



Women and Men Inspiring Europe 2014 Calendar



Did you know?

Economic independence is seen as a prerequisite for European citizens, both women and men, to exercise control and make genuine choices in their lives.

The domain of *money* in the Gender Equality Index measures the extent to which women receive lower earnings and income than men, and how women remain more at risk of poverty.

The context of the current economic crisis and other social and economic transformations means that it is more important than ever to tackle gender inequalities in access to economic resources.





Marietta Giannakou,
Greece

"Because of the Eurozone crisis and long recession in many national economies, progress made in the last 20 years with regard to women's share in the labour market and equal pay is close to being reversed. We have to avert this situation by taking serious steps towards sustainable growth."



December 2013

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January 2014

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February 2014

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Read the full profile at
<http://eige.europa.eu/calendar>

Did you know?

Gender equality, economic prosperity and levels of development go hand-in-hand.

The Gender Equality Index shows that as gender equality increases, so does economic affluence, as measured by the gross domestic product (GDP) per inhabitant.

Importantly, the Gender Equality Index shows that the financial resources allocated to particular public policy areas are more important for achieving gender equality than economic affluence itself.





Vera Budway-Strobach,
Czech Republic

"I would hope that 10 years from now, we will have many more male advocates for gender equality and that it will be viewed as a key factor for economic growth."



January 2014

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February 2014

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March 2014

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Read the full profile at
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Did you know?

The domain of *violence* in the Gender Equality Index represents the largest gap in measuring the progress of gender equality at EU level because there are no suitable data.

Only a few indicators that can measure gender-based violence against women have been developed because principles of crime classification systems and a common methodology have yet to be established in the EU.

The norms, attitudes and stereotypes that largely underpin gender-based violence also remain critically under-measured.





Esohe Aghatise,
Italy

“Many young girls tell me that my example shows them that a woman can make changes in her community. Even if changes are made in the smallest areas of everyday living, this will ultimately lead to bigger changes.”



February 2014

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March 2014

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April 2014

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Did you know?

Power in decision-making is one of the most relevant measures of gender equality. It has a huge potential impact on all other domains of gender equality.

The Gender Equality Index shows that women are greatly under-represented in political and economic decision-making in the majority of Member States.

While an increase in labour market participation takes place over the mid- to long-term, evidence from Member States that have more women in top decision-making positions shows that political will possibly combined with targeted measures (such as implementing a system of quotas) can make a difference in a relatively short time.





Manu Sareen,
Denmark

“As a male minister for gender equality, I can serve as a role model. I can show that gender equality does not only concern women but also men, and that



men play an important role in debating and promoting gender equality in society.”



March 2014

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April 2014

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May 2014

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Did you know?

The domain of *time* in the Gender Equality Index captures the gendered nature of the allocation of time between economic, care and social activities.

Women are, throughout the EU, disproportionately responsible for educating and caring for children, grandchildren and other dependants, as well as cooking and housework.

Addressing the division of time can provide an opportunity for transformative change, given that it has consistently been referred to as both a cause and consequence of gender inequality.





**Daniela Schallert
& Manuela Vollmann,**
Austria

"We are currently utilising 27 different workday arrangements at abz*austria which defines us as a model company. With this, we hope to encourage others to embrace flexible working hours."

"I would like to see women and men taking parental leave equally to create new models for work-life balance. And of course, I would like to see equal and fair salaries regardless of gender."



April 2014

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May 2014

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June 2014

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Did you know?

Gender-based violence against women remains one of the most pervasive gender inequalities of our time. It is estimated that in the EU, 9 out of 10 victims of intimate partner violence are women.

In the domain of *violence*, the Gender Equality Index makes a distinction between direct and indirect violence and conceptualises it from a women's perspective rather than a gender perspective.

Direct violence concerns all forms of gender-based violence against women, while indirect violence focuses on the norms, attitudes and stereotypes that contribute to gender-based violence against women and gender inequality overall.





Lesley Abdela,
United Kingdom

“Engaging women as equal partners in the peace-building process increases the chance of lasting, sustainable peace. Issues important to women’s lives would be prioritised. Other priorities would include the needs of widows and female former combatants, full political representation and a lack of impunity for sexual violence crimes.”



May 2014

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July 2014

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Did you know?

The domain of *power* focuses on the representation of women and men in decision-making positions, political and economic, given that greater gender balance in positions of power can have a positive effect on gender equality.

The Gender Equality Index emphasises the importance of also measuring social power, manifested through the unequal engagement of women and men in decision-making positions in the judiciary, academic and research institutions.

To date, a lack of comparable data at EU level does not allow for the inclusion of this aspect in the Gender Equality Index.





Paola Di Nicola,
Italy

"I would like to see three main objectives achieved within the judiciary in the next 10 years: that women account for half of the leading positions in the judiciary, that trials on gender discrimination are overseen by courts with a balanced composition, and that representative bodies have equal representation of gender."



