The main objective of the group is to highlight and discuss gender equality issues in a broader perspective.

2

several private member motions as well as interpellation debates the implications of the economic crisis on women and men have been focussed.

Question 3

The parliament has not envisaged any policy and/or legal initiative in order to improve the situation of women during the crisis. As mentioned about,

however, the Budget Bills contain appendices on the economic situation for women and men in Sweden in general, and the topic has been in focus in several plenary debates, including interpellation debates, as well as in private member motions.

Question 4

The parliament has not put in place specific activities (information campaigns, promotion of best practices, training, etc.) on gender aspects of the economic and financial crisis.

CROATIA - HRVATSKI SABOR

Question 1

Has your Parliament in recent years addressed the issue of the impact of the economic and financial crisis on women? If so, in which format?

The impact of the economic and financial crisis on women was discussed at plenary sessions of the Croatian Parliament within the framework of the discussions on the annual reports on the work of the Gender Equality Ombudswoman.

Question 2

Have specific measures for the protection of women during the crisis been identified in your country in decisions/resolutions or in the broader political debate?

See answer 4.

Question 3

Does your Parliament envisage any policy and/or legal initiative in order to improve the situation of women during the crisis?

In 2011 the Croatian Parliament adopted the *National Policy for Gender Equality 2011-2015*, which among other key fields of actions signals out *Equal opportunities on the labour market* and lays down measures for achieving the following objectives: reducing unemployment and eliminating all forms of discrimination against women in the labour market; strengthening women entrepreneurship; promoting measures aimed at balancing private and professional duties.

Question 4

- What kind of specific activities (information campaign, promotion of best practices, training, etc.) on gender aspects of the economic and financial crisis have been put in place?

- What kind of positive effect(s) resulted from such activities?

In order to ensure the implementation of the *National Policy for Gender Equality 2011 – 2015*, the Action Plan contains key activities and measures according to priority thematic activity areas: promoting the human rights of women and gender equality, equal opportunities on the labour market, gender-sensitive education, equality in political and public decision-making, elimination of violence against women, international policy and cooperation, and institutional mechanisms and implementation arrangements. The main implementing and co-competent authorities and the planned time frames for implementation have been determined. The measures are also implemented through cooperation with civil society organisations.

TURKEY - NATIONAL ASSEMBLY

Question 1

Votre parlement a-t-il abordé la question des répercussions de la crise économique et financière sur les femmes au cours des dernières années? Si oui, selon quelles modalités?

La crise économique européenne n'a pas vraiment touché la Turquie. Cependant, au cours des dernières années le parlement turc a introduit certaines mesures pour améliorer l'emploi des femmes en quantité et en qualité.

La sous-commission sur la budgétisation sensible au genre qui est une sous-commission de la commission sur l'égalité des sexes, a commencé ses activités le 15 novembre 2012.

La sous-commission a jusqu'à présent réalisé 13 réunions. La prochaine réunion aura lieu les 21 et 22 mars dans la province de Kocaeli. Un rapport d'activités qui inclura des propositions de mesures concrètes pour les institutions publiques, les administrations locales et les ONG sera publié lorsque les travaux de la sous-commission seront finalisés.

Grace à une modification de loi entrée en vigueur le 25 février 2011, **le congé maternité** a été augmenté à 16 semaines et le congé parental qui permet aux femmes et aux hommes de bénéficier de 24 mois de congé non-payé a été introduit.

Question 2

Des mesures spécifiques pour la protection des femmes dans cette période de crise ont-elles été identifiées dans votre pays dans des décisions/résolutions ou plus largement dans le débat politique?

Une circulaire du Premier Ministre publiée le 25 mai 2010 vise à **garantir l'égalité des chances pour l'emploi des femmes** et a assuré la mise en place d'une commission nationale pour la coordination et le suivi de l'emploi des femmes.

Question 3

Votre parlement envisage-t-il de prendre des mesures/initiatives législatives afin d'améliorer la situation des femmes face à cette crise?

En juillet 2012, le Ministère des Affaires Intérieures a transmis aux services du Premier Ministre un projet de loi sur la lutte contre la discrimination et sur l'égalité des chances.

De plus, le congé maternité sera augmenté à six mois grâce à une modification de loi qui sera bientôt adoptée.

Question 4

- Quelles activités spécifiques sur la dimension de genre de la crise ont-elles été mises en place (campagnes d'information, promotion de bonnes pratiques, formations, etc.)?

- Quels ont été les effets positifs de telles activités?

Le gouvernement met en place des mesures spécifiques pour garantir l'autonomisation des femmes et attache une grande importance à l'augmentation du taux de scolarisation des jeunes filles et à la promotion des femmes entrepreneurs. Cependant, aucune activité spécifique sur la dimension de genre de la crise n'a été mise en place comme la crise économique ne fait pas partie de l'ordre du jour en Turquie.