

# How Effective is the European Institute for Gender Equality in Ensuring that the European Union meets its Gender Equality Objectives?



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### Executive Summary

Gender equality is one of the European Union's (EU) core values. However, no EU Member State (MS) has achieved gender equality. The European Institute for Gender Equality (EIGE) is the EU institute responsible for promoting gender equality. The aim of this dissertation was to find out how effective EIGE is in ensuring that the EU meets its gender equality objectives. This was done by answering the research question: "How effective is the European Institute for Gender Equality in Ensuring that the European Union meets its Gender Equality Objectives?".

The research was conducted by using extensive literature to establish the context of this research. In addition to this, interviews were conducted to gather primary data. Four standardized interviews with open-ended questions have been held with experts in the field of gender equality.

Gender mainstreaming is the main strategy used by EIGE. The literature review showed that the points of criticism of gender mainstreaming are the threat posed by neo-liberalism, the differences among EU MS in understanding gender mainstreaming, the fact that it integrates women's issues into other policies, the lack of a coherent goal of gender mainstreaming and the combination of women's issues with other issues. The conducted interviews focused on the opinions of the interviewees on gender mainstreaming and EU gender policies. The interviews showed that the context in which gender mainstreaming is used is very important. Also, the differences in interpretation of gender mainstreaming are problematic for the effectiveness of EIGE. Additionally, the integration of women's issues in other policies is not considered as a problem by the interviewees. Furthermore, the opinions on whether neo-liberalism is threat to gender equality differed among the interviews. Moreover, the interviewees agreed on that the status quo in terms of gender equality should change. Finally, it is hard to give more competence to the EU for gender issues because the EU MS are very different.

The answer to the research question was that EIGE not sufficiently effective in ensuring that the EU meets its gender equality objectives. Further conclusions include that gender mainstreaming has the potential to transform the status quo, gender mainstreaming needs a clear goal, the context in which gender mainstreaming is used is important, it will be hard to give the EU more competence in the field of gender issues and women still have to adjust their lives to men which makes achieving gender equality difficult. Based on the conclusion, this dissertation recommends that a clear goal of gender mainstreaming should be given, that gender mainstreaming should not be implemented from the EU level, more time should be spend on awareness raising, the neo-liberal view should be eliminated from social policies, gender mainstreaming should be used in combination with other gender equality approaches and one approach to gender mainstreaming should be used.

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### List of Acronyms

BPfA: Beijing Platform for Action

EIGE: European Institute for Gender Equality

EP: European Parliament

EU: European Union

GET: Gender Equality Training

GIA: Gender Impact Assessment

MS: Member States

NGO: Non-Governmental Organisation

TFEU: Treaty on the Functioning of the European Union

UN: United Nations

US: United States

## 1. Introduction

### 1.1 Discrimination

Discrimination is an issue that has existed for eras. Discrimination covers actions or decisions that treat an individual or a group differently because of their personal characteristics. Discrimination can be based on different factors such as race, religion, sex, disability etcetera (Canadian Human Rights Commission, n.d.). Discrimination is covered under international law. Article 2 of the Universal Declaration of Human Rights (1948), forbids discrimination by saying “Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status” (p. 6).

### 1.2 Inequality

Inequality is an imbalance or uneven distributions (IGI Global, n.d.). Inequality comes in different forms including income, wealth or opportunity inequality. According to Inequality.org (n.d.), “Income inequality refers to the extent to which income is distributed in an uneven manner among a population”. These incomes include salaries, wages, profits from selling something and dividends from shares of stocks (Inequality.org, n.d.). The Universal Declaration of Human Rights states in Article 1 (1948), “All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood” (p. 4). Therewith, inequalities are disapproved of by the United Nations (UN).

### 1.3 Gender Inequality

Gender inequality remains a major problem. Although progress has been made, gender equity has not been achieved yet. Women and girls face disadvantages, which are a major source of inequality. They face the equalities that everyone can face more often and more severe. This has negative consequences for their freedom of choice and the development of their capabilities (United Nations Development Programme, 2018). Genital mutilation and sex-selective abortion are also still significant problems. Besides the fact that this has caused an imbalance in demographics, sex-selective abortion fuels sexual exploitation and human trafficking as well. Looking at gender inequality with an economic lens shows that gender inequality also damages economies. It hinders countries in reaching their full productivity potential. Many women work unpaid in informal sectors. (Kamrany, N.M.; Robinson, C., 2012).

#### 1.4 'In Varietate Concordia'

The motto of the EU is 'In Varietate Concordia' which means 'United in Diversity' (European Union, 2000). According to the Cambridge Dictionary (n.d.), diversity is "The fact of many different types of things or people being included in something; a range of different things or people". In reality, it means that people are respected and accepted regardless of their differences. Uniqueness among individuals has to be understood and recognized. Diversity issues occur regularly. Examples are when issues impact different groups of people differently, when certain things happen to particular groups more often (promotions, role models, turnovers) or when certain issues are harder to overcome for certain groups ("glass ceilings") (Queensborough Community College, n.d.). The EU works on the improvement of diversity. In the Communication of the Commission from 2017 'A better workplace for all: from equal opportunities towards diversity and inclusion', the European Commission committed itself to manage diversity. Their approach seeks to create a diverse and inclusive environment, in which everyone feels appreciated (European Commission, 2017).

#### 1.5 EU Action

The EU works to promoting gender equality. Several forms of soft law, programmes and strategies regarding gender equality have been adopted. The use of good practice between MS is an important tool. Additionally, binding acts have also been produced and the amount of EU agencies and bodies grew. EIGE is an autonomous EU body. It operates within the framework of EU initiatives and policies. The grounds for the objectives and tasks of EIGE are defined by the Council of the European Union and the EP. Besides promoting gender equality, the organisation fights gender discrimination and raises awareness among EU citizens (EIGE, 2006).

#### 1.6 Gender Mainstreaming

EIGE uses a strategy called gender mainstreaming. This strategy is also used by MS and the EU itself. According to EIGE (2006), "gender mainstreaming involves the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes, with a view to promoting equality between women and men, and combating discrimination". This strategy enables the EU gender policy to expand and move away from gender policies in traditional areas only and include gender in other fields as well (Kantola, J., 2010).

#### 1.7 Gender Equality Index

The Gender Equality Index of the EU shows that many MS score low on gender equality. The domains that are taken into consideration for the ranking are work, money, knowledge, time, power, health and violence. The EU MS doing the best in terms of gender equality is Sweden which has a

score of 82.6 on a scale from zero to 100. In contrast to that, Greece has the lowest score of 50. The EU's average is 66.2, 17 MS score lower than that (EIGE, 2006).

### 1.8 Central Research Question and Sub-questions

The combination of the EU's motto and the statistics from the Gender Equality Index are noticeable. Many MS have a lot of work to do in order to achieve gender equality. This dissertation has researched how EIGE promotes gender equality in the EU and how effective it is in doing this through the following research question:

**How effective is the European Institute for Gender Equality in ensuring that the European Union meets its gender equality objectives?**

This question has been answered with the following sub-questions:

1. What is gender mainstreaming and what problem does it address?
2. How does the European Institute for Gender Equality promote gender equality?
3. How effective has the European Institute for Gender Equality been in promoting gender equality and what recommendations can be made to make the organisation more effective?

The aim of this research was to find improvement possibilities for EIGE. After looking at and critically assessing its work, it became clear in which areas it has been effective and less effective. It was desired that recommendations could be made for improvement.

### 1.9 Structure

The methodology used for this dissertation is discussed first. This chapter describes and explains which methods have been used, how and why they have been used. After that, the important literature on gender mainstreaming and gender equality has been reviewed. The purpose of this chapter was to establish a framework in which this dissertation has been done but also to provide literature to compare with the results. The literature review is followed by the actions taken by the EU to combat gender inequality and the work of EIGE. Then, the data gathered by interviews is discussed. An analysis of the literature and the data of the results has been done. After the analysis, a conclusion has been drawn and the main points of the research are provided. Based on the conclusion, recommendations have been given.

## 2. Methodology

The methods that have been used to answer the question: “How effective is EIGE in ensuring that the European Union meets its gender equality objectives?” are explained in this chapter. Firstly, an explanation is given of what qualitative research is, what the advantages and disadvantages are, and why qualitative research was chosen. To clarify this, qualitative research is compared to quantitative research. Secondly, the majority of this research was based on secondary sources. This chapter defines secondary sources, the advantages and disadvantages, the types that have been used and why secondary sources have been used. Thirdly, first-hand data was collected through interviews. These are primary sources. A description, the advantages and disadvantages and the importance of primary sources is given. Finally, the ethics, reliability and validity and limitations of this research are presented.

### 2.1 The ‘What’ and ‘Why’ of Qualitative Research

The term qualitative research is an overarching category that comprises different approaches and methods used in different disciplines (Ritchie, J. & Lewis, J., 2003). In the Handbook of Qualitative Research, N.K. Denzin and Y.S. Lincoln (2003), give the following definition of qualitative research: “Qualitative researchers study things in their natural settings, attempting to make sense of, or to interpret, phenomena in terms of the meanings people bring to them” (p. 20). Quantitative research can also be defined by what it is not. According to Corbin and Strauss (1998), “by the term qualitative research, we mean any type of research that produces findings not arrived at by statistical procedures or other means of quantification” (p. 12). Data collected by statistical procedures is called quantitative research. This type of research often uses calculations for the analysis. One of the advantages of quantitative research is that the use of statistical methods makes the analysis is more reliable. Also, the conclusions from quantitative research are often generalizable because of the large sample sizes. Quantitative research was not done because it is more suitable for experiments, comparative research and correlational research (Creswell, J.W., 2014). This research contained a human factor which makes it especially suitable for qualitative research. The human factor refers to the involvement of human beings. Gender inequality is about the dynamics between people, how they treat and think about each other. With interviews, the perceptions of the participants can be taken into consideration and they can elaborate on their answers giving more in-depth and detailed information (University of Lancaster, 2016). Moreover, because of the subject of gender inequality and the research question “How effective is the European Institute for Gender Equality in ensuring that the European Union meets its gender equality objectives?” events and actions must be seen in their correct context. Qualitative research provides this possibility. Also, in order to measure the

effectiveness of an EU body, the opinions of experts, gathered by interviews, are necessary (University of Lancaster, 2016).

## 2.2 Key Terms and Context

Desk research has been the main research type for this dissertation because it is the best research type to answer the majority of the research question: “How effective is EIGE in ensuring that the European Union meets its gender equality objectives?”. Data for the introduction, literature review and the first two sub-questions: “What is gender mainstreaming and which problem does it address?” and “How does the European Institute for Gender Equality promote gender equality?”, has been found by means of desk research. For these questions, secondary data was the most suitable type of data and it was gathered by desk research since this provides access to many sources such as books, articles and journals. These types of sources are appropriate for defining the key terms and the context. In contradiction to secondary sources, primary sources are less appropriate for defining the context and key terms because they provide information including opinions and first-hand experience (Hox, J.J. & H. R. Boeije, 2005).

Desk research is secondary research. That means that the research and work of other people are used and interpreted. The advantages of secondary research are the data comes from (social) scientists and is evaluated by experts, so it can be considered as trustworthy (Coninckx, D., Van Ootegem & L., Verhofstadt, E., 2012). Moreover, analysing secondary data gives the opportunity to re-interpret and re-analyse existing studies (Johnston, M.P., 2014). Also, when secondary data, gathered by funded studies or agencies, is available, a lot of high-quality data is accessible to the researcher. Such secondary data often includes large samples containing significant breadth (Smith, E., 2008). It is important to do thorough desk research to ensure that the research the researcher is going to do has not been done already, but also to set the framework for the research. Furthermore, having in-depth knowledge of the topic before conducting interviews is essential. (Travis, D., 2016).

Desk research has several limitations and disadvantages. First of all, desk research is very time-consuming (Bachelor of Management Studies, 2013). A lot of sources have been consulted. Several books have been used such as ‘Gender and the European Union’ by Johanna Kantola, many articles have been used, for example ‘The European Union and Gender Equality: Emergent Varieties of Gender Regime’ by Sylvia Walby and different journals have been consulted including the Journal of European Public Policy and the Journal of Women in Culture and Society. These sources were provided by the library of The Hague University of Applied Sciences, The Hague Public Library,

Google Scholar and other online databases. With desk research, spending a lot of time reading something and using only a small part is a possibility. Furthermore, with online desk-research in particular, one has to be very critical in order to assess whether a source is trustworthy or not. Everyone can put information on the Internet, so it is important to assess the credibility of the sources (Bachelor of Management Studies, 2013). However, desk research is still the most suitable method because of the limited time and scope of this research.

### 2.3 Gathering Primary Data

For sub-question three “How effective has EIGE been in promoting gender equality and what recommendations can be made to make the organisation more effective?” primary sources have been used. Primary sources are forms of sources with original data (Berg, B.L., 1989). This raw data is used to serve as evidence to support a claim (Booth, W.C., Colomb G. G. & Williams, J. M., 2008). The purpose of primary sources is to establish a cohesive comprehension of the situation (Berg, B.L., 1989). Experts in gender equality and gender mainstreaming have been interviewed. An interview conducted for qualitative research aims to describe and cover both a meaning level and a factual level (Kvale, S., 1996). The advantages of interviews as a research method are that they give fast access to unknown information which is often very specific. Furthermore, experts have insight into aggregated knowledge and are usually motivated to cooperate (Van Audenhove, L., 2007).

The type of interview that has been used is a standardized interview. This type has a structured schedule of questions. Each person that is interviewed is asked the same question so that, ideally, comparable answers are received (Babbie, E., 1995). Open-ended questions have been asked. This means that all the interviewees have been asked the same open-ended questions. The benefits of this type of interview are the possibility for fast analysis and comparing the answers (Valenzuela, D., & Shrivastava, P., n.d.). Also, answers to open-ended questions often give more information than anticipated (Farrell, S., 2016). Furthermore, open-ended questions allow topics to be discussed in great detail (Mathers, N., Fox, N., & Hunn, A., 2002).

However, open-ended questions also have disadvantages, for instance, receiving long and sometimes irrelevant answers, receiving difficult to compare answers and difficulties to lead the conversation (Expert Program Management, n.d.). It was still decided to use open-ended questions because it provides for the possibility to receive elaborate answers. The questions that have been asked included the opinions of the interviewees on the effectiveness of gender mainstreaming, different critiques on gender mainstreaming, the focus of the EU’s gender equality policies and the competence of the EU regarding gender equality policies. The desk research gave in-depth knowledge on the gender mainstreaming approach, the work of EIGE and the EU’s approach to gender equality. This

knowledge was used to identify topics on which expert opinions were needed for the research. The people that have been interviewed are listed below:

1. Minna Salminen-Karlsson is a professor from Uppsala University in Sweden. She has a PhD in Education, Associate professor in Sociology. She has done research in the field of gender, technology, organisation and education. Besides that, she had done work for EIGE (Uppsala University, n.d.).
2. An official from the Gender Equality Unit of the Department of Social Affairs of the Swedish Government has been interviewed. The Official has requested to stay anonymous. Besides the work for the Swedish government, the official also does research in the field of political representation and quotas, gender equality politics and intersectionality (Stockholm University, 2017).
3. A European Parliament Official currently working for the European Parliament (EP) at the Economic Affairs administration has been interviewed. Before that her work for the Economic Affairs administration, she has worked for the Women's Rights and Gender Equality Committee of the EP (European Parliament, n.d.). The Official has requested to stay anonymous.
4. Christian Veske has been interviewed as well. He works for EIGE and his work focusses on EIGE's Internal Consultations Workspace, EIGE's cooperation with Civil Society Organisations (EuroGender, n.d.).

#### 2.4 Sample

Sampling is the selection of a piece, portion or segment representing a whole (The American Heritage College Dictionary, 1993). It is an important part of the research because it helps to prove the quality of the deduction made by the researchers based on the underlying findings (Onwuegbuzie, A.J. & Collins, K.M.T., 2007). The used sample strategy is known as the judgement sample or purposeful sample. This strategy aims to select an advantageous sample to answer the research question (Marshall, M.N., 1996). The decision to interview the above-mentioned experts has been made based on their representation in society. Interviewing people from different levels of societies was aimed for. The point of view from the political sphere was included by interviewing a Swedish Government Official and a European Parliament Official. The Swedish Government official requested anonymity based on her positions at the Swedish Government. She did not want to officially represent the Swedish Government. The European Parliament Official requested anonymity for the same reason. The opinion from someone from the academic level was included through an interview with Minna Salminen-Karlsson who is a professor from Uppsala University. The interview with Christian Veske provided the research with a special kind of representation since

it came from the organisation under research. However, EIGE is an autonomous EU body so it is part of the political sphere. While conducting the interview with Christian Veske, he realised that he was not the right person to answer my question. The interview was still continued but a small amount of relevant data was gathered.

The interviewees are a representation of different levels in society. This gives an idea of differences and similarities in stances on gender mainstreaming and gender equality.

The researcher intended to interview someone representing civil society as well. Different non-governmental organisations (NGO) were approached and with multiple of them correspondence occurred but appointments for interviews could not be arranged. In order to make up for the absence of primary data representing civil society, more people from the political sphere were interviewed.

After conducting the interviews, they have been transcribed. The data conducted from the transcriptions has been used in the results section.

### 2.5 Measuring Effectiveness

Measuring effectiveness was a significant aspect of this research given that the research question was: “How effective is EIGE in ensuring that the European Union meets its gender equality objectives?”. Measuring effectiveness is measuring the capability of a system to meet its specified requirements or needs from a certain viewpoint. This measure can be qualitative or quantitative and it allows comparable systems to be ranked (Smith, N., & Clark, T., 2004). Effectiveness can be measured in different ways. In educational science effectiveness can be measured by means of student ratings, peer ratings, student interviews and learning outcome measures (Berk, R.A., 2007). In safety management studies, a safety index can be composed based on the most crucial factors identified by an analytic hierarchy process and a factor analysis (Teo, E. A., & Ling, F. Y., 2005). Indicators can also be used in order to measure effectiveness, especially for the measurement of policy effectiveness. Quality measurement is only possible if the five R’s are taken into consideration when choosing the indicators: reliability, relevancy, reproducible, representative and realizable. The hierarchy of the five R’s depends on the spatial focus of the research. This type of measuring effectiveness has been used to assess the effectiveness of the EU agri-environmental policy (Wilson, G.A., & Buller, H., 2001). The analysis of this research has focused on the ‘how and why’ of the respondents and how they differ. The next steps were followed in order to analyse the data. First, after conducting the interviews, the interviews were transcribed, and transcripts of the interviews were organised. After that, everything was read through in order to have a clear understanding of the information. Then, the data was categorised based on common themes and key concepts. The following step was finding similarities reoccurring between different respondents and examining

why these similarities exist. The same was done with the differences that were found. These steps were followed based on the book *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches* by John W. Creswell (Creswell, J.W., 2014).

## 2.6 Ethics

Research ethics are important when research involves human beings. Research ethics aim to protect the human participant and to ensure that the research is done in a manner that serves the interests of individuals, groups or society as a whole (Walton, N., n.d.). One could argue that this research served the interests of society as a whole, but this research clearly serves the interests of a group in society: women.

The research that was done involves the participation of people namely, the interviewees. This comes with possible risks. The topic of gender inequality is a sensitive topic. People might be victims of gender discrimination such as sexual violence or abuse. Therefore, it is important to be careful when discussing this topic and to assure not offending or hurting the interviewees. Furthermore, when talking about gender discrimination, it is important not to generalise or to discriminate. The Student Ethics Form and the Informed Consent Form are used to ensure ethical behaviour. The Student Ethics Form is a written agreement, signed by the research and the supervisor. It provides proof of the researcher's awareness of the use of confidential informational and other data. The Informed Consent Form is signed by interviewees and provides the researcher with consent for using the interview. The Swedish Government Official and the European Parliament Official requested to stay anonymous. The reasons for their requests were related to their positions at work and they did not want to be official representatives in these interviews.

## 2.7 Reliability and Validity

The reliability of this research can be found in the wide range of sources that have been used. However, the used sources had to be evaluated in order to ensure their trustworthiness and credibility. The source used regarding the topics of gender mainstreaming and gender inequality were mainly academic articles, books and official data from the EU. The reliability assessment of these sources was done by considering the authors, the publishers, the sources used by the authors and the number of citations. The data from the EU's website and official documents was used in order to provide the most accurate information. The majority of the sources that have been consulted were relatively recent. The less recent sources used, provided information that was not bound to change over the course of time. Finally, the expertise of the interviewees was assured by consulting their websites, LinkedIn pages and the organisations they work for.

## 2.8 Limitations

This research was bound to several limitations. First of all, the time provided for this research was limited. More time would have given the possibility to do a more thorough research. For example, case studies on several MS could have been done, a survey on the topic of gender mainstreaming could have been useful by providing information on what a large group of people think of gender mainstreaming or a test could have been done on how the proposed actions that can be taken would work out.

Another limitation was the length of this dissertation. The dissertation has a maximum amount of words. In order to not pass that amount, decisions had to be made on what to include and what to exclude. A critical view was necessary for this. The researcher also decided to exclude some factors influencing gender equality such as education. Education has an influence on achieving gender equality. However, education is another field of research and therefore, the researcher decided to limit to policy in the EU. Also, different forms of discrimination that are faced by women of colour, disabled women and LGTBQ+ women have not been discussed in this research. The focus has been on discrimination based on gender only.

Finally, some limitations in relation to the interviews occurred. Despite the efforts made by the researcher, an interview with an NGO could not be realised. Also, two of the four interviewees requested to stay anonymous.

This chapter has seen the different research methods, their advantages and their disadvantages. The researcher has chosen to do qualitative research by means of desk search and field research. The next part looks at the relevant literature for this research.

### 3. What is gender mainstreaming and what problem does it address?

The sub-question “What is gender mainstreaming and what problem does it address?” was focussed on in this chapter. The definitions of the key concepts within an existing body of literature on gender mainstreaming and gender equality were presented. These key concepts have been reviewed, providing for the possibility to compare the literature with data found through qualitative interviewing. Moreover, the literature review sets the framework in which this research has been conducted and recognize the gaps in existing literature providing the research focus of this dissertation.

In order to understand the research question “How effective is the European Institute for Gender Equality in ensuring that the European Union meets its gender equality objectives?” the key terms have to be understood. The identified key terms are ‘gender mainstreaming’ and ‘gender (in)equality’. First, the definition of discrimination has been given because it is the concept from which gender inequality stems. After that, gender inequality has been explained in order to know what the problem is and to understand the possible solutions, explained later in the chapter. Gender regimes have also been discussed because it makes clear how different aspects of life and society are related to gender inequality. A possible solution to gender inequality is gender mainstreaming. The definition and objectives of this concept have been given to understand the challenges that gender mainstreaming faces, which have been explained afterwards.