June 2014

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July 2014

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August 2014

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Did you know?

The domain of *knowledge* in the Gender Equality Index examines the unequal levels of representation of women and men in educational fields.

In 2010, women in the EU accounted for an average of only 38% of those studying in the fields of science, mathematics and computing, and only 25% of those in engineering, manufacturing and construction.

It is important to tackle gender segregation in education as it contributes to further gender inequalities in the labour market and in economic independence.





Linda Liukas,
Finland

“Women perceive programming as introverted, lonely and mathematical. Coding is a language like any other. For me, it was much harder to learn French irregular verbs than JavaScript – if you can master that, you can definitely master programming.”



July 2014

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September 2014

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Did you know?

The Gender Equality Index emphasises the importance of measuring norms, attitudes and stereotypes.

Stereotypes are a manifestation of a cognitive ability to classify and comprehend information in a given environment. They reflect the shared social beliefs, values and norms that script gender roles.

Stereotypes are internalised unconsciously and are the result of a cumulative learning process shaped by culture and society. This process can have a detrimental effect on women's and men's full realisation of themselves and therefore gender equality overall.





Stanislava Repar,
Slovakia/Slovenia

"I would like to see textbooks equally present women's and men's literary achievements. The reason is simple: not to exclude the vivid female contribution to literary tradition, history and social memory."



August 2014

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September 2014

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October 2014

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Did you know?

The Gender Equality Index measures the representation of women and men in power and decision-making positions in the economic and political spheres.

In 2010, women on average represented less than a quarter (23%) of members of parliament in EU Member States. That average increased to just 27% by 2013. The representation of women at ministerial level is also low, with an EU average of 24% in 2010.

Reaching gender equality depends on rectifying this democratic deficit.





Jana Smiggels Kavková,
Czech Republic

"I am very proud of the results of our campaign supporting women for the parliamentary elections that took place in 2010. The representation of women increased from 15 to 22%, which is the highest number our country has ever had."



September 2014

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October 2014

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November 2014

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Did you know?

Although gender-based violence against women poses a major obstacle to the achievement of equality between women and men, its extent cannot be properly measured due to the lack of harmonised and comparable data at EU level.

The domain of *violence* in the Gender Equality Index is left empty and therefore represents an urgent call to collect this data and fully measure gender equality within the EU policy framework.





Vanda Durbakova,
Slovakia

“We brought several cases of forced sterilisation of Roma women before the European Court of Human Rights. We believed it was important to advocate for systematic changes and formal acknowledgment of this unlawful practice as a tool for achieving broader social change.”



October 2014

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November 2014

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December 2014

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Did you know?

The Gender Equality Index in the domain of *power* captures both political and economic decision-making, including representation of women and men on the boards of publicly quoted companies.

The representation of women on boards in the EU increased from 9% in 2000 to 12% in 2010 and to 17% in 2013, still leaving women greatly under-represented in economic decision-making.

This area provides an opportunity to address gender inequality in a relatively short time, possibly supplemented by targeted measures (such as implementing a system of quotas).





Małgorzata Fuszara,
Poland

"I believe quotas should be implemented in politics, in business and in decision-making bodies. The experiences of both men and women should be taken into account when making decisions. Research shows that diverse groups make better decisions."



November 2013

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December 2014

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January 2015

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Read the full profile at
<http://eige.europa.eu/calendar>

The European Institute for Gender Equality is a European agency which supports the EU and its Member States in their efforts to promote gender equality, to fight discrimination based on sex and to raise awareness about gender equality issues. Its tasks are to collect, analyse and disseminate comparable data on gender equality, to develop and disseminate methodological tools, in particular for the integration of gender dimension in the European Union policies, to facilitate the exchange of good practices and dialogue among stakeholders, and to raise awareness among EU citizens.

Launched on 8 March 2010 with the title Women Inspiring Europe, this initiative of the European Institute for Gender Equality (EIGE) has evolved from acknowledging women breaking gender stereotypes to promoting both women and men who have had successful initiatives in the area of gender equality.

Having received great input from its first-ever jury, EIGE created this 2014 calendar by selecting the 12 strongest profiles from nominations received from throughout the EU. In connection with the field of expertise of each of the role models and to highlight the added value of their work, EIGE presents facts and figures extracted from the Gender Equality Index.

All profiles – from the calendar and the web – will become part of the Women and Men Inspiring Europe Resource Pool (eige.europa.eu/content/resource-pool), which provides media and gender equality stakeholders with the opportunity to search for speakers and gender-sensitive experts from various backgrounds.

If you have a person in mind that fits the description of an inspiring woman or man, please fill in the nomination form at <http://eige.europa.eu/content/form/women-men-resource-pool-nomination-form>.

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<http://www.youtube.com/eurogender>

MH-02-13-615-EN-C
DOI 10.2839/32332