#### 3.1 Discrimination

Understanding the concept of discrimination is relevant for the research question: “How effective is the European Institute for Gender Equality in ensuring that the European Union meets its gender equality objectives?”. The reason for the relevance is that the origins of gender inequality lay in discrimination. According to Manuel G. Velasquez (2012), “Discrimination is the wrongful act of distinguishing illicitly among people not on the basis of individual merit, but on the basis of prejudice or some other invidious or morally reprehensible attitude”. According to Kenneth Arrow (1971), “the notion of discrimination involves the additional concept that personal characteristics of the worker that are unrelated to productivity are also valued on the market. Such personal characteristics as race, ethnic background and sex have been frequently adduced in this context” (p. 1). The definition used by the United Nations Educational, Scientific and Cultural Organisation explains discrimination as a concept that excludes certain groups or persons from the ideology of equality of rights and opportunities, which can exist on multiple levels such as personal relationships, but it can also be institutionalised as a policy (Seymour-Smith, C., 1986). The labour market, housing, capital and insurance are places where discrimination is seen often (Arrow, K., 1971).

Discrimination is prohibited under international and national laws. The Universal Declaration of Human Rights (1948), forbids discrimination in Article 2 by saying “Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinions, national or social origin, property, birth or another status” (p. 6). Discrimination of any kind is also prohibited in Article 21 of the Charter of Fundamental Rights of the European Union (2000), “Any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited” (p. 13).

This research has followed C. Seymour-Smith’s definition of discrimination because it gives a clear explanation of discrimination and where it can be seen.

### 3.2 Discrimination Based on Gender

The previous part of chapter three showed what discrimination is and that it is prohibited by international law. Nevertheless, discrimination still exists and comes in different forms. One type is discrimination based on gender. According to EIGE (2006), “Gender inequality is the unequal access to and control over the various material and non-material resources and assets of the society”. The United Nations Development Programme (2013), claims that “gender inequality is not perpetuated exclusively through differential access to and control over material resources. Gender norms and stereotypes reinforce gendered identities and constrain the behaviour of women and men in ways that lead to inequality” (p.1). Global patterns can be identified in which women are the disadvantaged group of inequality between men and women. Women are more often the victims of violence by an intimate partner, women are also more likely to have less economic opportunities than men, the majority of poor people are women and women lag behind in political representation and participation (United Nations, 2002). Kathryn Abrams (1989), says that “women may be the victims of an irrational prejudice that has obscured the ways in which women are similar to men-and thus entitled to legal equality. But, in addition, an elaborate set of societal norms has systematically devalued the choices, values, and behaviors of women that tend to be different from those of men” (p. 1185). Gender discrimination is seen in all places but gender discrimination in the workplace is regularly discussed. Women experience unequal pay and benefits, the glass ceiling which refers to a metaphorical impediment successful women face when trying to grow in their career and certain questions during a job interview (McCarthy Weisberg Cummings P.C., n.d.).

The definition of gender discrimination of Kathryn Abrams has been used in this research because it links legal equality to social inequality.

Gender discrimination is prohibited under EU law. This is discussed in chapter four.

### 3.3 Gender Regimes

Gender regimes are considered to be the most important policy logic of welfare states related to gender. Five areas are recognized to be components of gender regimes on which gender equality policies have to be built: care work, incomes, paid work, voice and time. Figure 1 shows the five areas and how they influence different levels of policy intervention (Pascall, G., & Lewis, J., 2004). Because these regimes influence policy intervention, it is important to know how these factors influence gender equality. This chapter makes that clear.

Many gender equality policies aim to influence the ability of women to compete with men at work, but change is necessary (Pascall, G., & Lewis, J., 2004). The EU focusses too much on standard employment for their gender policies. However, women have never and will never experience work in standard employment, so they cannot benefit from those policies. The issue is that men's lifestyle is taken as the norm, so this leads to ineffective law (Walby, S., 2004). In line with that, legislation is created with the current employment structure in mind. However, that is not related to women's reality because their employment structure will be different be since they do more care and housework. Therefore, the status quo has to be changed fully (Rees, T., 1998). Still, intervention at the household level is also very important, including policies enabling families to manage care and to encourage men to engage in care work (Pascall, G., & Lewis, J., 2004).

The limited effect of gender equality policies is caused by addressing a part of the system instead of the whole system. Because of the interconnectedness of gender regimes, gender equality policies need to address all elements of it. An environment has to be developed in which the five regimes are favoured in households, paid work and politics is equally shared between women and men. (Pascall, G., & Lewis, J., 2004).

This image shows the elements of gender regimes and how they are related to gender equality on each level.



### 3.3.3 Paid Work

Legislation that prohibits sex discrimination has given women equal access to jobs. It has also played a big role in women's independence within and outside the household. The balance of power within the family can be shifted by paid work carried out in the home (Kabeer, N., 2005). Across the EU, the idea of reconciling family and work has widespread support. However, only a few policies aim to divide work more equally between women and men. Policies reconciling family and work would provide men with the time to care, although just time might not be enough to actually get them to do so. (Pascall, G., & Lewis, J., 2004).

### 3.3.4 Voice

Inequalities in care, paid work, income and time maintain an unequal voice in politics, household, civil society. Women's lower income give them less say in the household and suggest that their voice is weaker. States can support gender equality within the household by providing policies that support gender equality outside the household. Besides that, social movements are also important for gender equality and representing women's interests. Women's situations can be improved through quotas, proportional representations and the empowerment of women's organisations in political parties (Pascall, G., & Lewis, J., 2004). However, N. Kabeer makes clear that whether quotas lead to a legitimate form of representation depends on the manner in which the quota is applied (Kabeer, N., 2005). This shows a similar view on the effectiveness of positive action as T. Rees has, it is not always effective.

### 3.3.5 Time

The meaning and distribution of time are still heavily gendered. Women take care of the family and manage part-time working, while men prioritise paid work. This contributes to gender inequality and the consideration of care as an insignificant activity. Social policy has offered a way to de-gender time. This requires addressing the amount of working time, the distribution of working time between women and men and providing the opportunity for individuals to have autonomy over their time management. The policies of equal value for part-time work, supported by EU directives, target fairness and flexibility. But again, these policies have focused more on changing the women's use of time than on men. Certain strategies could be used to increase people's control over their working lives such as family leave, school scheduling to match working time and flexible parental leave. Furthermore, men would have more time for care and women would have better access to paid work and time for children with a shorter working week (Pascall, G., & Lewis, J., 2004). The fact that these strategies focus on women changing their time management is in the same line of thought with T. Rees who claims that the status quo has to be changed instead of women adjusting to men's way of life (Rees, T., 1998).

### 3.4 Gender Mainstreaming

Different ways of dealing with gender inequality exist. Equal opportunity is important in relation to gender equality. The different approaches to equal opportunity are equal treatment, positive actions and positive discrimination and gender mainstreaming. Equal treatment insufficiently analyses the relationship between the private and public spheres, it perpetuates unequal power relations and it gives equal access to men and women, but not to all women. Furthermore, it is claimed that equal access does not lead to an equal outcome (Rees, T., 1998).

Positive action and positive discrimination are also ways of approaching equal opportunities. A comparison of these two ways shows that positive discrimination aims to change the status quo by using mechanisms created to increase the involvement and participation of under-represented groups. The fact that positive action does not challenge the structure and the culture of the organisations guilty of maintaining inequalities is its flaw (Rees, T., 1998).

The third approach to equal opportunities is called gender mainstreaming. This is the approach used by EIGE. Through this approach, it is admitted that a problem exists in some organisations and it looks for a way to solve the problem (Rees, T., 1998). The gender mainstreaming strategy has been discussed in this chapter.

The parity principle has also proven to be effective. It suggests that if the Council of Europe would turn recommendations into directives, so from soft law to hard law, representativeness of political institutions would improve (Pascall, G., & Lewis, J., 2004). S. Walby supports this since she claims that the use of soft law only is an issue because it is not sufficient (Walby, S., 2004).

#### 3.4.1 Definitions of Gender Mainstreaming

Gender mainstreaming is one of the three approaches the EU uses to fight gender inequality. According to the European Institute for Gender Equality (2006), “gender mainstreaming involves the integration of gender perspective into the preparation, design, implementation, monitoring and evaluations of policies, regulatory measures and spending programmes. With a view to promoting equality between women and men and combating discrimination”. According to the United Nations Entity for Gender Equality and the Empowerment of Women (n.d.), “Mainstreaming involves ensuring that gender perspectives and attention to the goal of gender equality are central to all activities - policy development, research, advocacy/ dialogue, legislation, resource allocation, and planning, implementation and monitoring of programs and projects”. C. March, I. Smyth and M. Mukhopadhyay (1999), define gender mainstreaming as “the integration of gender concerns into every aspect of an organization’s priorities and procedure. Making gender concerns the responsibility of all in an organisation, and ensuring they are integrated into all structures and all work” (p. 10).

The actors normally involved in policymaking have to take gender into consideration (EIGE, 2006). The definition given by the United Nations Entity for Gender Equality and the Empowerment of Women of gender mainstreaming has been used in this research because it gives a clear explanation of in which activities gender mainstreaming can be applied.

#### 3.4.2 The Potential to Transform

Teresa Rees claims that positive discrimination and equal treatment, are not sufficiently effective and, therefore, gender mainstreaming is needed since it offers transformation. The mainstream is changed instead of the adaption of women into men's style or preservation of the dualism. When this approach is taken, it is acknowledged that there is a gender issue and ways to alleviate the problem are sought (Rees, T., 1998). In accordance with Rees' opinion, Squires also claims that gender mainstreaming has the potential to transform gender relations but only if processes of deliberative democracy improve. This is necessary otherwise the risk of gender mainstreaming turning into a technocratic tool exists. Such a transformative model is the best way to make sure that the demands of diversity are met. On top of that, J. Squires suggests that gender mainstreaming should not be understood as a distinctive strategy anymore but rather as a broad strategy that includes the other two strategies, positive action and discrimination and equal treatment, when suitable (Squires, J., 2005).

#### 3.4.3 Gender Mainstreaming Objectives

The different objectives of gender mainstreaming have been reviewed in this chapter. Depending on the approach that is taken to gender mainstreaming, different objectives can be identified. The approaches discussed in this chapter are the development approach, the welfare approach, the poverty approach, the gender and development approach, the empowerment approach and the integration approach. However, regardless of the approach, gender mainstreaming has one clear goal: the achievement of gender equality. This goal should be achieved through the transformation of the mainstream. Gender perspectives have to be made visible. (De Waal, M., 2006).

One approach is the development approach and calls for the integration of women in development policy. The welfare approach addressed women's practical needs and aimed to support women in the existing gender order in terms of material needs related to the sexual division of labour, rewards and resources. Another approach is the poverty approach. Underdevelopment, instead of gender subordination, was perceived as the main issue by this approach. As the welfare approach, it aimed for the material conditions of women to improve. Contrastingly, the gender and development approach aims to development policy and practice focused on the differences between men and women on a socially constructed basis. The need to challenge the existing gender roles was emphasised by this approach. Continuing with the empowerment approach, in which women

identified their strategic needs themselves. This approach focused on those identified needs (De Waal, M., 2006). Empowerment plays an essential role in transforming gender power relations, through individuals or groups developing awareness of women's subordination and building their capacity to challenge it (Reeves, H., & Baden, S., 2000). An often-used approach is the integration approach. This approach seeks to integrate gender competence and awareness into 'mainstream' development. It aims to change the development agenda itself combined with the prioritisation of women's concerns (De Waal, M., 2006). E.U. gender mainstreaming does not have the intention to replace equal treatment legislation but to complement it (Mazey, S., 2002).

#### 3.4.4 Gender Mainstreaming Outcomes

Different outcomes gender mainstreaming outcomes are possible. One of them is agenda setting. Agenda setting implies that existing policy paradigms, the prioritizing of gender equality objectives, the changing of the decision-making process are reoriented and transformed. Policy ends are rethought. This means that the mainstream is changing. The other possibility is integration. When an integrationist approach is used, gender perspectives are introduced without changing the existing policy paradigm. This means that it is less likely that gender mainstreaming is rejected but it also means the effects will be less significant (Walby, S., 2005).

#### 3.4.5 Gender Mainstreaming Worldwide

Gender mainstreaming is used worldwide. A look has been taken at how gender mainstreaming is used in United States (US), Thailand and Mozambique. This selection has been chosen because they represent different cultures from different parts of the world. In the US, the city of San Francisco has used gender mainstreaming. Moreover, several city departments have been analysed to find areas of gender discrimination in their service delivery and internal practices. Training regarding human rights for city departments has been provided as well. The analysis proved to be effective in San Francisco when the Art Commission found out that their department was difficult to join for people with children and when the Department of Public Works found out that women were feeling unsafe because the distance between streetlights was too big (Bellitto, M., 2015). The Credit Union League of Thailand has also used the gender mainstreaming strategy. In 1996 the Credit Union League of Thailand recognized that women were represented poorly so they designed policies on women's participation and gender issues. The aim is to make their policies more gender sensitive and train their staff on gender issues. Trainings and workshops are organised to achieve their goals. Results have been visible already including more women as board members of the credit union and the creation of a five-year plan focussing on the empowerment of women (Gibb, H., 2001). Mozambique has been active in terms of gender mainstreaming in its energy sector. In developing countries, women play an important role in producing energy, but for women, it is often more difficult to access

the resources needed. They have recognized the need for the formulation and implementation of policies in a gender-sensitive manner. The Ministry of Energy of Mozambique has been active by giving trainings about gender mainstreaming (Clancy, J., 2012).

### 3.5 Critique on Gender Mainstreaming

Gender mainstreaming comes with challenges and issues. The most discussed issues are the threat that neo-liberalism possess to gender equality and mainstreaming, the differences among MS in understanding gender mainstreaming, the integration of women's issues into other policies, the unclear gender mainstreaming goals and the fact that gender equality has to be combined with other issues very often. These challenges have been discussed in this chapter. The challenges are relevant to the research question: "How effective is the European Institute for Gender Equality in ensuring that the European Union meets its gender equality objectives?", because in order to find out whether gender mainstreaming is effective or not, the challenges have to be known. When the challenges are identified, it can be understood how to make gender mainstreaming more effective.

#### 3.5.1 Neo-liberalism

The EU is a neo-liberal entity (Rothschild, K.W., 2009). Hafner-Burton and Pollack consider this as a problem since the EU has kept the narrow neo-liberal front of workplace legislation in mind while pursuing its gender mainstreaming agenda (Hafner-Burton, E.; Pollack, M.A., 2002). According to R.W. Connell (2005), "neoliberalism is in principle gender neutral. The 'individual' has no gender, and the market delivers advantage to the smartest entrepreneur, not to men or women as such" (p. 1815), but it does not pursue social justice in terms of gender (Connell, R.W., 2005). S. Walby agrees since she says that the development of gender equality policies depends on whether the state or the market is the place of socialized domestic labour and by the nature of the politics associated with the process. When the process is market-led, such as in the US, social services are provided through a market mechanism. This leads to inequality because only wealthy women have the means to pay this (Walby, S., 2004). G. Pascall and J. Lewis also say that the transition to a market-based economy, which is a neo-liberal concept, does not work in favour for gender equality (Pascall, G., & Lewis, J., 2004). According to Perrons, the hesitance of challenging our current market logic and bigger economic issues are the cause of a gap. Key aspects of gender inequality are neglected when in relation to the development of the economy (Perrons, D., 2005).

#### 3.5.2 Differences among MS

The impact of gender mainstreaming varies among the EU MS (Mazey, S., 2002). This makes it less effective. There are differences in opinions and views along with North-South and East-West divide in the EU. This stems from differences in culture, history, national political context and ideologies (Verloo, M., 2000). Another reason for the difference in impact is the difference in national policy

styles, rules and norms. European policies are interpreted and implemented differently (Mazey, S., 2002). A clear division is seen between the North and the South. For example, in Croatia, Portugal and Greece, the levels of gender awareness are relatively low and mainstreaming barely went any further than talking. In contrast to that, gender equality norms are considered very important Northern countries such as Sweden and the Netherlands, and gender issues are taken into consideration culturally and institutionally in these countries (EIGE, 2015). In contrast to what S. Mazey and M. Verloo think, M. Daly claims that the differences that can be found in the understanding and way of practising gender mainstreaming are not necessarily problematic. She says that they are rather theoretical and that still all approaches can produce definitions that work (Daly, M., 2005)

### *3.5.3 Integrationist Approach*

Hafner-Burton's and Pollack additionally address the issue that gender mainstreaming efforts possible turn into an integrationist approach which means that gender issues and women will be integrated into specific policies instead of rethinking the fundamental goals and aims of the EU from a gender perspective (Hafner-Burton, E.; Pollack, M.A., 2002). S. Walby agrees since she thinks that the effects of gender mainstreaming will less significant when an integrationist approach is used (Walby, S., 2005).

### *3.5.4 Gender Mainstreaming Goals*

M. Braithwaite brings up the issues of the goals of gender mainstreaming. She claims that one of the flaws of gender mainstreaming is the lack of a clear objective of reduced gender inequalities. She says that gender equality should be seen as an objective in its own right (Braithwaite, M., 1999). Jill Rubery and Colette Fagan have the same concerns. They call for more attention to the actual goal of gender mainstreaming. This can be made clear by more theory on what the issues of gender equality are (Rubery, J. & Fagan, C., 2000). Mieke Verloo also comes to the conclusion that there is a need for a clear goal. It is not clear what the exact problem is, who is responsible for it, where it is located and what a solution could be. It is thought that everyone knows the goal and it is acted as if everyone agrees but studies prove the opposite. There are many possibilities for a goal: gender equality, equal opportunities, more women in higher positions, attention for diversity etc. This is the reason for the issues concerning the implementation of gender mainstreaming. The distortions and disparities can be linked to the differences and shifts in gender equality concepts (Verloo, M., 2000).

### *3.5.5 Combination of Benefits*

Finally, gender mainstreaming or fighting for gender equality is always combined with some other benefit such as economic growth, organizational effectiveness, more democracy or excellence in science. It could be hard for the Commission to make MS go further into Europeanisation with this

policy sector given possibilities for vetoing in the legislative process and because of the normative nature of gender equality policies (Verloo, M., 2005). This issue can be linked back to the character of the EU and its main focus on economic growth already considered by different authors and elaborated on above.

### 3.10 Conclusion

The first sub-question “What is gender mainstreaming and what problem does it address?” has been answered in this chapter by reviewing the different concepts related to gender inequality and gender mainstreaming. Discrimination is the concept from which gender discrimination comes. The definition of discrimination by C. Seymour-Smith has been used in this research. It is the most suitable definition because it gives an all-comprising definition. Gender discrimination leads to gender inequality. This is seen in public and private life. The definition of Kathryn Abrams explains this and has been used in this research.

Different equal opportunity approaches exist including equal treatment, positive action and positive discrimination and gender mainstreaming. The definition of gender mainstreaming given by the United Nations Entity for Gender Equality and the Empowerment of Women used for this research because it explains clearly where gender mainstreaming can be applied.

This chapter has showed that gender mainstreaming aims to achieve gender equality but depending on the approach that is taken, the objectives can differ a bit. Also, gender mainstreaming is considered a good approach since it provides the possibility for transformation. Additionally, focussing on all five gender regimes is important. Although employment is important for gender equality, the different aspects are also significant for achieving gender equality and should be focused on as well. Furthermore, a change in the status-quo is highly needed. If women’s lifestyles are only adjusted to men’s lifestyles, gender equality will not be achieved. Moreover, the difference in interpretation among MS is one of the key challenges of gender mainstreaming. If many MS have a different understanding of gender mainstreaming, it is hard to implement it from a European level. On top of that, if different MS have a different understanding of gender equality, the outcomes of gender mainstreaming might be different. This makes it hard to measure the effectiveness and design ways to make it more effective. As well, neo-liberalism is another key challenge for gender mainstreaming as well. Because gender equality is significant in the private life as well, and not only on the labour market and work floor, it can only be tackled if the gender equality policies focus on more than the economic aspect of gender equality. Moreover, the neo-liberal ideology cares most about the economic and which makes social issues like gender inequality, not a priority. Finally, the use of soft and hard law is also a critical point for gender mainstreaming. Although soft law can be effective, it is obligated to follow hard law and will, therefore, achieve results quicker. However, MS

might also show resistance against hard law. This makes it a difficult point. In order to know whether EIGE is effective in achieving the gender equality goals of the EU, its main strategy, gender mainstreaming, has to be assessed critically. That was done in this chapter.

Some topics are omitted in the discussions on gender equality and gender mainstreaming. One topic that is not touched upon is the work of the EIGE. The reason for this is probably because the EU body has not existed for a long time. However, this is important because it is the main body of EU concerned with gender equality. Furthermore, the action of the MS themselves regarding gender mainstreaming is also neglected. The significance of this lays in the possibility that the subsidiarity principle might be of use here.

After studying the key concepts crucial for answering the research question: “How effective is the European Institute for Gender Equality in ensuring that the European Union meets its gender equality objectives?”, the next chapter looks at the history of gender equality policy in the EU. In order to know how effective EIGE is, their actions have to be seen in their context of EU gender equality policies.

## 4. What Has the EU Done to Combat Gender Inequality?

### 4.1 The History of Gender Equality Action in the EU

The EU has been active in fighting gender inequality. The policies, strategies and other steps that have been taken in terms of gender equality by the EU show this effort. This chapter reviewed the action taken by the EU. First, the highlights of EU action related to gender equality are set out and after that, the current Directives are given. With this clarification, gender mainstreaming and the work of EIGE can be seen in their context. Gender inequality still exists in the EU despite the progress that has been made already. Not one European country has been able to eliminate gender inequality. It is often said that men and women are equal in Scandinavian countries, but also in those countries, labour market divisions disadvantage women in paid work and pensions and men's participation in care work is discouraged (Pascall, G., & Lewis, J., 2004). The progress that has been made are results of the EU equal treatment legislation, specific measures for the advancement of women and gender mainstreaming (European Commission, n.d.).

#### 4.1.1 Treaty of Rome

In 1957, the Treaty of Rome (1957), included the principle of equal pay for equal work underpinned in Article 119 which stated that “equal pay without discrimination based on sex means that pay for the same work at piece rates shall be calculated on the basis of the same unit of measurement” (European Economic Community, 1957).

#### 4.1.2 The Beijing Platform for Action

The Beijing Platform for Action (BPfA) was the starting point of gender mainstreaming, which was adopted during the UN Fourth World Conference on Women in 1995. Leaders of countries worldwide signed the platform and gender mainstreaming was decided to be the main mechanism to achieve gender equality. The EU was one of the signing parties (Moser, C., & Moser, A., 2005).

#### 4.1.3 Communication on Incorporating Equal Opportunities for Women and Men into all Community Policies and Activities by the European Commission

The next step, after the BPfA was a Communication on Incorporating Equal Opportunities for Women and Men into all Community Policies and Activities by the European Commission in 1996. This Communication claims to take action in various areas such as employment, the labour market, education, and development and corporation and staff policy (European Commission, 1996).

#### 4.1.4 Treaty of Amsterdam

In 1999, with the consolidation of the Treaty of Amsterdam, the legal basis for Community action favouring equality between men and women was strengthened. Article 2 of the Treaty of Amsterdam established the commitment of the Community to gender mainstreaming by recognizing working on equality between men and women as a task of the Community and as a horizontal objective affecting all policies and programmes (European Commission, 1999). Article 2 of the Treaty of Amsterdam

(1999), states that “the Community shall have as its task, by establishing a common market and an economic and monetary union and by implementing common policies or activities referred to in Articles 3 and 3a, to promote throughout the Community a harmonious, balanced and sustainable development of economic activities, a high level of employment and of social protection, equality between men and women, sustainable and non-inflationary growth, a high degree of competitiveness and convergence of economic performance, a high level of protection and improvement of the quality of the environment, the raising of the standard of living and quality of life, and economic and social cohesion and solidarity among Member States” (p.24).

#### 4.1.5 The Charter of Fundamental Rights of the European Union

In 2000, the Charter of Fundamental Rights (2000), affirms in Article 21 the principle of non-discrimination on different grounds by stating “any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited” (p. 13). Article 23 of the Charter (2000), affirms that gender equality must be ensured in all areas by stating that “equality between men and women must be ensured in all areas, including employment, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favour of the under-represented sex” (p. 13).

#### 4.1.6 Maastricht Treaty

In 2003, the Maastricht Treaty entered into force. Regardless of the fact that the Treaty did not focus on the expansion of equal opportunities competence, the power of the EP was expanded significantly. The EP had been an advocate for more EU action on women’s issues for a long time already. This led to the resolution on gender mainstreaming in the EP (Pollack, M.A. & Hafner-Burton, E., 2000).

#### 4.1.7 The EU Roadmap for Equality between Women and Men for 2006-2010

The EU Roadmap for Equality between Women and Men for 2006-2010 sets out six priority areas: equal economic independence for men and women; the reconciliation of professional and private life; the equal representation in decision-making; the eradication of all forms of gender-based violence; the elimination of gender stereotypes; the promotion of gender equality in third countries. This roadmap included the actions by the Commission to focus on modernising EU gender equality legislation and the Commission promised to make sure that gender equality was incorporated in all policies. The Commission backed the Beijing Platform in the Roadmap as well (European Commission, 2006).

#### 4.1.8 The Treaty on the Functioning of the European Union

In 2007, the Treaty on the Functioning of the European Union (TFEU) was signed. Article 19 of the TFEU (2007), provided a legal basis for the EU legislation on combatting discrimination by providing that “without prejudice to the other provision of the Treaties and within the limits of the powers conferred by them upon the Union, the Council, acting unanimously in accordance with a special legislative procedure and after obtaining the consent of the EP, may take appropriate action to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation” (p. 56). Furthermore, the Treaty takes gender into consideration in other articles as well including Article 8 on gender mainstreaming, Article 9 on social exclusion and discrimination, Article 157 on gender equality regarding the labour market opportunities and Article 79 on the prevention of trafficking and sexual abuse of women (European Union, 2007).

#### 4.1.8 The Treaty of Lisbon

The Treaty of Lisbon from 2009 enhanced the social dimensions of the EU. The principles of non-discrimination and equality between women and men were added to the values of the EU (Article 2 TEU), also it commits the EU to combating discrimination and to the promotion of equality between women and men (Article 3 TEU). Furthermore, the Treaty of Lisbon created the obligation of the elimination of inequality between men and women in all the activities of the EU (European Union, 2009).

#### 4.1.9 Strategy for Equality between Women and Men

A Strategy for Equality between Women and Men was published in 2010 for a five-year period. This strategy focused on six areas: equal economic independence; equal pay for equal work and work of equal value; equality in decision-making; dignity, integrity and an end to gender-based violence; gender equality in external actions and horizontal issues including legislation and gender roles. Actions to achieve progress and stimulate change in terms of gender equality are decided on in this strategy. The approach of gender mainstreaming was followed for these actions (European Commission, 2010).

#### 4.1.10 Strategic Engagement for Gender Equality 2016-2019

In 2015, the Strategic Engagement for Gender Equality 2016-2019 was published (EIGE, 2006) It builds on the former gender equality strategy. The key points of the strategy include the promotion of women’s rights and gender equality across the world, developing the participation of women in the labour market and work on the economic independence of both men and women, increasing equality in decision-making for men and women, minimize the gap in earnings, pay and pension thus fighting poverty among women and fighting gender-based violence (European Commission, 2015).

#### 4.2 Current Directives

Article 141 EC (Article 119 EEC) is crucial for a discussion on EU gender equality legislation. The Article provides equal pay between male and female workers and prohibits direct and indirect discrimination based on sex. The European Court of Justice has extended Article 141 EC to ‘work of equal value’ and the Treaty of Amsterdam amended Article 141 EC so that it officially included ‘work of equal value’. In 1975, the Equal Pay Directive 75/117 was adopted. The Directive obligates all MS to abolish discrimination between men and women caused by law, regulations or provisions. A second Directive 76/207 on the principle of equal treatment between women and men in employment was adopted in 1976. The Directive extended the principle of equal treatment to vocational training and promotion, access to employment, and working conditions. Directive 79/7 was adopted in 1978. This ‘Third-Directive’ on equal treatment between men and women is on the statutory social security and prohibits indirect and direct sex discrimination. The Directive 86/378 on the principle of equal treatment in occupational social security schemes was adopted in 1986. The schemes covered in this Directive are not covered by Directive 79/7. Also, in 1986, the Directive on the principle of equal treatment between men and women engaged in self-employed activities was adopted. This Directive covers the aspects not covered by the Directives 76/207 and 79/7. In 1992, Directive 92/85 was adopted which is specifically about pregnant workers. It protects workers who recently gave birth or are still breastfeeding. Directive 96/34 on Parental Leave provides for the reconciliation of work and family life. All parents have the right to parental leave of at least three months. In 2002, the Directive 76/207 was amended and the obligation of gender mainstreaming was introduced. The Directive 2004/113/EC made the scope of the principle of equal treatment of men and women broader. Access to goods and services was added to the principle of equal treatment, making it the first Directive regarding gender equality issues not focusing on employment only. The Directive recognized that gender discrimination does not happen on the labour market only. Finally, in 2006, the Recast Directive 2006/54 was adopted. This directive consolidated the existing gender equality directives, bringing it together in one text (European Commission, 2008).

Many scholars are critical towards the EU’s directives related to gender equality. Specifically, in 2008, a proposed amended to the EU Pregnant Workers Directive, which would provide a minimum of 20 weeks paid maternity leave and two weeks paid paternity leave, was not supported by the national ministers. This made it clear that the Council regarded some reforms as unacceptable (Plomien, A., 2012).

Moreover, the EU has been quite active with promoting gender equality, but in several domains, the power of the EU seems limited. G. Pascall and J. Lewis claim that legislation regarding sex discrimination on the labour market has been effective (Pascall, G., & Lewis, L., 2004). However,

S. Walby is still doubtful about the strategy of EU. She doubts whether the strategy is only effective for women who are able to behave in the same way as men (Walby, S., 2004). This is in line with T. Rees's doubts on the effectiveness of equal treatment because she thinks that it does not necessarily lead to an equal outcome and with her doubts on positive action because that does not change the status quo (Rees, T., 1998). EU Directives are often designed to adjust women's lives to men's lives (Plomien, A., 2012).

Furthermore, the EU fails in having legislation that either acknowledges differences in gender or that address the causes of gender equality outside the workplace (Mazey, S., 2002). The focus of EU gender equality policies have an exorbitant focus on the labour market and are lacking binding provisions in areas such as gender violence and childcare (Kantola, J., 2010).

Also, some of the EU regulations address discrimination in order to promote gender equality but they are not always successful. For example, working time and part-time work Directives do not succeed in reducing the engendered patterns of work time arrangements. The division of labour stays gender unequal which means that gender equality on the household level will not be achieved either (Plomien, A., 2012). The tools that are used by the EU include a narrow range of measures which are frequently implemented poorly and therefore not very effective (Kantola, J., 2010). This ineffectiveness is shown by the fact that sex segregation on the labour market, horizontally and vertically, and the gender pay gap have not improved a lot. This is provoked by socio-structural discriminations causes. This includes discriminating gender stereotypes and the unequally divided unpaid care work. The EU Directives do not tackle these problems (Debusscher, P., 2015).

The ideology of the EU is worrisome to feminists as well. The EU's ideology is based on devotion to the market and motherhood. Feminism does not stand for those two principles. They argue that focussing on the labour market only can withhold women from entering the labour market because other dimensions of gender inequality have to be addressed as well (Kantola, J., 2010). Even though gender equality is not close to existence, the EU's gender policy is still widely admired as the most progressive part of its social policy. New gender models have developed, but political, social and economic changes have not kept up with these developments. Compared to the labour market, policies for supporting unpaid care work have developed modestly. New gender orders arise along the side of transition to market-based democracies (Pascall, G., & Lewis, J., 2004).

The five gender regimes discussed earlier, voice, time, income, care work, paid work, are areas in which a change has to be made in order to change the current gender inequality situations. The EU has supported the economic independence of women and they recognize that the unequal division of this work is one of the sources of gender inequality (Vaalavuo, M., 2016). Nevertheless, as already

stated above, the EU has only a small number of policies aiming at dividing work more equally between men and women (Pascall, G., & Lewis, J., 2004). A bigger number of policies focus on gender equal incomes, as can be seen in this chapter. The EU has been active in relation to the regime of care work by proposing the Directive on Work-Life Balance for Parents and Carers (2017/0085). It was designed to support fathers participating in the care work since it includes a minimum of 10 days of paternity leave (European Commission, 2018). Directives like this heavily influences the gendered division of time as well. The EU does not have directives regarding the voice of women.

#### 4.3 The EU on a Global Level

The EU also fights for gender equality worldwide. Different actors take different kinds of actions. The Council of Europe works to achieve the United Nations Sustainable Developments Goals. Goal five is gender equality. Three conventions of the Council of Europe are in the field of human dignity: The Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence; The Council of Europe Convention on Action against Trafficking in Human Beings; The Council of Europe Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse. These conventions were drawn up with the understanding that measures had to be taken against gender-based violence (The Council of Europe, 2018). Furthermore, the Strategic engagement for gender equality 2016 – 2019 has as one of the five objectives the promotion of gender equality of women's rights worldwide. The actions that are taken to achieve these objectives include the promotion of the implementation of the BPfA, promote women's rights by means of the EU action plan on human rights and democracy and through the approach of the implementation of the UN Security Council Resolutions 1325 and 1820 on women, peace and security by the EU, the funding and monitoring of actions that promote gender equality in neighbourhood and development cooperation and supporting and monitoring candidate and potential candidate countries in terms of gender equality (European Commission, 2015). Some more specific examples of EU actions in terms of the promotion of gender equality in third countries are the gender awareness training given by the EU Delegation in Malawi. During this training, the staff was helped to understand gender equalities and gender norms and how they affect private and public life (European External Action Service, 2018). The project Across Generation and Gender Borders – Communities Combatting Gender-Based Violence in Kyrgyzstan aims to reduce violence based on gender in Kyrgyzstan. The patriarchal attitudes, which are deeply rooted, damaging social norms and gender stereotypes are tackled. This project is in combination with the United Nations (European External Action Service, 2018). The EU is also active in The Gambia to support gender equality. The EU works to break gender discrimination cycle in The Gambia and to create an environment for women to fulfil women's rights and to achieve real improvements (European External Action Service, 2018). The

EU supports Liberia financially to prevent gender-based violence. In 2018, a three-year project was launched to improve the protection of women and sexual minorities from sexual and gender-based violence (European External Action Service, 2018).

#### 4.4 Conclusion

Since 1957, the EU has paid attention to the existing gender equalities. This has been to different extents. It started with Article 119 of the Treaty of Rome that stated that men and women should be paid equally. Since then, the EU has adopted more treaties, directives and strategies for more gender equality. Although the EU has done a lot of work, many scholars are critical about it. Different negative remarks have been made about the EU's efforts. Including the prioritisation of the labour market, the limited character of the EU's work and the focusing on changing women's lives, instead of men's. Moreover, in terms of the five gender regimes, the EU is not active in the areas of all five regimes. However, the EU has been operative on a global level. Several strategies focus on the improvement of women's situations outside of the EU. The work of EIGE has to be seen in the context of EU gender legislation since this is what they promote. The following chapter looks at EIGE as a whole, its work and the tools they use. Since this dissertation researched whether EIGE is effective in ensuring that the EU meets its gender equality objectives, it is essential to know how this EU body functions.

## 5. How does the European Institute for Gender Equality Promote Gender Equality?

After studying what gender inequality is, what gender mainstreaming is and what the EU has done in terms of fighting for gender equality, the work of EIGE has been researched to answer the sub-question “How does the European Institute for Gender Equality promote gender equality?”. In order to answer the research question: “How effective is the European Institute for Gender Equality in ensuring that the European Union meets its gender equality objectives?”, it is important to know what EIGE does and how it functions. This chapter looked at the tools used by EIGE, the significance of the BPfA and legal basis of EIGE.

### 5.1 The European Institute for Gender Equality

EIGE is an autonomous EU body that works within the framework of EU policies and initiatives. It was created to promote and contribute to gender equality in the EU (EIGE, 2006). The objectives of the EU regarding gender equality are based on the values of the EU itself. Equality is one of the core values of the EU. Chapter three of the Charter of Fundamental Rights of the European Union covers this and determines that everyone is equal for the law and that discrimination based on any ground is prohibited (European Union, 2000). The objectives of EIGE are based on those objectives. EIGE has three objectives for the period 2016 – 2018. The first objective is providing research and data in order to support evidence-based and better-informed decision-making by policymakers. The second objective is to administer all knowledge produced by EIGE to facilitate innovative communication that meets the needs of the stakeholders. The third objective is to meet the highest financial and administrative standards whilst supporting the needs of the personnel of EIGE (EIGE, 2006).

EIGE was created in 2006 and has worked on raising awareness of gender equality among EU citizens working towards their mission (2006), “to become the European knowledge centre on gender equality issues”. They believe that one of the fundamental values of the EU is the equality between men and women (EIGE, 2006). Their work is based on their vision which is according to EIGE (2006) is “making equality between women and men a reality for all European and beyond”. The work of EIGE is decided on according to the requests from EU MS and the European Commission (Veske, C., 2019)

### 5.2 Tools Used by EIGE

EIGE supports policymakers and relevant institutions in their work to achieve gender equality and make it a reality for all Europeans and beyond. This is done by providing expertise on gender equality and data which is reliable and comparable. The data is collected, analysed, processed and dissected by EIGE. This is done with the use of different instruments. Different tools are appropriate in different contexts or situations. The tools used by EIGE are the following: Gender Equality Training (GET), Gender Impact Assessment (GIA), institutional transformation, Gender Equality in

Academia and Research and gender-sensitive parliaments, Gender Analysis, Gender Audit, Gender Awareness-raising, Gender budgeting, Gender Evaluation, Gender Indicators, Gender Monitoring, Gender Planning, Gender Procurement, Gender Statistics, Gender-sensitive Stakeholder consultation, sex-disaggregated data (EIGE, 2006).

GET provides participants with relevant skills, values and knowledge that enables them to contribute to the effective implementation of gender mainstreaming (EIGE, 2006).

GIA is a tool that assesses, analyses or evaluates a policy, a law or a programme on the probability of having negative consequences for the state of equality between men and women (EIGE, 2006).

EIGE also focusses on gender equality in research organisations and higher education systems. They have three objectives in this area: fostering equality in scientific careers; ensuring gender balance in decision-making processes and bodies; and integrating the gender dimension in research and innovation content (EIGE, 2006).

EIGE provides national parliaments with an online tool to assess their gender-sensitivity. The increase of the involvement and representation of women in the decision-making process is essential for democracy. Parliaments on different levels have the duty to work for this. The online assessment is a tool supporting that work (EIGE, 2006).

Gender analysis is done when information and data is needed in order to improve the integration of a gender perspective into policies, programmes and projects. The purposes of a gender analysis are acknowledging the difference in terms of constraints, power, opportunities and distribution of power between men and women, identifying and addressing the different needs of men and women in all stages of policy-making, promoting the engagement and participation of women in the political, economic and community life, acknowledging that actions have different effects on men and women (EIGE, 2006).

The assessment of the institutionalisation of gender equality in programmes, policies, proceedings, organisational structures and budgets is called a gender audit. A gender audit identifies challenges and gaps, finds improvements and documents good practices (EIGE, 2006).

The aim of the tool gender awareness-raising is increasing understanding, sensitivity and knowledge about gender inequality. This tool is significant for gender mainstreaming (EIGE, 2006)

Gender budgeting is also used as a tool to achieve gender equality. This is done by looking at how public resources are collected and spent (EIGE, 2006).

A gender perspective is integrated into every stage of the budgetary process. The design, the planning, the implementation and the results of projects, policies and programmes are assessed on their gender perspective. This is called gender-sensitive evaluation. Different indicators are considered while doing this assessment. Gender monitoring is very similar to this, but it focusses on data and information from during the implementation phases (EIGE, 2006).

Gender indicators have been created to measure situations of men and women over time. These indicators can have a qualitative or quantitative nature and are important in the gender mainstreaming process (EIGE, 2006).

Gender planning is the process of designing and planning the implementation of policies, projects and programmes with a gender perspective taken into consideration. Gender planning takes place in the second stage of the policy cycle and it ensures a gender dimension in policies (EIGE, 2006).

Gender procurement always has to be given in the presence of equality, transparency and non-discrimination. This can significantly promote gender equality, especially when gender equality is incorporated in the subject of the contract. If this is not possible, the conditions for implementation have to incorporate gender equality clauses (EIGE, 2006).

Gender statistics are important for showing the inequalities and differences in all areas of life. The characteristics of gender statistics are that they collect and present data disaggregated by sex, reflect gender issues, it is based on definitions and concepts that reflect diversity and stereotypes and cultural and social factors are taken into consideration while collecting the data since those might induce gender biases (EIGE, 2006).

Gender-sensitive stakeholders consultations ensure that the voices of men and women are heard, so that the participation in policymaking is promoted. This is done by using evidence and participatory decision making (EIGE, 2006).

EIGE also uses good practices (EIGE, 2006). Good practices is defined by the Food and Agriculture Organization of the United Nations (2014), “good practice is not only a practice that is good, but a practice that has been proven to work well and produce good results, and is therefore recommended as a model. It is a successful experience, which has been tested and validated, in the broad sense, which has been repeated and deserves to be shared so that a greater number of people can adopt it” (p. 1). EIGE has its own approach to good practices. This includes a set of criteria used to identify potential practices. It has the objective of capacity building in the MS so that the implementation of gender mainstreaming and gender equality policies can be effective. EIGE takes the following steps in terms of good practice:

1. The Presidency of the Council or consultations processes involving Expert's Forum, relevant stakeholders and networks identify topics.
2. Depending on the topic, tools and methods are chosen.
3. Information is collected by means of studies, developing criteria for good practices, collecting practices with potential to be good practices, processing the information, assessing the potential practices.
4. Identifying the good practices

The criteria for good practices can be divided into three groups: basic criteria, common criteria and specific criteria (EIGE, 2006).

Among the basic criteria are that it works well and it is transferable. These two criteria focus on the relevance, the efficiency, the effectiveness, the impact and the sustainability. Other criteria are that it shows a learning potential, it is embedded within a wider gender mainstreaming strategy and it has provided achievement in terms of gender equality. These criteria are the frame of EIGE's good practices. When a practice meets these criteria, it can be considered a practice with potential (EIGE, 2006).

Common criteria are developed for areas of concern specifically. For example, reconciliation of work, women and the media, women's entrepreneurship. The common criteria serve the purpose of providing an in-depth assessment of the practice (EIGE, 2006).

Specific criteria are specifically related to the area on which the good practice in consideration targets. These criteria allow the assessment and identification of a potential good practice and focus on one specific dimension. The effectiveness of good practice is identified by the specific criteria (EIGE, 2006). EIGE has a substantial collection of good practices of 97 good practices (EIGE, 2006)

### 5.3 Beijing Platform for Action

The relationship between EIGE and the BPfA is quite significant. The BPfA was signed and adopted in 1995 by all members of the UN. This platform outlines the objectives and actions that have to be taken by the international community in order to improve the position of women and achieve gender equality. The actions and objectives were divided into 12 'areas of concern':

1. Women and poverty
2. Education and training of women
3. Women and health
4. Violence against women

5. Women and armed conflict
6. Women and the economy
7. Women in power and decision-making
8. Institutional mechanisms for the advancement of women
9. The girl child
10. Human rights of women
11. Women and the media
12. Women and the environment

(EIGE, 2010).

The European Commission has given EIGE the task of helping EU MS and the European Commission to report on the indicators established on under the BPfA on EU-level. Moreover, EIGE has the task to assist the countries holding the Presidency of the Council of the EU technically in reporting on the areas of concern of Platform (EIGE, 2010).

#### 5.4 Legal Basis

The legal basis of EIGE are the Treaties and articles set out earlier in this dissertation including Article 119 of the Treaty of Rome establishing equal pay between men and women, Article 2 and 3 of the Treaty of Amsterdam providing a commitment to gender mainstreaming and promoting gender equality, Article 21 and 23 of the Charter of Fundamental Rights of The European Union affirming the principle of non-discrimination and gender equality, Article 19 of the TFEU on combating discrimination, Article 2 and 3 of the TEU on the elimination of inequalities and the commitment of the EU to combat discrimination. Article 153 TFEU provides the competence of the EU in a wider area of equal treatment and equal opportunities related to occupation and employment (European Union, 2007). The Council has the power to take suitable action to combat discrimination based on gender in all areas of Community competence, provided by Article 13 of the Treaty establishing the European Community (European Economic Community, 1957).

In 2000, The Nice European Council called for the establishment of a European institute for gender issues in order to increase awareness, the exchange of experience and the pooling of resources. This led to the creation of EIGE (The European Parliament & the Council of the European Union, 2006).

The competence regarding gender equality lays mainly with the MS. The directives of the EU are mostly related to equality in the internal market, which is an area in which the EU has exclusive competence. Most of the competence regarding social issues lay with the MS themselves (European Union, 2016). In terms of gender mainstreaming, the EU institutions are responsible for

implementing it on the EU level. On the national level, the national governments are responsible for gender mainstreaming. EIGE does not have the right to legislate (EIGE, 2006).

When the competence of the EU in the field of gender equality was expanded, many different groups took action in the area of gender equality (Jacquot, S., 2010). Also, because the competences of the EU are still predominantly economic, gender equality directives can be interpreted in those competence only. This causes the directives to be strongly and mainly tied to the internal market (Masselot, A., 2007). Nevertheless, a critique on the competence of the EU is that it is constraining the deepening of the gender equality approach (Lombardo, E. & Meier, P., 2008). However, EU MS show resistance to idea of increasing the competence of the EU in the field of implementation of gender policies because they are concerned about their economic interests and sovereignty (Lombardo, E., 2003).

### 5.5 Conclusion

By looking at the tools used by EIGE, the BPfA and the legal basis of EIGE, the sub-question “How does the European Institute for Gender Equality promote gender equality?” has been answered. EIGE works within the framework of the EU. Their work is based on the gender equality objectives of the EU. Through the different tools, EIGE aims to realise gender equality for all EU citizens. Most of their tools focus on gathering data, providing information and sharing good practice. With 97 good practices, it has been proven to be an important part of EIGE’s work. The BPfA has a significant relation to EIGE since they play a big role in helping the MS to achieve the objectives of the BPfA. The legal basis of EIGE includes several Articles from Treaties and the Charter of Fundamental Rights of The European Union. Additionally, The Nice European Council specifically called for the creation of EIGE. The subsequent chapter looks at several challenges faced by gender mainstreaming or EU gender equality policies based on field research.

## 6. How Effective Has the European Institute for Gender Equality Been in Promoting Gender Equality?

Gender mainstreaming is EIGE's main strategy. Their work and actions are based on the EU's gender equality directives: the Equal Pay Directive 75/117, Directive 76/207 on the principle of equal treatment between women and men in employment, Directive 79/7 on equal treatment between men and women on the statutory social security and prohibits indirect and direct sex discrimination, the Directive on the principle of equal treatment in occupational social security schemes 86/378, the Directive on the principle of equal treatment between men and women engaged in self-employed activities, Directive 92/85 protects workers who recently gave birth or are still breastfeeding, Directive 96/34 on Parental Leave, Directive 2004/113/EC made the scope of the principle of equal treatment of men and women broader and the Recast Directive 2006/54 consolidated all existing gender equality directives into one text.

In order to know how effective EIGE is in promoting gender equality, it is significant to know how effective gender mainstreaming and the EU's approach to gender equality are. This had been researched by answering the sub-question "How effective has the European Institute for Gender Equality been in promoting gender equality and what recommendations can be made to make the organisation more effective?". To answer the question "How effective has the European Institute for Gender Equality been in promoting gender equality and what recommendations can be made to make the organisation more effective?", data was gathered through interviews. In this chapter, the answers to the interview questions have been discussed. Minna Salminen-Karlsson, a professor at Uppsala University, was interviewed, an official from the Gender Equality Unit of the Department of Social Affairs of the Swedish Government was interviewed, a European Parliament Official was interviewed and Christian Veske, from EIGE, was interviewed. Questions for the interviews were based on the literature review. The interview with the Swedish Government Official was a phone interview, the other three interviews were Skype interviews.

### 6.1 Gender Mainstreaming

Gender mainstreaming is EIGE's main strategy. For this reason, it is important to know whether gender mainstreaming is effective and why people differ in opinion. A reason for the disparities in opinions is partially caused by the time in which the opinions were given. When gender mainstreaming was new, people were more positive than now, because now people see that after years of using gender mainstreaming, gender equality has not been achieved yet (Official Swedish Government, 2018).

In order to know whether gender mainstreaming is effective or not, the definition of gender mainstreaming has to be clear. Gender mainstreaming can be done in different ways. Doing gender

mainstreaming on paper is not the same as practicing gender mainstreaming. When it is decided on paper to use gender mainstreaming, it has to be transformed to make it useable for organisations. The effectiveness of gender mainstreaming depends a lot on how this transformation is done (Salminen-Karlsson, M., 2018).

Another reason why gender mainstreaming has difficulties being effective is related to power relations. Gender mainstreaming has to change power relations in order to work but, power relations are very hard to change (Official Swedish Government, 2018).

Furthermore, gender mainstreaming also depends on the context it is used in. Gender mainstreaming is possible in organisations and on the state level, but it will be done differently among those two. For example, in Sweden, gender mainstreaming is their main strategy for achieving gender equality. It influences all key processes (Official Swedish Government, 2018). Also, the entity in which gender mainstreaming is used has to be mature enough (Salminen-Karlsson, M., 2018) In Sweden, all universities have applied gender mainstreaming. The extent to which gender mainstreaming works in the universities varies (Official Swedish Government, 2018). The difference is partially caused by the maturity of the institution but also because of the fact that they can set their own goals. First, they have to identify the problem and recognize that they need to implement gender mainstreaming and after that, they select focus areas where they will use gender mainstreaming. This may lead to only mainstreaming a part of the university (Salminen-Karlsson, M., 2018).

Although Sweden has been using gender mainstreaming for a long time already, many Swedish scholars think that it has been ineffective because the goals have not been achieved yet. In contrast to that, some Swedish scholars think that gender mainstreaming provides the possibility for the understanding of gender in policy-making and the identification of new areas to work on. The Swedish government has projects in which they help stage agencies to use gender mainstreaming. These projects have shown positive results (Official Swedish Government, 2018).

Gender mainstreaming is also done on the EU level. The Women's Rights and Gender Equality (FEMM) Committee in the European Parliament values gender mainstreaming a lot. The members pay a lot of attention to it by assessing all legislation on whether the role of women is incorporated enough (Official European Parliament, 2019).

Gender mainstreaming would be in an ideal situation automatically implemented and that is what the strategy is aiming for. This why gender mainstreaming is better than specific policies for the equality of men and women. But gender mainstreaming has not come that far yet. This can be seen in the European Parliament. The Official from the European Parliament thinks that fact that the

members of the commissions do not give priority to gender mainstreaming makes the implementation difficult. The degree to which this way of working is efficient differs. The Commission for Economic Affairs, for example, implements gender mainstreaming and focuses on top positions at the Central European Bank, this is quite efficient. (Official European Parliament, 2019).

### 6.2 Difference in Interpretation

The interpretation of gender mainstreaming and gender equality differs among EU MS. Gender equality is often associated with gender equality as it was in a communist way where women and men were equal meaning that they both had to work as hard but that women were still the only ones taking care of the children and household (Salminen-Karlsson, M., 2018). This difference in understand leads to different interpretations of gender mainstreaming as well, especially between Eastern, Western, Northern and Southern EU MS. The differences are caused by differences in culture (Official European Parliament, 2019). This is regarded as an issue. The difference in culture leads to a difference in willingness to discuss some topics. For example, for the Netherlands, abortion and same-sex marriage are not really an issue but in some MS, this is still illegal. The cultural difference is also seen in discussion regarding part-time work. In the Netherlands, it is totally fine that women work part-time but in for example in Italy, it is less accepted that women work part-time. The differences make it hard to talk about certain topics, raise awareness or create new legislation (Official European Parliament, 2019).

Another issue related to this is that some concepts have different meanings and connotations in different countries. For example, women working as entrepreneurs in Italy often are not entrepreneurs the way it is understood in the Netherlands. These women are hired as entrepreneurs but have to care for themselves without social provisions. The difference in connotation also means that gender mainstreaming will be implemented differently (Official European Parliament, 2019).

### 6.3 Integration of Women's Issues

Currently, gender equality issues are integrated into policies, but only superficially. Many scholars think that new policies will be created if gender equality issues are really integrated into policies so this would not necessarily be an issue (Salminen-Karlsson, M., 2018). Contrastingly, many scholars do consider this as an issue. It is claimed that the aims of the EU should be reconsidered instead of adding women's issues into other policies (Hafner-Burton, E. & Pollack, M.A., 2002). Another option is the use of a combination of approaches. Sometimes, using positive action could be useful well (Official Swedish Government, 2018). Integrating the issues into policies is still very difficult since it touches European national power politics, economics and more issues that are a barrier for the integration of gender equality issues. This makes it hard. The fundamental power relationship in

terms of gender show at different levels. These relationships make gender mainstreaming difficult. Men are in power and they do not want changes that make them lose the power they have (Salminen-Karlsson, M., 2018).

#### 6.4 The Obstacle of Neo-liberalism

Neo-liberalism is an obstacle for gender equality policies. Neo-liberalism focusses on autonomous individuals, ideally an economic man making decisions based on economic rewards. Many women in the EU do not meet these criteria. They often have work in the care sector or the public sector. These sectors do not mainly focus on economic rewards. This means that women are left behind in a neo-liberal society because they don't live their lives according to the ideology. It is hard to overcome this problem. The strong media discourse that promotes neo-liberal societies makes it hard for people to see alternatives to our current society (Salminen-Karlsson, M., 2018). On the other hand, if one looks at the retirement age for women, that is lower for women than for men. This is not in line with neo-liberal thoughts showing that in this case, neo-liberalism is not posing a threat to gender equality (Official European Parliament, 2019).

#### 6.5 The Status Quo

For gender equality to be achieved, the status quo has to change. Currently, the majority of the legislation regarding gender equality focusses on adjusting or changing women's lifestyles to men's lifestyles (Rees, T., 1998). This is related to neo-liberalism in that women's work is not valued as much as men's work since it is not merely focussed on economic rewards. Moreover, when men do not take part in care and household tasks, it is not equal. In that case, it is changing women to be similar to men. Men and women sharing responsibilities for care and household tasks would lead to more equality. But it is also the other way around, changes on the economic level can change things on the household level. Ideally, changes would happen simultaneously in both spheres (Salminen-Karlsson, M., 2018). The mindset should change but some issues are difficult to tackle. In terms of maternity leave, regardless of the efforts that can be made, it will never be fully equal because women need to stay at home longer (Official European Parliament, 2019). In terms of the status quo related to the work-life balance, this balance should be tackled (Official Swedish Government, 2018).

#### 6.6 Competence of the EU

The extent to which the EU should have competence in terms of gender equality policies is the topic of many debates. The extent of EU competence leads to gender directives being strongly tied to the internal market (Masselot, A., 2007). However, MS are opposed to increasing the competence of the EU (Lombardo, E., 2003). Implementing gender mainstreaming from Brussels is hard because the starting points of all EU MS are different but the EU and EIGE have the image of the EU that it is more united than it actually is (Salminen-Karlsson, M., 2018). The European Parliament Official

agrees and also sees these different starting points at the European Parliament. Moreover, telling EU MS what to do even though it does not fit with their political views is not the best way to achieve gender equality either. It will be hard to give the EU more competence in terms of gender equality because some topics are sensitive or are not considered as EU competence by citizens. The criticism that the EU receives proves this. The improvement of the position of the women in the economy is an aspect that the EU should have the responsibility in, especially when it is related to the single market (Official European Parliament, 2019). In Sweden, it is believed that matters concerning parental leave and work-life balance should be decided on by national governments. However, while the subsidiarity principle should stay, the EU could be stronger in terms of fighting for gender equality. They could do this by making sure gender issues are incorporated into every document and explain how it will be applied (Official Swedish Government, 2018).

Related to the competence of the EU is the use of soft and hard law. The EU mainly has the competence to use soft law. The use of soft law is not sufficient, but the use of hard law is probably not possible, especially regarding gender mainstreaming. This is because of the existing resistance against gender mainstreaming (Salminen-Karlsson, M., 2018). Accordingly, hard law with strict sanctions would be good (Official Swedish Government, 2018). However, the Swedish Government Official would prefer a mix of hard and soft law (Official Swedish Government, 2018). The difficulty when it comes to hard and soft law is that the EU wants to protect its image. Also, a lot of legislation is relatively old, and it will take a long time to change it (Official European Parliament, 2019).

### 6.7 Conclusion

The EU's approach to gender equality and gender mainstreaming have been studied in this chapter in order to answer the sub-question "How effective has the European Institute for Gender Equality been in promoting gender equality and what recommendations can be made to make the organisation more effective?". The different interviewees have given their opinions on aspects of gender mainstreaming and the EU's gender equality approach. The effectiveness of gender mainstreaming depends on aspects such as the transition of the strategy, the presence of a clear goal, the influence of power relations and the context. The difference in interpretation of gender equality among EU MS is quite significant. This causes a difference in interpretation of gender mainstreaming as well, which is a problem. The integration of women's issues in policies is seen as a problem by some. An alternative to this could be using a combination of approaches. Neo-liberalism is seen as an obstacle for gender equality policies. One of the reasons is that the neo-liberal way of thinking is not a reality for women, so it does not favour them. Also, the status quo should be changed. In regards to the competence of the EU, achieving gender equality from an EU level is difficult because of the different starting points of MS. However, the position of women in the economy is an issue that the

EU should tackle. In contrast to that, some MS think that gender equality issues are a national issue. Therefore, it is most likely not possible to use hard law. On the other hand, soft law is not sufficient. This is why it is said that more hard law would be good. Chapter seven analyses the links between the literature review and the results.

## 7. Analysis

The main aim of this research was to discover how effective EIGE is in ensuring that the EU meets its gender equality objectives. This part analysed the results in relation to the literature and desk research. The chapter is structured in the same order as the previous chapters to keep clarity: gender mainstreaming in general, differences in interpretation of gender mainstreaming by MS, the integration of women's issues in policies, neo-liberalism, changing the status quo and the competence of the EU. These topics are relevant to the research because they show the areas in which gender mainstreaming has received criticism. To find ways for EIGE to improve, it is important to identify in which areas it has to improve. This is done by looking at the criticism. The topic of neo-liberalism appears under several subheadings because it is closely related to several other topics.

### 7.1 Gender Mainstreaming

Gender mainstreaming is a problematic strategy because gender equality still has not been achieved and gender mainstreaming is hard to implement in practice because it influences existing power relations (Walby, S., 2004). On the other hand, some scholars, such as T. Rees, think that gender mainstreaming is effective because it has the potential to transform the status quo (Rees, T., 1998). The results show support for the first claim because M. Salminen-Karlsson thinks that the transformation of gender mainstreaming on paper to gender mainstreaming in practice is difficult, which makes gender mainstreaming an ineffective strategy (Salminen-Karlsson, M., 2018). The results also show support for the second claim in that the projects in which it has been used, show some positive results (Official Swedish Government, 2018).

T. Rees claims that the gender mainstreaming approach is a better gender equality approach than other approaches since it has the capability to transform and change the mainstream (Rees, T., 1998). The results support this because its objective is to have gender mainstreaming as an automatically used approach, meaning that gender would be taken into consideration without a specific approach ensuring that (Official European Parliament, 2019).

J. Squires also agrees that gender mainstreaming has the capacity to transform gender relations but only in the right context, for example when the organisation in which gender mainstreaming is done mature enough is (Squires, J., 2005). This resonates with M. Salminen-Karlsson, who recognizes the importance of the context in which gender mainstreaming is used (Salminen-Karlsson, M., 2018).

### 7.2 Difference in Interpretation

The findings of a study conducted by M. Verloo that shows that the difference in the understanding of gender mainstreaming between the different countries obstruct gender mainstreaming from being effective (Verloo, M., 2005). In the same train of thought, S. Mazey also found a clear division in relation to the understanding of gender mainstreaming between several MS caused by differences in

norms and values, policies styles and rules (Mazey, S., 2002). The European Parliament Official agrees since she sees that this problem manifests itself when certain topics are discussed, and some MS are not willing to discuss it (Official European Parliament, 2019). Accordingly, M. Salminen-Karlsson thinks that some MS have a negative image of gender equality and therefore resist (Salminen-Karlsson, M., 2018). Moreover, the official from the EP points out that the difference in understanding of gender mainstreaming may lead to a different interpretation of other concepts as well, resulting in different ways of implementing gender mainstreaming (Official European Parliament, 2019).

Additionally, the differences in interpretation among MS can be linked to having different goals. The lack of a clear goal is a challenge for gender mainstreaming (Verloo, M., 2000; Fagan, J., & Rubery, J., 2000; Braithwaite, M., 1999). If there was a clear goal, it would be more likely that gender mainstreaming is interpreted and applied similarly regardless of the MS. Gender mainstreaming has different objectives depending on the approach that is used and can therefore also be linked to the struggle of not having a clear goal because MS or organisations may use different approaches and therefore have different goals.

### 7.3 Integration of Women's Issues

The integration of women's issues into other policies is that it is not beneficial for the gender equality process because the focus on women's issues will be lost (Hafner-Burton, E. & Pollack, M.A., 2002). Contrastingly, this does not have to be seen as a problem, according to M. Salminen-Karlsson. Moreover, it will be very hard to integrate the issues into other policy fields and it is likely that men are the ones that will try to stop this (Salminen-Karlsson, M., 2018). The Swedish Government Official agrees with M. Salminen-Karlsson in that it is hard to integrate women's issues because it challenges existing power relations and structures (Official Swedish Government, 2018).

### 7.4 Neo-liberalism

EU policies regarding gender equality have a narrow focus since the main focus is on women in relation to the economy and the labour market and on women in standard employment. The social aspect of gender equality is not focussed on enough. The root cause for this issue is neo-liberalism. Neo-liberalism is an impediment for gender mainstreaming and gender equality because it does not pursue social justice (Connell, R.W., 2005). Accordingly, when the improvement of gender equality policies depends on the economic system of a state, gender equality cannot be guaranteed (Walby, S., 2004). The aversion to focusing on gender equality alongside improving the economy is an important factor in maintaining the inequalities between men and women (Perrons, D., 2005). Results show correspondingly that M. Salminen-Karlsson thinks that neo-liberalism is an obstacle for achieving gender equality because women are generally less likely to make decisions and let their

choices be guided by economic rewards than men. This makes it hard to achieve equality between men and women (Salminen-Karlsson, M., 2018). Contrastingly, the European Parliament Official claims that not all policies are influenced by neo-liberalism and some are even opposed to neo-liberalism (Official European Parliament, 2019). The thoughts of the European Parliament Official are in contradiction with the literature mentioned above.

Returning to the narrow focus of EU gender policies, the EU policies are not focussing much on the five gender regimes of care work, paid work, incomes, voice and time. This is problematic because the five gender regimes are connected and very influential for gender equality. If improvements are made in one of the regimes, chances are higher that improvements will also be made in the other regimes. There is an unequal division of time among men and women (Pascall, G., & Lewis, J., 2004). Thus, if policies focus on promoting care work for men, women will have more time and equality in the division of time grows. This is the reason why gender mainstreaming could be an effective strategy in relation to these regimes. As mentioned above, the final aim of gender mainstreaming is that gender is automatically mainstreamed into policies. If gender is mainstreamed in one of the gender regimes, it will eventually also happen in the other regimes because of their knock-on effect.

The above-mentioned integration of women's issues into other policies is related to the obstacle of neo-liberalism in the sense that the struggle for gender equality always has to be combined with some other benefit when policies are made. This benefit is often economic growth (Verloo, M., 2005).

### 7.5 The Status Quo

T. Rees argues that the status quo has to be changed in order to achieve gender equality, and not just adapting women's lifestyles to men's (Rees, T., 1998). The fact that currently, women have to adjust their lifestyles to men's lifestyles is also related to neo-liberalism. Women's work is not valued as much as men's work because it does not focus on economic rewards. That is why the status quo should be changed both in the public and private sphere (Salminen-Karlsson, 2018). The European Parliament Officials agrees that the mindset of the people has to change but that is hard to do because gender roles are deeply embedded in society. On top of that, men and women are just not the same, so it will be hard to achieve full gender equality (Official European Parliament, 2019).

### 7.6 Competence of the EU

The implementation of gender mainstreaming from an EU level is a challenge. EU MS are opposed to increasing the competence of the EU (Lombardo, E., 2003). However, because of the limits of EU competence, gender equality directives are strongly tied to the internal market (Masselot, A., 2007). If the EU would turn to hard law, it would be more effective because it puts more pressure on

governments (Pascall, G., & Lewis, J., 2004). S. Walby also thinks that hard law would be more effective because with hard law governments will have the obligation to implement gender mainstreaming or work for the achievement of gender equality in their policies (Walby, S., 2004). Accordingly, the Official from the Swedish government agrees that soft law is insufficient and hard sanctions would be more effective because it would be legally binding (Official Swedish Government, 2018).

However, due to the different understandings of gender equality among MS and the different starting points of MS, M. Salminen-Karlsson says it is hard to create legislation that satisfies and suits all MS and therefore, the EU should not have more competence or the ability to develop hard law (Salminen-Karlsson, M., 2018). Also, some topics within the subject of gender equality are seen as topics that are not suitable to fall under EU competence. This is proved by the criticism that the EU receives. Nonetheless, the EU should influence the position of the women in the internal market since that is their key competence (Official European Parliament, 2019).

Additionally, the obstacle of neo-liberalism is related to the competence of the EU and the use of soft or hard law. MS have a tendency to prioritise economic growth and the free market. This comes from the neo-liberal ideology. The growing competence of the EU in the field of gender equality could endanger the economic growth of MS and is therefore not appreciated.

### 7.7 Conclusion

Six conclusions can be drawn from this analysis. Firstly, because gender equality is not achieved yet and because gender mainstreaming is difficult to implement, the majority of the researchers think that gender mainstreaming is not a good strategy. One of the arguments supporting this is the different interpretations of gender mainstreaming among MS and therefore dealt with differently and causing different goals of gender mainstreaming. Secondly, the difference in interpretation is seen as one of the reasons why this strategy is not suitable to be dealt with from an EU level by M. Verloo and S. Mazey. Thirdly, a notable disparity can be seen in the opinions on the integration of women's issues into other policies. The opinions of the interviewees who do not see a danger in the integration of women's issues into other policies, contradict the literature. Fourthly, the threat of neo-liberalism is widely recognized. Fifthly, the idea that the status quo regarding gender equality has to be changed is agreed on as well. However, it is also agreed that this is hard to do because it would mean that the whole society and ideas and patterns that have existed for decennia will have to be changed. Sixthly, as already stated, it is not ideal to implement gender mainstreaming from an EU level because the differences in starting points and culture between MS are significant. Even though it would be good if the EU used more hard law to pressure MS into working for gender equality, it is not likely that this will happen since this would mean that MS have to give up power.

## 8. Conclusion

Gender inequality remains a problem in the EU. In order to combat this problem, EIGE was created. This research aimed to find out how effective EIGE is in ensuring that the EU meets its gender equality goals. One of the possible approaches to fight gender inequality is gender mainstreaming. The use of this approach means that a gender perspective is taken into consideration in policies, decisions, programs and projects. This is EIGE's main strategy and was thus thoroughly researched.

The research question: "How Effective is the European Institute for Gender Equality in Ensuring that the European Union meets its Gender Equality Objectives?", was answered based on the qualitative data. After analyzing this data, the following answer can be given to this question: EIGE has not been sufficiently effective. The effectiveness was measured by taking the points of criticism on gender mainstreaming and EU gender equality policies into consideration and comparing them to the work that EIGE does.

One of the reasons for EIGE's ineffectiveness is that its main strategy, gender mainstreaming, is not effective because EU MS have different understandings of this strategy and because the strategy is hard to implement. This makes it less effective and not suitable to be implemented from the EU level because different MS have different ideas of what gender equality is and how gender equality should be achieved. Also, using gender mainstreaming leads to women's issues being integrated into other policies which may lead to losing focus on women's issues. Furthermore, gender mainstreaming does not have a clear goal which makes it a hard strategy to use.

Moreover, EIGE's work is based on EU gender legislation which has several flaws. Neo-liberalism is considered as one of the flaws. Neo-liberalism leads to the main focus on economic growth and tends to focus less on social issues such as gender inequality. This is disadvantageous for achieving gender equality. Finally, because of the competence of the EU, mainly soft law can be used. This puts no legal obligation on organisations or MS and it's thus less pressing. Accordingly, it is not very effective.

In addition to desk research, field research was done in the form of interviews. The interviewees were asked for their opinions on gender mainstreaming, the effectiveness of it and the actions of the EU. The combination of the desk and field research enabled the researcher to draw the conclusions. Firstly, a benefit of gender mainstreaming is that it aims to transform so that eventually gender will be taken into consideration automatically. Secondly, the lack of a clear gender mainstreaming goal makes it hard to measure its effectiveness. Also, the lack of a clear goal makes gender mainstreaming less effective because it causes gender mainstreaming to be difficult to implement. Thirdly, the context in which gender mainstreaming is used is important, the place where gender mainstreaming

is implemented has to be mature enough. Fourthly, integrating women's issues in EU policies means that the EU will have more competences. Not all MS will agree with this because it would involve more EU integration and not all MS are willing to give up more power. Fifthly, women still have to adjust their lifestyles to men's lifestyles. This blocks gender equality from being realized because when women are the only ones that have to change, a society cannot be equal.

The conclusions gave the basis for the formulation of recommendations for the improvement of the effectiveness of EIGE in ensuring that the EU can meet its gender equality objectives. It is recommended that a clear goal of gender mainstreaming is decided on. This would provide more clarity on how to implement gender mainstreaming, so it makes it easier. It is also recommended that gender mainstreaming should not be implemented from an EU level. Because of differences in interpretation of gender mainstreaming, it is better to implement gender mainstreaming on a national level. Furthermore, more time should be spent on awareness raising and explanation of gender equality and gender mainstreaming. Moreover, social policies should be designed without the neo-liberal view since this hinders the policies from focusing on the social issue only. A final recommendation is that gender mainstreaming should be used in combination with equal treatment and positive action and positive discrimination.

This research provides suggestions for policy-makers of points to take into consideration when designing gender equality policies. It also provides critical points that can be taken into consideration when reviewing the way gender mainstreaming is used in the EU. In recognition of the limitations of this paper, it is acknowledged that further research would provide a deeper understanding of why EIGE is not sufficiently effective in ensuring that the EU meets its gender equality objectives and how effectiveness can be improved. Further research should include interviews with more experts from different backgrounds. Also, a survey could be conducted in order to establish a wide understanding of the opinion on gender mainstreaming. Because of the limited time and resources of this dissertation, the researcher decided to exclude those possibilities. This paper presented the areas in which EIGE can improve its effectiveness. This provided the basis for further research to find out how exactly these areas of ineffectiveness could be improved.

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11. Annexes  
11.1 Students Ethics Form

Student Ethics Form

**European Studies**  
Student Ethics Form

**Your name:** Myrthe Pieternella Maria Damen

**Supervisor:** Paul Shotton

**Instructions/checklist**

Before completing this form you should read the APA Ethics Code (<http://www.apa.org/ethics/code/index.aspx>). If you are planning research with human subjects you should also look at the sample consent form available in the Final Project and Dissertation Guide.

- a.  Read section 3 that your supervisor will have to sign. Make sure that you cover all these issues in section 1.
- b.  Complete sections 1 and, if you are using human subjects, section 2, of this form, and sign it.
- c.  Ask your project supervisor to read these sections (and the draft consent form if you have one) and sign the form.
- d.  Append this signed form as an appendix to your dissertation.

**Section 1. Project Outline (to be completed by student)**

- 1) (i) **Title of Project: How Effective is the European Institute for Gender Equality in Ensuring that the European Union Meets Its Gender Equality Objectives?**
  
- (ii) **Aims of project:** The research focusses on the effectiveness of the EIGE and the use of gender mainstreaming. The research question is: "How effective is the European Institute for Gender Equality in ensuring that the European Union meets its gender equality objectives?". The concepts of gender inequality and gender mainstreaming are researched and discussed in great detail. The important topic related to gender inequality and gender mainstreaming, including discrimination, the history of EU policy on gender equality and gender regimes have also been discussed. The research looks at what the EIGE does, how it works and which tools it uses. The aim of the research is to measure how effective the EIGE is and find appropriate areas to make recommendations.
  
- (iii) **Will you involve other people in your project – e.g. via formal or informal interviews, group discussions, questionnaires, internet surveys etc. (Note: if you are using data that has already been collected by another researcher – e.g. recordings or transcripts of conversations given to you by your supervisor, you should answer 'NO' to this question.)**

YES

**If no: you should now sign the statement below and return the form to your supervisor. You have completed this form.**

This project is not designed to include research with human subjects . I understand that I do not

have ethical clearance to interview people (formally or informally) about the topic of my research, to carry out internet research (e.g. on chat rooms or discussion boards) or in any other way to use people as subjects in my research.

Student's signature Myrthe Damen - date 14/12

If yes: you should complete the rest of this form.

**Section 2 Complete this section only if you answered YES to question (iii) above.**

**(i) What will the participants have to do? (v. brief outline of procedure):**

I will interview people through Skype and phone calls. I will ask them the following questions:

1. Many experts and authors have different opinions on whether gender mainstreaming is effective. Teresa Rees claims in her book *Mainstreaming Equality in the European Union: Education, Training and Labour Market Policies* that it is very effective, more effective than equal treatment and positive discrimination. In contrast to that, Sylvia Walby expresses her doubts on the effectiveness in the article *The European Union and Gender Equality: Emergent Varieties of Gender Regime*.
  - a) Do you think it is effective?
  - b) Why do you think it is (in)effective?
  - c) What do you think the main reasons for the (in)effectiveness are?
2. M. Daly shows in her article *Gender Mainstreaming in Theory and Practice* that there is a lot of difference in the understanding of gender mainstreaming, especially among Northern EU Member States and Southern EU Member States. She considers this as a problem.
  - a) Do you agree that this is a problem?
  - b) If yes, how do you think this problem manifests itself?
  - c) If yes, would could be done in order to resolve that problem?
3. Hafner-Burton and Pollack say in their article *Mainstreaming Gender in Global Governance* that gender and women issues are integrated into a policies instead of rethinking the fundamental goals and aims of the European Union from a gender perspective. They say that this does not work in favour of gender equality.
  - a) Do you agree with this?
  - b) If yes, what do you think the results are of this issue?
  - c) If yes, what do you think could be done in order to resolve this issue?
  - d) If no, why not?
4. Sylvia Walby considers neo-liberalism as an obstacle for gender equality, presented in her article *The European Union and Gender Equality: Emergent Varieties of Gender Regime*. Question. Also R.W. Connell says in his article *Change among the Gatekeepers: Men, Masculinities, and Gender Equality in the Global Arena* that neo-liberalism does not care as social issues such as gender equality. related to competence and issue for gender mainstreaming.
  - a) Do you also think that neo-liberalism poses a threat to gender equality?
  - b) Why do you think that?
  - c) What do you think could be done to solve this problem?
5. In the EU. According to Teresa Rees, in her article *Mainstreaming Equality in the European Union: Education, Training and Labour Market Policies* laws and legislation regarding gender equality focus on changing women's lifestyles and adjusting it to men's lifestyles. She thinks that this still does not lead to gender equality and therefore the

status quo should be changed. thinks the status quo should be changed.

- a) Do you agree with that the status quo should be changed or do you think that it is enough to adjust women's lifestyles?
  - b) Why?
6. Currently, the most responsibility for the advancement of the position of women lies with national governments.
- a) Do you think Member States should keep their power or should more responsibility go to the EU?
  - b) Why do you think that?
7. Sylvia Walby criticises the EU's gender policy on that it focusses too much on standard employment. She argues that this is an issue because women are not in the same situation as men and will therefore never work in standard employment so they won't be able to benefit from those policies. This is explained in her article *The European Union and Gender Equality: Emergent Varieties of Gender Regime*.
- a) Do you think focussing on standard employment is an issue?
  - b) Do you think this is an issue for gender mainstreaming as well?
8. The majority of the laws and legislation regarding gender equality is soft law. There are recommendations made by the EU, the European Institute for Gender Equality uses tools as benchmarking practice and sharing best practice.
- a) What is your opinion on the use of soft law in this regard?
  - b) What alternatives do you see?

**(ii) What sort of people will the participants be and how will they be recruited?**

The participants will be authors, experts on gender issues and government officials working in the field of gender policy. This forms a good sample since they are a representation different levels in society. This gives an idea of differences and similarities in stances on gender mainstreaming and gender equality They will be recruited by e-mail and phone calls.

**(iii) What sort stimuli or materials will your participants be exposed to, tick the appropriate boxes and then state what they are in the space below?**

Questionnaires[ ] ; Pictures[ ] ; Sounds [ x ] ; Words [ x ] ; Other[ ] .

**(iv) Consent:** Informed consent must be obtained for all participants before they take part in your project. Either verbally or by means of an informed consent form you should state what participants will be doing, drawing attention to anything they could conceivably object to subsequently. You should also state how they can withdraw from the study at any time and the measures you are taking to ensure the confidentiality of data. A standard informed consent form is available in the Dissertation Manual.

**(vi) What procedures will you follow in order to guarantee the confidentiality of participants' data?**

I will not share the data with anyone without their consent. I will also not use their names without consent. Other personal data including phone numbers and e-mail addresses will not be shared with anyone.

Student's signature:  ..... date: 14/12 .....

How Effective is the European Institute for Gender Equality in Ensuring that the European Union meets its Gender Equality Objectives?

Myrthe Damen

Supervisor's signature (if satisfied with the proposed procedures): ..... date: 14/12



## 11.2 Informed Consent Form Minna Salminen-Karlsson

### Informed Consent Form

#### Informed Consent Form

- 1) How Effective is the European Institute for Gender Equality in Ensuring that the European Union Meets its Gender Equality Objectives?
- 2) The research focusses on the effectiveness of the EIGE and the use of gender mainstreaming. The research question is: " How effective is the European Institute for Gender Equality in ensuring that the European Union meets its gender equality objectives?". The concepts of gender inequality and gender mainstreaming are researched and discussed in great detail. The important topic related to gender inequality and gender mainstreaming, including discrimination, the history of EU policy on gender equality and gender regimes have also been discussed. The research looks at what the EIGE does, how it works and which tools it uses. The aim of the research is to measure how effective the EIGE is and find appropriate areas to make recommendations.

If you agree to take part in this study please read the following statement and sign this form.

I am 16 years of age or older.

I can confirm that I have read and understood the description and aims of this research. The researcher has answered all the questions that I had to my satisfaction.

I agree to the audio recording of my interview with the researcher.

I understand that the researcher offers me the following guarantees:

All information will be treated in the strictest confidence. My name will not be used in the study unless I give permission for it.

Recordings will be accessible only by the researcher. Unless otherwise agreed, anonymity will be ensured at all times. Pseudonyms will be used in the transcriptions.

I can ask for the recording to be stopped at any time and anything to be deleted from it.

I consent to take part in the research on the basis of the guarantees outlined above.

Signed: Minna Salminen-Karlsson Date: 17.12.2018

### 11.3 Minna Salminen-Karlsson, interview via Skype, 18 December 2018

Interviewer: Okay... So I came to this topic together with my thesis supervisor. First, I had a different topic which was also related to gender equality. My original idea was to research the representation of women in the European Parliament, the European Commission and the Council. So, I wanted to do a comparison of that and then I decided together with my supervisor that that was too much focussed on Human Resource Management. That was not necessarily on policy so then we started looking together at what would be a good idea because I was interested in doing research on something related to gender equality. And then first I wanted to look at European policies and then we found the Institute and then we came to the decision that it would be a good idea to see how effective that is because we also see that if you look at the statistics that there's not gender equality in all European countries.

Minna Salminen-Karlsson: Not in any I would say

Interviewer: I agree, I agree. And then I started wondering: why is that? Why is there such a big difference between the European Member States and that's how we came together to this decision.

Minna Salminen-Karlsson: Okay. Have you had contact with EIGE about this?

Interviewer: I have, yes. I e-mailed them, and I also invited them for an interview and they agreed on doing that which surprised me but I'm happy about that, so I will have an interview with them as well a bit later, in a week or two weeks I think, but still that is also very valuable for my research.

Minna Salminen-Karlsson: Yes. Okay.

Interviewer: So, you have worked with the European Institute for Gender Equality? Or you have done work for them?

Minna Salminen-Karlsson: I have been part of a tender, so they outsourced a report to an external body and I was kind of employed by them. But I also interacted with people in EIGE a few times

Interviewer: Okay interesting. And currently you are doing more research in the field of technology?

Minna Salminen-Karlsson: I am doing lots of different things. But I am women's careers in different sectors so in both technical sectors, in academia. I am doing research on nurses and technology. I'm doing research on gender pay gap. So, I'm doing lots of different things.

Interviewer: That's very nice, interesting. And besides that, you also still teach at the university?

Minna Salminen-Karlsson: No, I'm just doing the research

Interviewer: That's also enough probably.... So maybe we can start with the questions.

Minna Salminen-Karlsson: Yes sure

Interviewer: I have different kinds of questions. I have a few questions on gender mainstreaming and EU policy on gender equality and gender issues. So first, there are many different opinions by authors on the effectiveness of gender mainstreaming. For example, Teresa Rees, you might be familiar with her. She says that gender mainstreaming is relatively effective but then, contrasting to that, there is Sylvia Walby she is not very sure about the effectiveness, so I was wondering, how do you feel about the effectiveness?

Minna Salminen-Karlsson: It depends on what you mean with the word. So, you can do gender mainstreaming in very different ways. You can do quite a lot of gender mainstreaming on paper which you then need to transform to an organisation if you do it on an organisational level and that is very crucial for whether gender mainstreaming is effective or not is much depending on that. I think gender mainstreaming is also very contextual. So sometimes you can do gender mainstreaming and now I'm talking just about organisation level, you also have it on state level too. But sometimes an organisation is mature for gender mainstreaming, sometimes they are not. What I am relating to mostly I think when I'm talking about gender mainstreaming is that all Swedish institutions of higher education, of universities, are in the process of gender mainstreaming. there is a government mandate that they have to be gender mainstreamed and I have been around to a few and well it work differently in different places. Yeah, I said it was contextual, so it depends on the maturity of the organisation how you manage to do it contextually.

Interviewer: Yeah and for example in the universities, how does it work there?

Minna Salminen-Karlsson: It depends very much, it differs between universities. The approach of this gender mainstreaming process is that the universities, each of them set their own goals. They have kind of their first phase where they are looking at their own organisation saying okay what do we need to do to gender mainstream. And so, they have taken a number of different focus areas and so there the question are they actually gender mainstreaming the whole university or are they not. Are there gender mainstreaming crucial activities in the university? It's also a question of definition

Interviewer: Yes of course and I also think that there are some areas in which gender mainstreaming is a bit easier than in other areas. Some areas are just more suitable for it.

Minna Salminen-Karlsson: Yes

Interviewer: So, you would say it is difficult to say how effective gender mainstreaming could be?

Minna Salminen-Karlsson: Yes, then is there the question of how do you measure the effectiveness? What's the goal of gender mainstreaming because sometimes I feel gender mainstreaming is kind of a useless catchword. So, you do that but what is really the goals? How do you measure gender mainstreaming effectiveness? For example, we had a collaboration with Mozambique in Africa and obviously when European aid agencies come and put money in African organisations, they kind of require to use a catchword there but then well, the receiving organisation: okay we have to do this because our givers say we have to do this, but we actually have a goal for it.

Interviewer: Yes

Minna Salminen-Karlsson: I think that might be the case with some, if you make organisations do gender mainstreaming and they don't have a goal themselves, then it's probably not very effective and if they have a goal, then how to you measure it.

Interviewer: Yes, how do you measure whether that goal was achieved? Yes

Minna Salminen-Karlsson: Yes

Interviewer: Yes, I understand. That is very interesting. We can continue with the next question which is regarding the difference in understand gender mainstreaming. For example, Mary Daly, she is also an author and she has written also on gender mainstreaming and she claims that an issue of gender mainstreaming is that different countries, different Member States, have a different interpretation of gender mainstreaming and also the goals of gender mainstreaming. she claims that that is an issue and that that is what blocks gender mainstreaming from working. Would you agree with that?

Minna Salminen-Karlsson: I would very much agree with that and that reminds of that I coordinated a European project on gender mainstreaming in universities. And for example we had a Bulgarian partner and as far as I met people for post-communist countries so that's kind of the first thing and also there is the resistance to gender equality because it is associated with a communist kind of gender equality which meant that women actually had the double burden because they had to work like men and on the same day they had to take care of the home. So it starts with the interpretations of gender, the different interpretations of gender equality and then the different, and then of course you get different interpretations of gender mainstreaming.

Interviewer: Yes of course. And how do you think that issue could be resolved or is there a way to resolve that issue?

Minna Salminen-Karlsson: I think you have to start with the very basic. I mean, I am thinking of resistance because gender mainstreaming meets resistance in various degrees but in every kind, it meets resistance.

Interviewer: And how do you think that resistance manifests its self? How is that visible?

Minna Salminen-Karlsson: In different ways. It depends on what level you do that. I mean if you try to gender mainstream on national level then it probably manifests itself in media, and you can have journalists and opinions that are against. Saying that there is this new religion of gender mainstreaming that is being put on us. But original question was how things would be solved in different contexts.

Interviewer: Yes

Minna Salminen-Karlsson: So, I start with saying well I kind had to manage to explain both gender and gender equality and why that is important. And what that means. And kind of get enough of acceptance for that. And then you can maybe go to gender mainstreaming. And as I said I think that you should be clear on the goals of gender mainstreaming. and if you can't anchor the goals, get acceptance of the goals of gender mainstreaming then you probably can't gender mainstreaming

Interviewer: Yes, so you would say it all starts with education and informing people?

Minna Salminen-Karlsson: Informing and getting acceptance for that because there is also if I think about especially post-communist countries but quite a few more countries there is kind of a resistance. They know what gender is, they know what we mean by gender and that there a little idea about what we mean by gender equality. So, it's not only about educating people. It's also about making people accept

Interviewer: I agree. Thank you. My third question is on the integration of gender issues into other policies. So what I mean by that, which is also explained in the Article 'Mainstreaming gender in global governance' which is written by Hafner-Burton and Pollack that gender issues are integrated in other polices and consider that as a negative thing because they think it would be better to reconstruct or reconsider, rather reconsider, the fundamental goals of the EU in terms of gender.

Minna Salminen-Karlsson: I'm not sure if I understand you question

Interviewer: Okay so gender issues are integrated in other policies rather than creating new policies

Minna Salminen-Karlsson: Okay

Interviewer: And so instead of integrating those issues in other policies, there should more and deeper concern for it and rethink the goals. So, would you agree that the integration of the gender issues in policies other policies is a disadvantage or not working in favour for achieving the gender equality goals?

Minna Salminen-Karlsson: I would, but as it is now, the gender equality issues are quite superficially integrated in policies, so I think that if you really integrate gender equality issues in policies, you create new policies

Interviewer: So, you think it's not necessarily an issue, it could become a good thing?

Minna Salminen-Karlsson: The problem is that it is very difficult to do. It is difficult, I mean then we come in to European national power politics, we come to economics, we come to all kinds of issues that make it difficult to integrate gender equality issue. I mean gender mainstreaming is integrating gender equality issues into policies. And the changes, if you really would integrate gender equality would be so big in many policies that it hard to do. So, it depends on how to want to express it. Maybe you say okay we create new policies with gender equality issues integrated in them or we take the old policies and we integrate it in them. I mean the end project would be the same and both are quite difficult to do.

Interviewer: I agree. And what exactly makes it difficult to do that? Just the size of the project I would say?

Minna Salminen-Karlsson: I think it's the fundamental gender power relationships which show at very different levels. All the way from personal interactions to European commission. So, there's at all levels there are... there are men that have power and if you have power you don't want to lose the power. And you have ideologies that well you have ideologies... you have economic structures that benefit the main part of the society and they are quite strong. And partly, it is quite difficult for people to think in radically new ways which it would mean. So partly it's just human psychology. It is sociology. It is about power. If you think in these radical new ways, the power structure will change totally and of course those who have power today don't want to lose it.

Interviewer: Yes, I understand. Another issue, which is more an issue for gender equality policies in general. This is also claimed by Sylvia Walby but also by other authors, they consider neo-liberalism as an obstacle for gender equality policies. They say that because of neo-liberalism, less attention or care goes to social policies. Would you agree with that?

Minna Salminen-Karlsson: Yes, I totally agree. I think neo-liberalism is really a very big obstacle.

Interviewer: Yes. Why do you think that?

Minna Salminen-Karlsson: I think because, neoliberalism starts with the idea of autonomous individuals and preferably an economic man who makes choices based on rewards, economic rewards. That's not the reality of the majority of the women in the EU. The majority of women in the EU have responsible relationship, they take responsibility for other people. Both in the private lives, they kind of, you know, they keep the family together, they care of people to a much higher degree than men do so they don't have the ideologies in the private lives. Also, when it comes to their working lives, quite a few have work in the public sector, have responsible, rationality or ethics and care, which is a concept used by researchers, even in the working life, they are working care occupations, they work in the public sector, they take care of people. And what goes very much against the neoliberal ideology and so you would say the neoliberal ideology is not the preferred by many women because they act with another rationality, with another ideology. And if you would be really gender equal, then their ideology, their rationality would be quite as important as the kind of technical/economical rationality that is neoliberalism. And neo-managerism goes into public sectors and tries to make the employees in the public sectors as economic.... Controlling, giving rewards of different kinds and that's the not the logic, it's a totally different logic.

Interviewer: Yes. This might be hard but do think that there is a way to overcome this issue?

Minna Salminen-Karlsson: I don't know. I really don't know because of course it is politics and we still do have democracies in Europe, so it would theoretically be possible to cut a vote for different societies. On the other hand, we have very strong media discourse. We have very strong discourse putting forward neo-managerism and new public management and neo-liberal societies which might make it difficult for people to see alternatives to the societies we have today and that is also a power issue on some level. So, I don't know if we need a crisis or would we really need to kind of because it is a question of major change. So theoretical it is possible I don't know if it is also possible in practice.

Interviewer: I think I agree with that, that is going to be difficult. So, my next question is regarding the status quo. I'll explain that a bit, this is also said by Teresa Rees. She claims that laws and legislation regarding gender equality mainly focus on adjusting or changing women's lifestyles to men's lifestyles and she thinks that is not ideal and that instead the whole status quo should be changed so change it from the core. Would you agree with that?

Minna Salminen-Karlsson: Yes, well I guess that's basically what I said when I was talking about neo-liberalism. So, I mean if women's way of working, taking responsibilities is not valued as much

as men's and if men don't take their part then it's not equality, then its changing women to be men and I think there, the main difference towards many other countries in Scandinavia is that men are... in Scandinavian countries, men are actually taking more responsibilities in the private life. It's not 50/50 yet but it's still... and I think it does something to the society. I think it makes it more gender equal, even in the public sphere.

Interviewer: Yes. what is also what or what also could be said is that once changes happen in social life, like the household level, changes are also more possible on the economic level, so in the employment. Do you think that is true?

Minna Salminen-Karlsson: I think it's a two-way process... I think changes in the economic level may change things in the household and vice versa. So, I mean in an ideal situation, it would happen, changes would happen in both spheres at the same time. But when I think... well any change can affect the other. It is also kind of a masculine way of thinking that private and public life are so separated. Actually, they are not as separated as we make them or talk about them.

Interviewer: I think that is true. This question is more on the EU and its competence. Currently MS have the most power and the most say on gender policies. Do you think more power should go to the European Union or do you think it's good that the MS have that much power on this topic?

Minna Salminen-Karlsson: I think it's very hard to do gender equality and gender mainstreaming on a Brussels level. Just because the starting points are so different. So, in general, when I am in contact, as researcher, as coordinator, I think Brussels has kind of this idea that Europe is more unified than it is. So, there is, and that goes for EIGE too, a bit too little understanding how diverse Europe actually is. I don't think that command gender equality or gender mainstreaming from some central body

Interviewer: Yes, that is kind of what you also said earlier because there's such a big difference of understand of gender already. So yes, I think that makes sense then.

Minna Salminen-Karlsson: On the other hand, I don't know how effective it is and how it goes but as far as I understand, so EIGE for example, is negotiation with the new MS or the states that want to be MS about the requirement the EU puts on different aspects for example gender equality and in that case just kind of putting the issue on the table, having it on the agenda, starting to collecting statistics, that of course comes from the (incomprehensible) of those states but I think that does something

Interviewer: Yes.. That is actually useful. I agree. This question is also on EU gender policy. This also a critique again by Sylvia Walby and she says that Eu policies focus too much on standard

employment so working five days a week, eight hours a day and knowing that you have a job for few coming months, She argues that focussing on standard employment is not very effective because women in the same situation as men and will therefore, she says never, work in standard employment so those policies will not affect women because they are not in that situation. So, they won't be able to benefit from those policies. Do you think that focussing on standard employment is an issue or focusing too much on standard employment is an issue?

Minna Salminen-Karlsson: I would say it's an issue for the European Union in general. I mean standard employment to some degree is a thing of the past. It's difficult to say that we are going to have standard employment. And of course, Sylvia Walby is very relevant because there's been again what you said women should be like men and the whole idea of standard employment and now women have that too is like saying maybe we should find new ways of being safe and secure socially and economically without the standard employment. Changing men instead of changing women

Interviewer: So, you think this issue could be resolved by also just changing more from the core.

Minna Salminen-Karlsson: Yes, changing more from the core because for example as we.. there is no discourse in Sweden so kind of the productivity has increased so much, there is no way to have meaningful employment in the industry of services for as many people as is needed. We have 400.000 unemployed people and 40.000 jobs and even that number of jobs are kind of superficial jobs. Which could be rationalised, but we don't want because we want to keep people in employment. And more and more countries are coming in that situation. That standard employment is kind of a very difficult concept. The problem is that what neoliberalism says is precariousness instead. And instead we would need another model that is gender equal for both women and men.

Interviewer: Yes, that is very interesting, I agree. So already my final question and this is on the use of soft law regarding gender equality. The majority of what the EU does is recommendations but also EIGE does the sharing of best practice, bench marking practice. Would you say it would be better to move towards more hard law or do you think the use of soft law is sufficient?

Minna Salminen-Karlsson: The use of soft law is not sufficient. Using hard law is probably not possible. I find it very hard to believe that either the Commission or the Parliament would actually implement any hard law on the area of gender equality.

Interviewer: Why do you think that?

Minna Salminen-Karlsson: Because gender equality... it's actually for today that this kind of more and more resistance for gender equality, especially in some countries, see Hungary for example. I was just thinking about Hungary when you had asked about central policies. I think still there is some

kind of benchmarking needed that says okay you Hungary can do exactly what you want so there's some kind of very based line I think. You have to make sure it is accepted but it is then going further and forward in gender politics. Its again, I mean what kind of laws would you have that work both in Scandinavia and the Balkan or Bulgaria. What laws would they be? I think it will be very difficult for both the Commission and the Parliament to agree on any such laws because there's always somebody that says: that won't work for us and it probably wouldn't work for them.

Interviewer: Because the countries are just so different?

Minna Salminen-Karlsson: Yes, the countries are very different, they have also different starting points.

Interviewer: yes... so do you see any alternatives?

Minna Salminen-Karlsson: Do I see..?

Interviewer: Alternatives

Minna Salminen-Karlsson: Actually, I mean the benchmarking and saying that okay you have to improve, you have to show that you improve from your starting point. And would kind of, because we have no gender equal county in Europe, that could be said to all countries so just a little bit like still like the gender mainstreaming projects in Sweden. Okay you set your goals and then you work for them.

Interviewer: Yes, so having clear goals is just very important for the policies to be effective, or for gender mainstreaming to be effective?

Minna Salminen-Karlsson: Yeah and then you have the goals that are accepted by so many people that they can be implemented.

Interviewer: yes.. that going to be hard.

Minna Salminen-Karlsson: yes that's going to be hard because if you think about on the national level it's in all countries there is quite a debate, I mean some people think gender equality is good, some people think gender equality will happen anyways, some people say that gender equality is not so important and politicians, they want voters. So you have to have a public opinion in order to do it. And it's not very easy.

Interviewer: no I think so too. Gender equality is just a very, well kind of, controversial topic for some people just because opinions differ so much and also understand and awareness, acceptance, is something that has to be worked on.

Minna Salminen-Karlsson: Yes well I can give you an example in Sweden which is regarded as a gender equal country. Last year... uh no four years ago.. the first time they grounded a state agency for gender equality. So now there is a governmental agency for gender equality. Then we had elections in November and the new, well it's a very complicated political situation, but anyway, after the elections the agency for gender equality will be stopped. So they will, if it goes as the political power... if the agency... well it's stopping.. in 2019.

Interviewer: O, I didn't know that, that's disappointing.

Minna Salminen-Karlsson: we will see what happens because we just got to know it for a couple of weeks ago and there's a lot of people and activism to keep it but we don't know and that is politics.

Interviewer: Yes that is true.. And would you say that the activism in Sweden is very present? Like, is there a lot of activism for gender?

Minna Salminen-Karlsson: no there is...well... I don't what you call a lot.. maybe you call it a lot in many other countries, but I think the difference is, because we also have a common project with Finland, Norway and Sweden on gender equality. And I would say that social discourse is kind of different in Sweden. So we are working on innovation and entrepreneurship and when talk to people here and founders and etcetera, they think talking about gender equality is an issue on the agenda, in meetings and it isn't in Finland.. So it is a bit different

Interviewer: Again, I also didn't expect that, that there's such a big difference because Scandinavian countries are just generally considered as equal and gender equal. I also didn't expect that difference between Sweden and Finland.

Minna Salminen-Karlsson: Yes because Finland is very gender equal in the way that EU measures it. Lots of women working and good day care and equal education and so, but when you go into more into detail about personal organisational level, the discourse is different. Denmark as well is very different.

Interviewer: yes?

Minna Salminen-Karlsson: yes its less gender equal. So yes there are differences

Interviewer: that is good to know because I am going to do my internship in Denmark. So might face that. We will see.

Minna Salminen-Karlsson: Oh yes? Where are you going to do it?

Interviewer: I'm going to the Danish Refugee Council.

Minna Salminen-Karlsson : okay.. that will be an experience

Interviewer: Yes it think so too. It's a big organisation and I find the working very interesting so I am excited. I have asked everything I wanted to. Thank you very much.. It was very interesting to hear your opinion and what you had to say on this. So thank you for that.

Minna Salminen-Karlsson: are you going to write in Dutch or in English?

Interviewer: in English

Minna Salminen-Karlsson: Okay so can send me a pdf of what came out of it?

Interviewer: yes! I will do that. I can send you the final version of my whole dissertation if you want to

Minna Salminen-Karlsson: yes please!

Interviewer: absolutely. I am probably going the finish it by the end of January. That is the plan..

Minna Salminen-Karlsson: that is great because we are into new EU projects with Lithuania, Bulgaria, Croatia, Portugal, Denmark, Sweden Germany.

Interviewer: Oh that's interesting. And what kind of project is that going to be?

Minna Salminen-Karlsson: It is about gender equality in universities.

Interviewer: Oh okay, yes. Especially with the combination of those countries.

Minna Salminen-Karlsson: yes, so it would be nice to read something more about the European perspective.

Interviewer: yes I will absolutely send it to you.

Minna Salminen-Karlsson: thank you!

Interviewer: thank you very much for the interview and you will hear from me soon/

Minna Salminen-Karlsson: okay good luck with your work

Interviewer: thank you very much and have a nice day

Minna Salminen-Karlsson: yes you to.

Interviewer: bye

Minna Salminen-Karlsson: bye

## 11.4 Informed Consent Form Government Official from the Swedish Government

### Informed Consent Form

#### Informed Consent Form

- 1) How Effective is the European Institute for Gender Equality in Ensuring that the European Union Meets Its Gender Equality Objectives?
- 2) The research focusses on the effectiveness of the EIGE and the use of gender mainstreaming. The research question is: "How effective is the European Institute for Gender Equality in ensuring that the European Union meets its gender equality objectives?". The concepts of gender inequality and gender mainstreaming are researched and discussed in great detail. The important topic related to gender inequality and gender mainstreaming, including discrimination, the history of EU policy on gender equality and gender regimes have also been discussed. The research looks at what the EIGE does, how it works and which tools it uses. The aim of the research is to measure how effective the EIGE is and find appropriate areas to make recommendations.

If you agree to take part in this study please read the following statement and sign this form.

I am 16 years of age or older.

I can confirm that I have read and understood the description and aims of this research. The researcher has answered all the questions that I had to my satisfaction.

I agree to the audio recording of my interview with the researcher.

I understand that the researcher offers me the following guarantees:

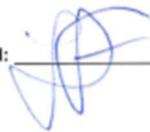
All information will be treated in the strictest confidence. My name will not be used in the study unless I give permission for it.

Recordings will be accessible only by the researcher. Unless otherwise agreed, anonymity will be ensured at all times. Pseudonyms will be used in the transcriptions.

I can ask for the recording to be stopped at any time and anything to be deleted from it.

I consent to take part in the research on the basis of the guarantees outlined above.

Signed: \_\_\_\_\_



Date: \_\_\_\_\_

18/12/2018

11.5 Official Swedish Government, interview via phone, 18 December 2018

Interviewee: hello, (says name)

Interviewer: Hello this is Myrthe Damen

Interviewee: Hi, how are you?

Interviewer: Hi, I'm good. How are you?

Interviewee: I'm fine, thank you

Interviewer: I hope the connection is going to be good since we are in different countries.

Interviewee: Yeah, we'll see how it goes. I have the feeling that you are in the distance.

Interviewer: It feels like I am in a distance you said?

Interviewee: yes, yes

Interviewer: Okay I'll just keep the phone close to my mouth.

Interviewee: Good

Interviewer: Is this better?

Interviewee: Yes, that's better

Interviewer: So first of all, thank you very much for agreeing on this interview. It's very valuable for my research. As was written in the consent form, I am recording this interview. Is that still alright with you?

Interviewee: Exactly

Interviewer: What I was also wondering about, just a practical thing, is it okay for me to use your name in my research

Interviewee: I think, it was declared in the consent form that my name will not be disclosed right?

Interviewer: Okay, that is fine.

Interviewee: If you would like to quote me, I would like to know that and I would like to have a look at the quote before it is published. Is that okay?

Interviewer: Sorry, what did you say?

Interviewee: If you would like to quote me, I would like to know that beforehand. I would like to give you permission so you may not quote anything I say without my permission.

Interviewer: okay, so quoting is only okay with your permission my paraphrasing is okay?

Interviewee: Exactly. I would also like to know a couple of things about your project. Because now you called the Swedish government so I would like to know about your project. Of course, initially you wanted to talk to our minister and you wrote in your message that you wanted to know more about the European Union and gender equality but the questions do not really cut on that. So if you could clarify that would be highly appreciated.

Interviewer: Yes of course. So my research is on the effectiveness of the European Institute of Gender Equality in achieving the European Union's gender equality goals.

Interviewee: okay

Interviewer: So that is my research question, that is also the topic of my research. I am focussing in my research a lot on gender mainstreaming because that is a strategy used by the European Institute for Gender Equality and it is also used by the EU. And besides that, I also a little bit on other policies by the EU, used by the EU and then I am going to see how, how gender mainstreaming is done and also how effective that is. This interview is so that I can have opinions for experts and from people from the political field I would say on gender mainstreaming but also on the policies by EU.

Interviewee: Okay. And is this also a comparative project in which you compare different Member States?

Interviewer: no, it is not a comparative research it is just a measuring of effectiveness of the EIGE.

Interviewee: And you do that by interviewing people, different kinds of actors at the policy level but also academics and bureaucrats. Civil servants. People who are implementing these policies.

Interviewer: Yes exactly

Interviewee: And you are interviewing their views? Their views on the effectiveness?

Interviewer: Yes, so I have, I already had an interview with a professor from Sweden and then I have an interview with you. I will also have interview with someone who works for EIGE so that is very interesting so then I can get their views and opinions. And then I will have another interview with a women who used to work for the European Parliament related to gender equality.

Interviewee: And how many interviews are you planning on doing? All together?

Interviewer: So I have four planned right now and I am working on another one right now. That is with an NGO called the European Women's Lobby. It's an NGO and they are in Brussels and I am

trying to get an interview with them as well so that I have people from politics, experts so this professor and then I have people from civil society organisations so I can make a clear sample. I have a good sample

Interviewee: So more than five?

Interviewer: No five is what I am doing

Interviewee: Is that enough?

Interviewer: Yes, I discussed this with my supervisor and he said that this was good.

Interviewee: Okay.. the reason for me asking is that I am scholar myself and I work for the government so I am very into that, how you kind of defined this project.

Interviewer: Yes, I understand...So you said that you were hoping that you are able to answer my questions and I think that it is just a good idea try and see how far we get.

Interviewee: Exactly, that sounds like a good plan.

Interviewer: Okay thank you very much. I have explained my research, what I am doing. I think I will just start with the first question and that is on gender mainstreaming. Different authors, I am not sure if you are familiar with different authors on gender equality issues but one of them is Teresa Rees, she claims in one of her articles that gender mainstreaming is an effective approach but in contrast to that Sylvia Walby who is also an author on gender equality, or articles, she claims that, or she rather doubts the effectiveness of gender mainstreaming and I am interested if you think that gender mainstreaming is effective.

Interviewee: Okay, but now I have to..... and here I have a more... because of the office you are interested in the views of the government office rights? So it is not my views but the offices of the government of Sweden thinks they are effective. And since you are calling the government offices I have to stress that right now we have a ..... government right now. That means that we have a transition government so what I say in this interview has to do with this .... (incomprehensible). so that means I can't say anything about future policies or anything like that due to the political situation. That's the thing. We don't have government right now so.... (incomprehensible). When it comes to your first question, then of course many politicians and including civil servants in the government of Sweden they might read the articles, theoretical articles in-dept, of course the division of gender equality are acquainted to the work on gender mainstreaming, are acquainted to the theories but they normally do not discuss theoretical articles and assess the theory (incomprehensible) so that is not really part of their work. So that could be a starting point. But since you have that question

and I am sure you want an answer to your question. What I could say is that gender mainstreaming is Sweden's main strategy to achieve the gender equality objectives. And there is one gender equality, one overarching gender equality objective which is that women and men should have the same opportunities in society and their own lives. That is the main objective (incomprehensible). And there are six sub-targets/sub-goals which build a major objective broken down into. Gender mainstreaming is then the main strategy to achieve the overarching goal and the six sub-goals. So, when it comes to gender mainstreaming, it's an established policy in Sweden and it comes at achieving or realising the objectives of the national gender equality goals. So, in that sense it is the main strategy of the Government of Sweden. It is that strategy that has been chosen. So, but then of course when you look into your question more in-depth I can see that Teresa Rees, as far as I know she has identified different kinds of, she talks about different kinds of gender equality policies but that they aim at different things. She talks about gender transformation or transforming. Some of these policies are more in line with... (incomprehensible) transforming. And if I remember correctly is that gender mainstreaming has a positive view on... and it's a policy that... And this has been criticised at the time of the year, 25 years ago that would be... the effectiveness (incomprehensible). Here, what could be one way, what you could do is, think of it more with the time frame. Because when Teresa Rees published the Article it was the late nineties, and at that time it was kind of new gender mainstreaming. It had just been approved by the Beijing Platform for Action. So it was new and people were very positive about it and had high hopes of the implementation of the strategy. And Sylvia Walby says you know in the 2000, 2004, 2008, 2010, more recently, she comes from a different perspective of having had this strategy for many years and see how it was implemented of course she as a more negative or critical position on gender mainstreaming. So that could be a quite normal explanation why they have different positions. Because Sylvia Walby's publications were later right. So I think this is something you could take into consideration.

Interviewer: yes absolutely.

Interviewee: I also think that, related to Sweden, Sweden has implemented gender mainstreaming as their main strategy, it was proposed for the first time in 1993 and it was implemented in 1994. So it was actually discussed in here to raise awareness. (Incomprehensible) it was earlier that the Beijing Platform of Action in 1995 and with that in mind, one could conclude that gender mainstreaming has been implemented for more than 20 years but something went wrong. That would be a very simple explanation. There were so many problems then and still the overarching goals of the Swedish gender equality goals have not been realised and sub-goals... that is the main position of many Swedish scholars who work on gender mainstreaming, they find it ineffective.... (incomprehensible) and not

gender equal. So if you talk to scholars, that would give you a view on the position on the effectiveness. Do you know the bureaucratic way, the democratic way, more those views on gender mainstreaming. J. Squires talks about bureaucratic versus democratic and then a lot of Swedish scholars would argue that Sweden (incomprehensible). bureaucratic meaning that gender mainstreaming tools used by bureaucrats and civil servants working in the state authorities, the public authorities of the government. So I think the critique we see by scholars but I also think there are some scholars that were positive and had different experiences. I am not sure who you talked to... but this subject is a big point actually to the transformative capacity of gender mainstreaming. They argue that this perspective of the strategy, even though it's not perfect and since it will make laws and masculinity and toxic masculinity. It also enables new understanding of how gender operates in policy-making and that something good can get itself (incomprehensible), identifying new processes, work on it these processes and they also strive that this strategy puts women's issues, which are often marginalised, on the gender stage. So I think when you talk to scholars in Sweden you have to be aware of the fact that there are these scholars worker on this topic and they have this position. So, one more positive group of scholars and one more negative or critical if you want. I think it is important to be aware of that. And again for the Swedish government's position, of course the government has a positive position. It has decided that it is the main strategy to achieve the goals. So that was a long answers to this first question haha.

Interviewer: yes thank you for that long answer. That gave me a lot of information so that is nice, thank you. So it is a strategy that has been used for a long time. Do you think you have seen progress or has there been a lot of progress.

Interviewee: yes and no, is the best to word it. After twenty years gender equality has not been realised. This is my personal view, gender equality is a goal and it has not been achieved since it is about power and power-relations are extremely difficult to change so it think it is maybe a bit naïve that I will be implemented and that gender equality will be realised. I think it is so important that gender equality is a goal that we and that we strive towards or aim to reach it. Although it will be very difficult. So I think when we talk about gender equality or gender mainstreaming in Sweden, when it comes to government offices, there is a government deficient where gender mainstreaming has to be implemented but there's also government offices ..... and that means that gender mainstreaming has to be applied in all key and core processes of the government it means it has be applied in budget process and legislative processes, EU processes but also in the government steering processes, the governance of public authority and state aid. And that will, I think, gender mainstreaming target key processes. And that is a good starting point. So when I comes to the legislation, one could say that every, when the government scrutinise the topic and maybe wants to

propose a new law or provision on a strategy or violence aimed at women or any question, the government always commissions a national inquiry to do an explication and this is a thing for many many ... or so... so these national identifications are independent and they run for about one, two, three or four years, paid by the government and different kinds of expats and recruiters to do these investigations, for instance gender scholars but also other experts are recruited to these investigations. And if the directive or instructions if you will, there has to be a gender perspective. So when ever these investigations start, they read the directive and they find the requirement to pay attention to gender in the work of the of the project. So gender is in the instruction and they (incomprehensible). So whenever there is a gender statistics on the national level, there has to be (incomprehensible). So all national investigations have to pay attention to it but also have to have a gender assessment or analysis. Meaning that if they propose any changes, more changes or any other changes, there has to be a gender impact assessment. So this is kind of the normal procedure. So this is the government that requires the assessment and if the government wants to do something with it, with these proposals made, (incomprehensible). The government bills by it and this is bill is also gender perspective integrated in the government bills. So all government bills that are send to the parliament are, have a gender perspective and have a gender impact assessment. So in this way I am saying gender mainstreaming works well in the legislative process. Of course, that's work done by bureaucrats in the government offices. We have to recruit government officials, civil servants, public servants if you will and they work for the government. So they are not paid for by any political party so they are not biased by party politics.

Interviewer: yes they are neutral?

Interviewee: yes, regardless of whether it's a right-wing or left-wing government, governments come and go but civil servants stay. So, but again they are bureaucrats, yes, and they do their best to implement gender into their work. And here, of course, maybe in the government work, the concrete work of the government offices, but also in the work of all public authorities, or state agencies,... it's... you know the work is done by bureaucrats, meaning that the ways in which gender is discussed in academia and scholars maybe is not discussed in the same way because the work here is so concrete and practical. So the products we have, the publication we have, government bills and different government communications, that are all not as complex as scholarly articles. That really the difference, a different format and also targeted at a different audience, to legislators, to civil society, they are not talking to academia, so maybe in the process of, you think of academic concepts and trying to use that but in gender mainstreaming, they have to be transparent and practice. And in this process, maybe some of the concepts, that is some important for scholars, is missed. Something happens in this transformation and I think this is (incomprehensible). A scholar, maybe you have

interviewed her earlier, she has a critical view towards how gender is used in bureaucracy and administration. She argues that gender policies becomes a question of matters and chapters rather than evolving around conflict (incomprehensible). And yes, she has a point, she definitely has a point. Maybe it has to be that way. In order to function, in a state administration these concepts and these tools have to be operationalised in such a way to make servants do their work and in this operationalisation, the application of academic tools and concepts, these concepts are being transformed. So in one way that is the negative part of it, on the other way, I would like to say that the government of Sweden has worked quite a lot with state administration, with state agencies, public authorities of Sweden, there has been another project called GIM, gender mainstreaming in state authorities. It has been going on for 20/30 years, (incomprehensible), it's a programme which helps these state agencies to implement gender mainstreaming in their work, their ordinary work. And here we can clearly see that the strategy of gender mainstreaming has led to quite some substantial results. In that sense, we can see that these agencies, that they now record the, they themselves have identified problematic areas that they need to work on. So in that way, gender mainstreaming has helped them to identify gaps, to identify problems. So even if you don't see the results yet, it is a starting point. So then coming back to the first question, if I am positive or negative towards the effectiveness of gender mainstreaming, I think both. You can be both positive and negative if you're positive, yes because there are results. But on the negative side, it takes time.

Interviewer: it's probably just like every transition or change that is substantial, that just takes time.

Interviewee: and also when we talk gender goals, we talk about power and it is extremely difficult to change power relations. A long answer again!

Interviewer: haha yes thank you for that

Interviewee: it was not the second question, it was still the first question. Well kind of in relation to the first question.

Interviewer: haha yes.. so about the power relations, that's something very important, that's also something I talked about in my other interview. I have some questions, that are kind of related to that. One of the questions I have is related to.. is when women issues are integrated into other policies. So instead of rethinking the aims and goals of the EU in terms of gender equality, those issues are integrated into other policies and as you might have read in my question already, that is also something authors talked about and some of them is think that that is an issue, that it is not benefitting for gender equality. Would you agree with?

Interviewee: that is difficult. As you write somewhere that we need to have a dual approach, we need to kind of combine different policies or gender mainstreaming is kind of one way practicing gender equality or trying to implement gender equality policy but one can also have specific target areas, in that case that would mean that sometimes you want to ask work on positive actions and stuff in order to redress disadvantages. You might want to provide specialised training for women, employment opportunities for women, kind of measures that are kind of geared for women's needs. The one way, I mean sometimes that could be one motivator. In Sweden, when it comes to the Swedish government, it really tries to work hard on gender equality mean that we also need to address men. It's about the relationship between women and men and we also need to stress men in this work towards gender equality. So both are important actor to gender equality, in favour in gender equality. Or also when it comes to certain topics or matter that could be interesting or important for men in terms of gender equality. It could be for example health issues, men have to win from engaging in gender equality and health and achieving gender equal health. So there are certain areas, we actually need to work on men as well and we need to stress gender. Concrete example might be when we talk about the work life balance which is of course just a suggestion.

Interviewer: yes please.

Interviewee: Swedish position here is that we need to tackle the work life balance that women and men have but the directive, there is a lot of discussion about women's problems and tackling this problem, they have this struggle between the responsibility to home and work and that is problem in Sweden as well because here women work, women work full time. But when you talk about this life puzzle you often need to talk about men. Men also have to take a bigger responsibility for the unpaid work at home and take care of the children and so on. So in these kind of texts throughout the report to all strategies it's a problem of men and all the men should be engaged. So when we talk about policies to redress this problem, you should also stress men's responsibility.

Interviewer: it's actually interesting that you start about that because there is also quite a lot of debate on the involvement of men but also the equality that it shouldn't focus on women alone but that it's for both. So another critique on the gender equality policies of the EU is that it focusses too much on adjusting the women's lifestyles to men's lifestyles. So for example women's employment, adjusting that to men's lifestyles. And some critique on that is that instead of changing women's lifestyles to men's lifestyles, the whole status quo should be changed from the core. And by adjusting women's lifestyles to men's lifestyles, that still would not bring gender equality.

Interviewee: exactly and that would be the Swedish position to focus more on men because we take gender equality seriously and that means men also have to make more efforts than before, they have

to be involved and engaged. Because they are in it for them as well but we also can't be afraid of talking about men as sort of the problem to gender equality but women's lack of gender equality is depending on men but men to do not take the responsibility for the children and the unpaid work so they should do that. So it is kind of the same answer to the previous question. Of course sometimes we need to identify policies that are ... towards women's... and so on but I would say the prime, the main perspective or direction would be to (incomprehensible) about gender equality and the joint responsibility for women and men. Gender equality is not a women's issue, it's a joint issue. There's something in it for both women to win from and to gain from but also both women and men have the responsibility to reach these goals.

Interviewer: yes, it's a joint responsibility and men would also be benefiting from gender equality but also the society as a whole, the economy. That kind of brings me to my next point, which is also a critique. There's quite a lot of critique on gender equality policies and gender mainstreaming but by some authors it is said that, so one of these authors is Sylvia Walby but also Connell, they claim that neo-liberalism is an issue or a threat to gender equality. An obstacle I would say. Would you agree with that?

Interviewee: that is a difficult question to answer for me since I am in this position, working for the government offices with gender mainstreaming (incomprehensible). But I know that there is the critique that has been raised in research and in Sweden I know also that scholars such as...name.. which I told you about earlier has a thesis with.... Name .... On the problem and that... personally I think they have a point. Stating that gender equality has become a question of matters and checks lists for bureaucrats rather than a question of ideas and of opinions and the end results of gender mainstreaming (incomprehensible) in one way contributed to (incomprehensible) and (incomprehensible) so in one way feminism has this kind of structural understand of gender and gender equality has been replaced by administration if you will. I think in one way they are right because actually, it is a check list. That is what civil servants do in the state administration and the public authorities and state agencies. On the other hand, I think that what I said before, this GIM project, the gender mainstreaming in government agencies have been quite successful so that these sixty organisation have now been able to find out, by applying gender mainstreaming, they have been able to identify gaps. There's this one agency on economical, I'm not really sure about the English title of this agency but, economic growth or something like that, they have..., they distribute money for different kinds of projects and when it comes to growth in society so different kinds of growth, organisation can apply for and they have found out, by doing gender mainstreaming that there is a gender gap. More men receive the funds than women and now they want to address this problem. So this has result. So since this example shows that they have identified a problem and they

will change this behaviour or routine so that there will be an even distribution of the funding between women and men, organisations and persons who apply for this funding. It means a redistribution of resources. And when we talk about a redistribution of resources we are not talking about neo-liberal policies. So do you get my point?

Interviewer: yes I do.

Interviewee: So, in my (incomprehensible). So this is one example. The other good example is, in one way I'm not really sure, you should read this report, it's in Swedish but maybe I can send it to you and you can use google translate. But having said this, again, it has taken twenty years and there was also a lot of resistance. And I think what a lot of scholar miss is that they don't talk about the implementation. They talk about the adoption or different targets or policy instruments or legal instruments, the establishment of agencies and so on and the adoption of check lists and methods and so on but they don't talk about policy implementation and I think this is what we really need to talk about. The problem in implementation. Ever (incomprehensible) needs to look at both the capacity that this organisation or unit or divisions or state agency have in implementing (incomprehensible) or the knowledge they have to train the people. We need to train them, we also need to give them capacity, meaning time resources and staffing and budget and so on but we also need to work on the will, the commitment, the political will but also the will of the managers, the managerial level in the state administration. It's very important that the leaders want this otherwise it will be very difficult for the bureaucratic level to do anything. So here, by looking at these dimensions, we could learn a lot from the problems with implementation, we could also chief out resistance that exists in implementation. And this ... in all these three dimensions. Problems cannot aim at configuration of patterns that exist and this kind of pattern can probably vary depending on what organisation we talk about

Interviewer: yes right, I think so too. The document you are talking about, I am definitely going to look into that. That sounds very useful. I'm going to move on to the next question so that we're not going to run out of time. So, currently most of the responsibility for gender issues and resolving these issues lays with the national governments. So the member states have most of the responsibility themselves. Do you think that this should stay like that or should more power go to the European Union? What do you think about that?

Interviewee: the Swedish position here is that normally when it comes to issues concern gender equality that it's a national competence. Questions concerning work-life balance, you know this directive that has been employed by the Swedish government although the proposals made are very much in line with Swedish policies or actually they are not at all as far reaching as Swedish policies.

Despite this, the Swedish government is against the directive (incomprehensible). The Swedish government doesn't expect itself not so lucky. The problem is that, well the position of the Swedish government is that topics concerning work, concerning parental leave, is national competence. That should be decided in the countries. So in that way, you know, national competence should be preserved. And the idea of subsidiarity should linger on. But, having this said, the Swedish position is also that the EU could be a lot stronger. Sweden argues that the EU could be a lot stronger on gender equality. The Swedish position also hear that the new gender equality strategy must be established or adopted because there is a commitment by now that which I think is, this kind of commitment to gender equality, it kind of ends, the policy terminates in 2019.

Interviewer: yes, there is this strategy right now, the strategy from 2016- 2019

Interviewee: yes exactly and it is framed as a commitment and it is actually framed weaker as it has been framed before. The Swedish position here is that it could be stronger.

Interviewer: so how do you think it could be stronger?

Interviewee: I don't work on these issues so I can't really give an answer in a rich way. It has to be stronger but I think in general the Swedish position would be again that the gender equality perspective needs to be integrated into every document. If we talk about new policies on research. ... in Europe.... This new directive coming up proposing, argues that gender so be integrated everywhere, principles but also in the overarching documents, the headings of these documents but also it should be explained throughout these documents in which ways that gender equality is to be applied and operationalised and what gaps are to be filled. So here were think, I mean, not, I mean there are good directives in place, good goals in place but these goals need to be, like gender mainstreaming if you will, they need to all in other documents as well, in all key processes. In order for gender equality to be applied, or integrated in core key processes, they need to be able to work on that, but could be all changes, could be these structural funds, all these kinds of funds, structural funds, social funds, you know, all these kinds of funds, gender perspective should be integrated into these funds. Not only in the portal paragraphs, the first paragraphs but throughout the documents right, also in the strategic documents linked these strategies, they also have to have, there have to be sentences on how to operationalise the goals and there also have to examples of gaps to be filled. So this is what I know about equality and obviously meeting with resistance across Europe.

Interviewer: and would you also think that hard law by the European Union would be more appropriate or effective?

Interviewee: that is also a very difficult question. Personally, I think hard law would be really good with strict sanctions.

Interviewer: that would be good?

Interviewee: yes that would be good. But that would not be the Swedish position. The Swedish position is that it would be a mixture. We need of course directives but we also need to work on (incomprehensible), best practices and good examples and the reason for that is that in Sweden we care about the Swedish model. And this special Swedish model is a way of doing politics and this model relies on the good cooperation of the government and the social partner when it comes to issues regarding implement (incomprehensible) equal pay, work conditions and so on and it is a collaboration between the government and the social partners which have turned out the charities and it has functioned quite well. So in one way this model, the government thinks that this model should be kept intact. And in order for this model, sometimes also referred to the Nordic model, a system also used in other member states, in Denmark and in two other countries, in Norway, and some argue that it is the reason for the wealth, the economic growth in these countries and there are scholars that scrutinise that claim but you know that is the position. And therefore, quite a lot of the tasks that are done in collaboration with the EU should be done according to the principle of subsidiarity meaning that national competence should be kept. So this is a bit complicated but that would mean that the Swedish position does not work with best practices, learning and sharing from each other, go to conferences, you know, talking about what works fine in Sweden and what is not so good about it in the countries, you know depending on historical, institutional, economical context.

Interviewer: thank you very much, that is very interesting. I am very sorry but I have to wrap up because this classroom where I am in is needed by other people right now so I am sorry for all of a sudden having to wrap up.

Interviewee: no problem at all

Interviewer: but this was very interesting and thank you very much for your input and your personal input but also from the Swedish government. Their standpoints are very interesting for me and useful so I am very grateful

Interviewee: yes I hope, you know I really had to make clear that you know this government and that impacts what I am able to say and sometimes I said my personal opinion just to make sure that... (incomprehensible) right

Interviewer: yes thank you very much for that that is really nice

How Effective is the European Institute for  
Gender Equality in Ensuring that the European  
Union meets its Gender Equality Objectives?

Myrthe Damen

Interviewee: yeah I hope you found it useful

Interviewer: yes absolutely. Would you be interested in seeing my final report?

Interviewee: yes definitely and you are very welcome to contact me again.

Interviewer: thank you. Have a nice day.

Interviewee: thank you, you too. Bye

Interviewer: bye

## 11.6 Informed Consent Form Official European Parliament



### Informed Consent Form

#### Informed Consent Form

- 1) How Effective is the European Institute for Gender Equality in Ensuring that the European Union Meets Its Gender Equality Objectives?
- 2) The research focusses on the effectiveness of the EIGE and the use of gender mainstreaming. The research question is: " How effective is the European Institute for Gender Equality in ensuring that the European Union meets its gender equality objectives?". The concepts of gender inequality and gender mainstreaming are researched and discussed in great detail. The important topic related to gender inequality and gender mainstreaming, including discrimination, the history of EU policy on gender equality and gender regimes have also been discussed. The research looks at what the EIGE does, how it works and which tools it uses. The aim of the research is to measure how effective the EIGE is and find appropriate areas to make recommendations.

**If you agree to take part in this study please read the following statement and sign this form.**

**I am 16 years of age or older.**

I can confirm that I have read and understood the description and aims of this research. The researcher has answered all the questions that I had to my satisfaction.

I agree to the audio recording of my interview with the researcher.

I understand that the researcher offers me the following guarantees:

All information will be treated in the strictest confidence. My name will not be used in the study unless I give permission for it.

Recordings will be accessible only by the researcher. Unless otherwise agreed, anonymity will be ensured at all times. Pseudonyms will be used in the transcriptions.

I can ask for the recording to be stopped at any time and anything to be deleted from it.

I consent to take part in the research on the basis of the guarantees outlined above.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

### 11.7 Official European Parliament, interview via Phone, 4 January 2019

Interviewer: Goedemorgen, met Myrthe Damen

Interviewee: Goedemorgen, hoe gaat het?

Interviewer: goed hoor, hoe gaat het met jou? Mag ik Willemijn zeggen?

Interviewee: Ja natuurlijk. Mevrouw de Jong hoeft echt niet. Met mij gaat het ook goed.

Interviewer: oke, ik wist niet hoe goed de relatie tussen jou en Saskia was.

Interviewee: ja we kennen elkaar van de Nederlandse gemeenschap in Brussel. En ook wel van werk.

Interviewer: Oh ja, leuk.

Interviewee: ik wel nu bij de Administratie van Economische Zaken van het Europese Parlement en hiervoor heb ik bij FEMM gewerkt maar dat is nu ook weer 2,5 jaar geleden. Ben je al ver met je onderzoek?

Interviewer: Ja ik ben redelijk ver. Eigenlijk was de planning om het 8 januari in te leveren maar met de kerst vakantie er tussen liep ik best wel wat vertraging op want ik moest interviews doen en ik had natuurlijk mensen nodig om mijn scriptie af te maken en in de kerst vakantie ligt natuurlijk alles stil. Dus daardoor gaat het nu niet lukken

Interviewee: wanneer ben je begonnen?

Interviewer: in september

Interviewee: oh dus je had maar vier maanden.

Interviewer: ja klopt dat is ook best wel snel. Dus nu ga ik het in maart inleveren en dat vind ik ook prima.

Interviewee: en daarna na ben je klaar?

Interviewer: ja nou ik doe nu dus mijn stage en hierna ga ik nog wel een stage lopen. Het is niet echt een afstudeer stage want ik ga gewoon mee werken maar het is wel het laatste deel van mijn opleiding.

Interviewee: bij EIGE?

Interviewer: nee, dat was leuk geweest en dat heb ik ook wel geprobeerd maar dat is niet gelukt.

Interviewee: ja, wel goed dat je het geprobeerd hebt maar weet je wel al waar dan?

Interviewer: ja, ik ga ook eigenlijk binnenkort beginnen. Ik ga stage lopen bij de Danish Refugee Council in Kopenhagen. En dan maak ik mijn scriptie af tijdens het eerst deel van mijn stage. Dat is niet ideaal maar het is wel prima.

Interviewee: Oh wat leuk

Interviewer: ja ik heb er ook heel erg veel zin in.

Interviewee: ja oke leuk. Zeg het eens.

Interviewer: ja, oke de vragen gaan voornamelijk over jou mening.

Interviewee: oke ja, wel zonder naam he

Interviewer: ja tuurlijk, geen probleem

Interviewee: oke super

Interviewer: de eerst vraag is eigenlijk een best simpele vraag zeg maar. Er zijn verschillende meningen over gender mainstreaming over hoe effectief het is en of het überhaupt effectief is dus mijn eerst vraag ik of jij denkt dat het effectief is

Interviewee: Ja ik kan me dus herinneren dat gender mainstreaming ook echt een big thing is in het parlement. In ieder geval voor de FAMM Committee zelf. Er wordt ontzeten veel aandacht aan besteed door de leden. Dus die kijken dan, nouja precies wat gender mainstreaming is, die kijken naar alle wetstukken om te kijken of rol van de vrouw of naar gender equality daar goed in wordt verweven en dan proberen ze het anders meer equal te maken. Dus misschien is het niet efficiënt maar ik denk wel, want is nou het tegenovergesteld van gender mainstreaming zou dan specifieke policies zijn om de vrouw voorop te zetten of het kan ook mannen zijn. Om de gelijkheid voorop te zetten. Dus die heb je ook maar aan de andere kant, in een ideale wereld heb je alleen maar gender mainstreaming. En dan zelfs bijna automatisch waarbij gewoon altijd word gekeken in een policy naar de gelijkheid tussen de man en de vrouw. Dat is volgens mij meer het doel van gender mainstreaming. Dat het dus ook niet meer nodig is op een gegeven moment, dat het automatisch is. Maar zo ver is het dus nog niet. Want als ik hier naar het parlement kijk, je hebt dus allemaal commissies en die kijken naar voorstellen van de Commissie, wetsvoorstellen, en dan geven ze daar hun mening over, net als de Raad dus waar Saskia voor werkt, en uiteindelijk komt het dan tot een voorstel. Dus de doelstelling van gender mainstreaming in het parlement eigenlijk om te kijken naar andere commissies zoals bijvoorbeeld Economische Zaken, om te kijken hoe hun dossiers, die zij van de Commissie krijgen, hoe die nog meer gender equal kunnen zijn. En hoe doen ze dat nou? Nou je hebt bijvoorbeeld het netwerk van alle parlementaire Commissies, volgens mij zijn het er 27, van

alle parlementaire commissies zit daar een lid in, dus een Europarlementariër en die komen dan twee keer per jaar samen en de administratie komt ook twee keer per jaar samen om te kijken want de leden kunnen doen. En die netwerken, wat doen die nou, elke commissie die hebben een gender mainstreaming strategy bijvoorbeeld dus dan wordt er gekeken wat er in bijvoorbeeld economische zaken aan gender mainstreaming word gedaan. Voor economische zaken is dat geloof ik dat ze kijken naar top posities in de centrale bank dat ook altijd een vrouw bij moet zitten bij de kandidaten dus dat is redelijk efficiënt. Maar dat netwerk, dat is dit, dan brengt iedereen al elkaar hun actie plannen en hebben ze het over interessante cases maar in principe is het niet altijd zo dat het goed bezocht word dus dat is interessant misschien.

Interviewer: ja precies.

Interviewee: het heeft niet per definitie, of dat lijkt mij niet, de prioriteit van de leden. Dat hoeft natuurlijk ook helemaal niet maar dat maakt de implementatie moeilijk. Maar dan is er ook nog concrete implementatie, dat heet gender mainstreaming amendementen. Dat komt vanuit de FAMM commissie, de Commissie voor Women's Rights and Gender Equality. Dan dient een Europarlementariër uit die Commissie een amendement in, dus een voorstel om de wet te wijzigen en daar moet dan op gestemd worden in de lead commissie bijvoorbeeld economische zaken en dat heeft dan als doelstelling om dit tekst meer gender equal te maken. Ik ben even aan het denken over een voorstel. Nou wij kijken vaak naar het European Semester. Het European Semester dat kijkt naar eigenlijk een beetje naar de politiek van lidstaten en dat doen ze om groei te stimuleren. Dus dan heb je allemaal maatregelen die voorkeur worden gestel door lidstaten en in plaats van te zeggen, stel dat er bijvoorbeeld income staat ergens in de ECON tekst, dan zou de FAMM Committee kunnen zeggen: wij hebben amendement op deze tekst en wij zouden graag willen dat het household income is. Zulk soort dingen. Vaak komt het er ook op neer dat, soms staat er 'men' of 'people' en dan zou het amendement zijn 'men and women'. Maar er zijn ook wel diepgaandere. Bijvoorbeeld als je top posities hebt bijvoorbeeld bij de centrale bank of euro group, dan word er vaak een lijst opgesteld van kandidaten die die positie zouden kunnen hebben en dan worden er in het parlement, bijvoorbeeld in de commissie van economische zaken, worden er hearings georganiseerd, waar die kandidaten worden uitgenodigd. En dan word er gezegd dat er ook wel een vraag over gender equality gesteld moet worden en dat gebeurt ook wel soms. En natuurlijk binnen die kandidaten moet ook een vrouw zijn en dat denk ik dat redelijk efficiënt is. Maar dat is ook best veel in het nieuws geweest. Vijf jaar geleden toen de Europese commissie werd aangesteld, had Juncker gezegd dat hij ging proberen de helft vrouwen te laten zijn en dat was dan mislukt en toen was er ook veel kritiek en toen kwam er bij de hearing want die waren toen ook in het parlement van die kandidaten, toen kwam er ook een vraag waarom het geen vrouw was. Maarja, dit kan je heel moeilijk sturen van

Europees perspectief want die kandidaten worden natuurlijk vanuit de lidstaten zelf gestuurd. Dus dat, en verder, gender mainstreaming, nouja die amendementen zijn wel efficiënt maar het probleem is dat die amendementen op de wetsvoorstellen ook moeten worden aangenomen en daarbij weet ik niet zeker of de prioriteit altijd heel hoog ligt bij de leden want die leden zitten natuurlijk in de commissie economische zaken en daar zitten ze ook voor economische zaken dus dn willen ze niet ook perse.. dat valt voor hun weinig te behalen.

Interviewer: ja inderdaad, dat is ook wel iets wat ik veel gelezen en begrepen heb is dat de prioriteiten liggen soms anders en dan is het niet altijd het beste of het efficiëntste voor hun om gender daar in te betrekken of daar over na te denken

Interviewee: ja inderdaad, en dat is natuurlijk, het zijn politici dus dat is niet wat ze zelf bedenken dat ze daar geen zin in hebben, het is ook zo dat de mensen die voor hun gestemd hebben dat blijkbaar niet heel belangrijk vinden. En de leden die het belangrijk vinden zitten, die zitten in de Commissie vrouwen recht dus dat is natuurlijk heel moeilijk. Maar, that said, ik denk toch wel dat gender mainstreaming, in vergelijking met specifieke policies die gericht zijn op gender equality, denk ik gender mainstreaming een hele goede tool is. Of het efficiënt is, dat weet ik niet.

Interviewer: ja inderdaad, ik heb ook het idee dat in sommige gebieden het ook niet zo heel lang gebruikt wordt.

Interviewee: nee inderdaad

Interviewer: er zijn andere methodes die al heel lang gebruikt worden dus dan kan die efficiëntie ook veel makkelijker gemeten worden.

Interviewee: waar je wel naar zou kunnen kijken is gender budgeting. Dat vind ik echt, volgens mij in Denemarken, ik weet het niet precies in welk land, maar dat ze bij elke budgettaire maatregel ook een score geven in hoe verre die gelijk is, dus gelijke uitwerkingen heeft op mannen en vrouwen dus dat is natuurlijk is heel moois.

Interviewer: ja inderdaad en ook bij the Structural Funds. Dus als organisaties, als er een fund aangevraagd word, dat daar moet dan ook een stukje gender in zitten, daar moet dan ook over nagedacht zijn zeg maar.

Interviewee: ja goed, en trade policy volgens mij ook. En alle verdragen die worden afgesloten, daar kijk je natuurlijk ook naar. Mensenrechten dus daarmee ook gelijkheid tussen man en vrouw. Maar, ja er zijn ook domeinen waar dat eerder en makkelijker kan. Waar dat wel goed gemainstreamed is.

Interviewer: ja klopt, sommige domeinen zijn daar al beter klaar voor, ze hebben verschillende criteria waar ze al aan voldoen waardoor het makkelijker wordt om gender mainstreaming ook daadwerkelijk te implementeren... Nou er is ook best wel veel kritiek op gender mainstreaming en ik heb een paar specifieke kritiek op gender mainstreaming waarvan ik wil vragen wat jij daar van denkt. Nou een ding wat als een probleem gezien wordt is dat in veel verschillende lidstaten de, dat gender mainstreaming anders begrepen wordt en anders geïnterpreteerd wordt. Dat wordt gezien als een probleem

Interviewee: de mate waarin het geïmplementeerd wordt? Of de manier waarop?

Interviewer: de manier waarop. Ja dus ten eerste is er een verschil in de manier waarop er naar gender gekeken wordt, naar het verschil tussen de man en de vrouw en daar komt uit voort dat gender mainstreaming op verschillende manieren bekeken wordt. Er is voornamelijk een best wel groot verschil tussen noordelijke lidstaten en zuidelijke lidstaten en ik vroeg me af of jij ook denkt dat dat een probleem is.

Interviewee: ik denk dat gelijkheid tussen mannen en vrouw in principe in heel veel lidstaten ook voor een groot deel cultureel bepaald is. Dat het daardoor normaal is dat je dit soort verschillen hebt. Ik kan me nog van bij FAMM herinneren dat we, dat het heel vaak over abortus ging, huwelijk tussen gelijke seksen en terwijl dat in Nederland natuurlijk non-issues zijn in discussies. Maar er zijn natuurlijk lidstaten waarin dat allebei nog niet toegestaan is dus je hebt gewoon hele verschillende vertrekpunten. Het zelfde is dat met parttime werken, er wordt in sommige lidstaten gedaan alsof dat heel erg is dat vrouwen parttime werken terwijl wij in Nederland het echt prima vinden dat vrouwen parttime werken maar dat heeft volgens mij niet echt een gender gerelateerde oorzaak. Dat heeft meer de oorzaak dat in Nederland de lonen hoger liggen en sowieso de sociale voorzieningen waardoor het ook mogelijk is om parttime te werken. Terwijl in Italië is dat weldegelijk een grote probleem want als een vrouw parttime werkt kan ze vaak niet meer rond komen. En een ander verschil is dat entrepreneurship van vrouwen. Dat wordt in Nederland als iets goeds gezien maar in Italië, ik zeg steeds Italië maar dat is gewoon een voorbeeld, is entrepreneurship vaak een (incomprehensible) employment, en dat wil zeggen dat eigenlijk die persoon eigenlijk helemaal geen entrepreneur is maar wordt 'aangenomen' door een bedrijf als entrepreneur en dan haar eigen boontje moet doppen zonder sociale voorzieningen erachten. Dus zo heeft zelfs woorden als entrepreneurship, abortus, parttime werken een hele andere connotatie in verschillende lidstaten maar ook een hele andere structuur. Het is natuurlijk heel normaal dat (incomprehensible) flink wilt gaan mainstreamen op self employment dan is dat sowieso al moeilijk omdat dat anders ligt in

verschillende lidstaten. Dat is heel moeilijk maar de oorzaak is niet echt gender mainstreaming. De oorzaak is gewoon dat er verschillende structuur en cultuur is

Interviewer: ja, precies. Dus dan zou je zeggen dat het soort van probleem is de verschil in cultuur en dat is niet echt heel bevorderlijk voor gender mainstreaming. Is dat ook iets wat jij gezien hebt in je werk?

Interviewee: Ja maar ik weet niet echt, het is misschien niet echt bevorderlijk voor de gender mainstreaming voor de mainstreaming die wij willen dus iedereen wilt iets anders. Dat heb ik zeker gezien. Ik weet nog dat ik werkte aan een project en dat heette Sexual Health and Reproductive Rights maar als je dat in de tekst zet, dat is die tekst al gelijk niet meer acceptabel voor heel veel politieke stromingen uit andere lidstaten dus ja dat maakt het wel moeilijk maar die moeilijkheid heeft niet zo zeer te maken met het feit dat je probeert te gender mainstreamen maar meer met achterliggende beleid dat lidstaten voeren. Je kan moeilijk zeggen, nee in Malta moet nu abortus goed gekeurd worden, ik weet niet zeker of het Malta was maar je kan dat moeilijk zeggen.

Interviewer: ja bedoeld dus dat je het moeilijk kan opleggen op andere landen

Interviewee: nee inderdaad, dan moet je de oorzaak niet van gender mainstreaming zoeken. Dat is bij zoveel verschillende politieken zo, ook bij employment. Maar dat maakt het wel moeilijk natuurlijk want als je bij gender mainstreaming een amendement hebt dat sexual health and reproductive rights noemt, dan is de kans best wel groot dat die er nooit door heen komt omdat leden van die lidstaten of politiek stroming daar niet in mee gaan. Maar ik heb ook wel het idee dat het beeld wat wij in Nederland hebben van gender equality is ontzettend diepgaand, open en ver en dat is gewoon in andere lidstaten niet zo.

Interviewer: ja, ja dat is denk ook dat wij als Nederlanders kijken daar natuurlijk ander tegen aan.

Interviewee: hoewel parttime werken ook best wel een groot probleem is maarja daar wil ook niemand wat over horen en dat hoeft ook niet want dat kan dus gewoon

Interviewer: je bedoeld in andere landen willen ze daar eigenlijk niks over horen?

Interviewee: In Nederland willen we daar niks over horen. Er word heel vaak naar Nederland gewezen over al die vrouwen die parttime werken en dan zegt Nederland ja ze werken wel parttime maar dat is juist wat ze willen. En dat kan ook wat dat word door de staat ook redelijk mogelijk gemaakt. Kinderopvang is bijvoorbeeld ook zo iets. Kinderopvang in Nederland is niet heel goed geregeld dusja dan kunnen ze ook over Nederland zeggen, dat is niet zo goed geregeld maarja dat heeft er ook mee te maken dat het cultureel zo acceptabel is dat parttime werken.

Interviewer: ja precies, dat heeft allemaal met elkaar te maken. Het is allemaal een beetje verweven natuurlijk.

Interviewee: ja en dan een negatief beeld van de crèche in Nederland dat is duidelijk in andere Europese landen helemaal niet zo. Dus ja je hebt gewoon hele andere beginpunten. En wat voor ons gender mainstreaming is, is voor Italianen godslastering. En andersom. Beperking van de vrijheid is wat door Nederlandse vrouwen zou worden gezegd. Als je meer fulltime zouden moeten gaan werken.

Interviewer: ja inderdaad. Een ander kritiek wat ook best wel vaak genoemd wordt is dat neo-liberalism een probleem voor gender gelijkheid is. Er verschillende auteurs en onderzoekers die dat vinden, er wordt gezegd dat neo-liberalism eigenlijk niks geeft om of niet zorgt voor de verbetering van sociale problemen zoals gender gelijkheid. Zou jij denken dat dat een probleem is voor de verbetering van gender gelijkheid?

Interviewee: definieer je dat economisch?

Interviewer: ja dus dat eigenlijk dat er veel aandacht gaat naar de economie.

Interviewee: ja de vrije markt?

Interviewer: ja precies

Interviewee: ik weet niet of dat zo is. Ik weet niet of dat nog iets van deze tijd is. Ik denk wel dat in steeds meer landen, dat zie je ook aan de gele hesjes. Er is duidelijk een probleem en daar wordt dan ook wel naar gekeken. Het is steeds minder acceptabel om te zeggen: ik trek het minimum loon naar beneden of dat soort dingen. Wat wel interessant voor vrouwen is, is de pension leeftijd. Die is in heel veel landen nog lager voor de vrouw. Dat is natuurlijk in het optiek van neo-liberalims niet oke. Die zou eigenlijk meer omhoog moeten maar is dat dan een gender probleem of wat doe je daar dan mee. Het is dan natuurlijk gender equality om die leeftijd omhoog te doen voor beide seksen. Maar komt dat dan uit een economische overweging? Dat komt natuurlijk uit een economische overweging. Terwijl vrouwen natuurlijk langer zouden moeten werken om het zelfde pension te hebben. Omdat ze vaak minder werken en ze ook minder verdienen maar ook omdat ze met zwangerschapsverlof gaan vaak. Zwangerschapsverlof is waarschijnlijk het ultieme voorbeeld van die kritiek want dat verschild ook heel erg per lidstaat maar het heeft ook gelijk veel impact op bedrijven, het financiële plaatje van bedrijven. Dus daarin zie je ook wel lobby van de industrie om toch die zwangerschapsverlof een beetje te beperken in tijd en geld. Ik weet ook niet tot in hoe verre je kan bestempelen of zo iets goed of fout is, economisch onverantwoord of gender equality onverantwoord.

Interviewer: dat zal ook wel weer per lidstaat heel erg verschillen

Interviewee: ja dat verschilt heel erg per lidstaat maar in Nederland betalen we wel goed maar niet zo lang.

Interviewer: verder word er ook nog gezegd dat beleid of wetten die gemaakt worden met betrekking tot gender gelijkheid, dat die te veel focussen op het veranderen de vrouw haar levensstijl dus dat de vrouw altijd moet aanpassen aan de mannelijke leefstijl dus in verband met werk, de household en dat word ook gezien als een probleem en er wordt gezegd dat in plaats van dat de vrouw zich moet aan passen, moet alles vanaf het begin veranderd moet worden. Dus een beetje vanuit de kern dat er verandering gebracht moet worden.

Interviewee: ja maar je kant toch moeilijk, ja een man word niet zwanger. Ja de mindset, ja tuurlijk. Er zijn gewoon bepaalde dingen waar je niet omheen kan.

Interviewer: zoals?

Interviewee: qua Europese wetgeving is er heel weinig competentie op het gebied dat Europa kan doen. Zwangerschapsverlof en dan een quota voor vrouwen maar dat is mislukt. Over zwangerschapsverlof, ja je kan het nog zo goed proberen op te vangen als je wilt maar het zal nooit helemaal gelijk worden. De vrouw moet altijd langer thuis zijn dan de man. Maar dat was niet echt de vraag. Kan je herhalen? Of ja in de politiek... ja het begin punt is natuurlijk de werkende man en zo was het en heel de politiek is toen ook ontstaan. Ik vind al de mannenpil een hele goed ontwikkeling. Dat is niet politiek dat is de farmaceutische industrie. Dus ja ik weet niet in hoe verre of je dan politiek moet gaan instellen om dat verplicht te maken, Nee, of je dan quota moet gaan instellen om er voor te zorgen dat vrouwen vaker aan de top komen. Weet ik niet. Wat ik wel een heel goed principe vind is kieslijst dus een kieslijst waar het altijd man-vrouw-man-vrouw is. Dat vind ik uitstekend, daarvan vind ik eigenlijk dat het verplicht zou moeten worden. Maar dan nog is de eerst persoon een man. Denk ik, dat is mijn eigen gevoel. Als je nu kijkt naar Europese lijsten, heeft de VVD een man, nou misschien toch niet. We doen het toch goed in Nederland. Maar er zijn toch lidstaten waar het standaard een man is. Daar zou je wel kunnen ingrijpen. Maar..ja... veel wetten dateren ook van voor die tijden en om nou al die wetten, nouja gaat ook veel over nationale wetgeving, maar om nou al die wetten te gaan veranderen, nee, maar je kan wel gaande weg, het is gewoon een langzaam proces, wanneer er nieuwe wetten komen er in ieder geval voor zorgen dat die...

Interviewer: ja precies. Dus gewoon met de tijd kunnen zulk soort dingen veranderd worden

Interviewee: ja heel langzaam.

Interviewer: en, iets wat je net al noemde, dat de meeste verantwoordelijkheid voor het verbeteren van de positie van de vrouw bij de lidstaten zelf ligt. Denk jij dat dat goed is of denk je dat meer verantwoordelijk naar de EU zou moeten gaan?

Interviewee: ik ben natuurlijk altijd voor meer verantwoordelijkheid voor de EU. Nee dat is een grapje. Maar ik denk dat het heel erg onacceptabel is. Er is nu natuurlijk heel veel kritiek op Europa en stel dat Europa gaat zeggen, er word vaak over educatie gesproken, en daar heeft Europa niks over te zeggen maar stel dat je tegen een lidstaat gaat zeggen nou jou kinderboeken stelt de man, het jongetje centraal dat moet niet. Dan gaan ze zeggen, maar wat heeft Europa nou met mijn studie boeken te maken. Hetzelfde als Europa kan je niet laten zeggen, al het speelgoed moet in de speelgoed winkel in het groen verpakt worden. Groen, voor jongens en voor meisjes. Nee, dat vind ik niet. Europa heeft ook wel heel veel competenties al en ik denk, maar dat is meer mijn beeld van waar Europa heen gaat, en dat is dat het toch echt wel een economisch verband is.

Interviewer: ja inderdaad. En dan met de verbetering van de positie van de vrouw in een economisch aspect. Zou je daar denken dat de EU meer verantwoordelijkheid zou moeten hebben?

Interviewee: jaaa. Nou ik vond wel, maar dat is nu een beetje gestald, van dat maternity leave directive vond ik wel interessant. De quota vind ik minder, women on board. Dat zijn twee dingen die je wel kunt bekijken want dat zijn twee dossiers die het niet hebben gered. Bij dat women on board vond ik, dat zijn dan ook wel dingen die je lidstaten gaat vertellen wie zij in hun bedrijf moeten hebben, dat is natuurlijk wel moeilijk. En bij maternity leave opzich denk ik dat dat ook een aspect is van de interne markt want je wilt natuurlijk dat het overal gelijk is voor vrouwen maar daar doet het bedrijfsleven ook heel moeilijk. Nogmaals, dat begrijp ik wel want zij zullen het moeten betalen maar die zullen dat ook niet makkelijk accepteren als ze zeggen van Europa moet je nu vrouwen een week langer betalen voor zwangerschapsverlof. Maar nogmaals, dat European Semester dus waarin de commissie aanbevelingen geeft aan de lidstaten, dat is wel een goede tool om gender equality te promoten.

Interviewer: ja precies

Interviewee: dat je naar de pensioenen kijkt, de situatie van vluchtelingen. Ja. Maarja dat is niet opleggen, dat zijn aanbevelingen.

Interviewer: ja precies, wat de Europese Unie toch best wel veel doet zijn aanbevelingen,..

Interviewee: ja precies maar dat is ook alle gebieden zo omdat ze natuurlijk niet de competentie heeft om de meer te doen in de treaty

Interviewer: ja want is dan een soort van soft law, denk je wel dat het gebruik van hard law beter zou werken. Of dat dat gebruikt zou moeten worden

Interviewee: dat ligt aan je eigen politieke mening of je heel erg aan iets aan iets trek. Maar ook aan het onderwerp want bijvoorbeeld bij dat women on board weet ik niet of dat zou werken maar voor die maternity leave vond ik dat wel wat maar dat komt ook omdat ik niet in het bedrijfsleven zit. Maar qua eerlijkheid en discriminatie zou dat wel een goede manier om dat even lang en minstens even veel betalen maar ik begrijp ook dat dat voor het imago van de Europese Unie niet altijd even goed is. Dat is natuurlijk iets waar we heel erg op letten. Er zijn niet veel mensen die meer Europa willen en dat is ook iets waar we naar moeten kijken met de volgende verkiezingen. Dan zal het misschien nog moeilijker worden.

Interviewer: ja, je denkt dat het na de verkiezingen minder verantwoordelijkheden naar de Europese Unie zullen gaan?

Interviewee: ja, of in ieder geval minder vrijheid voor Europa om dingen aan lidstaten op te leggen.

Interviewer: we zullen het zien.. het zullen het afwachten. Oke, we zijn nu al bij mijn laatste vraag. Dat heeft te maken met standaard werk, standaard employment. Ik weet niet of je daar bekend mee bent?

Interviewee: standaard werk?

Interviewer: ja standard employment dus dat je vijf dagen per week werkt, acht uur per dag, dat je weet wie je werkgever is, dat je de zekerheid hebt dat je in de komende maanden ook nog werkt gaat hebben. Dat je die stabiliteit hebt.

Interviewee: ja.

Interviewer: en de Europese unie word bekritiseerd dat te veel op gefocuseerd word. Dat er vanuit gegaan word dat vrouwen dat ook hebben en het kritiek is dat dat niet goed is want vrouwen zijn niet in dezelfde positie als mannen en hebben veel minder kans om ook dat standard employment te hebben dus dat het beleid dat gemaakt word er van uit gaat dat vrouwen dat ook hebben maar dat vrouwen daar dus niet altijd van kunnen profiteren omdat ze dat niet altijd hebben.

Interviewee: ja dat klopt denk ik wel. Maar dat komt ook overeen met dat punt wat je kan zeggen er zijn zoveel vrouwelijke entrepreneurs in Italië. Terwijl dat is eigenlijk is dat die vrouwen geen standard employment hebben. Dus in principe zou je daarbij dus moeten kijken naar de definities van de alternatieven van standard employment zoals dat entrepreneurship in Italië wat ze daar dan anders definiëren. Dan zou je ook het beleid daarop kunnen aanpassen. Maar ik weet niet precies wat

de Commissie doet, dat kan ik niet zeggen maar op zich klinkt het niet onlogisch in de oren. Hetzelfde met die parttime, straks wordt parttime werken niet als standard employment gezien wat misschien klopt in lidstaten waar parttime werken amper het minimum haalt maar waar in Nederland het parttime werken nog best goed boven de standaard is. Maar hoe ze daar omheen zouden kunnen komen, dus kijken naar het self-employment en childcare. Want waarom zitten vrouwen vaak niet in standaard employment? Omdat ze toch vaak voor de kinderen moeten zorgen. En dat kinderdagverblijf vaak heel duur is. Ik weet niet zeker of dat word meegenomen maar ik denk het wel want ik denk dat er toch wel een heel deel van de Commissie daar naar kijkt. Dus dat zou dan veronderstellen dat die allemaal zonder stem zijn. Vrouwen zijn gewoon anders dan mannen dus natuurlijk moet daar rekening mee worden gehouden maar economisch zijn ze natuurlijk allemaal hetzelfde

Interviewer: ja precies

Interviewee: en dat willen vrouwen ook graag maar ik kan me goed voorstellen dat in employment policy die nuance niet altijd word meegenomen. Maar ik weet het niet. Sorry.

Interviewer: nee dat maakt niet uit. Dit was heel erg interessant en informatief.

Interviewee: oke fijn

Interviewer: heel erg bedankt voor het interview.

Interviewee: graag gedaan

Interviewer: zou je mijn scriptie willen zien als het klaar is?

Interviewee: ja dat lijkt me interessant

Interviewer: oke dan zal ik het sturen als het klaar is. Dat gaat begin maart zijn/

Interviewee: oke dan wacht ik het af.

Interviewer: oke nogmaals bedankt

Interviewee: graag gedaan. Doei

Interviewer: dag

How Effective is the European Institute for  
Gender Equality in Ensuring that the European  
Union meets its Gender Equality Objectives?

Myrthe Damen

## 11.8 Informed Consent Form Christian Veske

**Informed Consent Form**

**Informed Consent Form**

- 1) How Effective is the European Institute for Gender Equality in Ensuring that the European Union Meets Its Gender Equality Objectives?
- 2) The research focusses on the effectiveness of the EIGE and the use of gender mainstreaming. The research question is: "How effective is the European Institute for Gender Equality in ensuring that the European Union meets its gender equality objectives?". The concepts of gender inequality and gender mainstreaming are researched and discussed in great detail. The important topic related to gender inequality and gender mainstreaming, including discrimination, the history of EU policy on gender equality and gender regimes have also been discussed. The research looks at what the EIGE does, how it works and which tools it uses. The aim of the research is to measure how effective the EIGE is and find appropriate areas to make recommendations.

**If you agree to take part in this study please read the following statement and sign this form.**

**I am 16 years of age or older.**

I can confirm that I have read and understood the description and aims of this research. The researcher has answered all the questions that I had to my satisfaction.

I agree to the audio recording of my interview with the researcher.

I understand that the researcher offers me the following guarantees:

- All information will be treated in the strictest confidence. My name will not be used in the study unless I give permission for it.
- Recordings will be accessible only by the researcher. Unless otherwise agreed, anonymity will be ensured at all times. Pseudonyms will be used in the transcriptions.
- I can ask for the recording to be stopped at any time and anything to be deleted from it.

I consent to take part in the research on the basis of the guarantees outlined above.

Signed: 22/01/19 Date: Christian Veske

### 11.9 Christian Veske, interview via Skype, 8 January 2019

Christian Veske: Hi, I am calling you with my phone right now. I don't know what is going on with the computers at work.

Interviewer: Yeah that is quite often with technology. So thank you for accepting the invitation for an interview.

Christian Veske: No problem.

Interviewer: I send you the consent form but I didn't receive it back so I am recording it right now. Is that okay?

Christian Veske: yeah, sure.

Interviewer: Could you send me the form back so that I can put it in my portfolio.

Christian Veske: Yes, I will.

Interviewer: Okay thank you. Maybe you can tell me something about your position or your function at EIGE?

Christian Veske: Yes. So I work here with stakeholder relations. I am the stakeholder relation officer and my main portfolio are the contact with EP, presidency at the council and international organisations and but we share within our team also sort of other stakeholders as well.

Interviewer: Okay and would you like me to, how can I reference you in my thesis? Can your name or would you like me to mention just that you work for EIGE?

Christian Veske: I don't know. I haven't thought about it yet. I mean, I presume that you have some other interviews as well.

Interviewer: yes

Christian Veske: So what is your general approach? Are the people with their names? Then of course I should also be with my name but if not than I should be also anonymous.

Interviewer: yes, well it differs and it depends on their position or their job. So it differs, I have people with names, I have people without names.

Christian Veske: okay, can I tell you the answer to that question a bit later? Once I see how our interview goes, then it will be easier for me to answer that question.

Interviewer: Yes, of course. No problem. I have a few question related to gender mainstreaming and a few questions related to the EU's approach to gender equality. I have chosen gender mainstreaming because that is it the approach that EIGE uses. That is why I have decided to focus my thesis on that. And then I also have some critiques on gender mainstreaming and would like to hear your opinion on that and what you think of that.

Christian Veske: I am thinking right now that in some questions wouldn't be necessarily the best person to answer. It would be my colleagues working with gender mainstreaming but it depends but I mean let's just see how it goes.

Interviewer: Yeah, let's just try and then we will see what happens. So first of all, about gender mainstreaming in general. People have different opinions whether it is effective of not. For example Teresa Rees, she is an author writing about gender equality and gender mainstreaming and she says that gender mainstreaming is very effective and even more effective than positive discrimination or equal treatment. But then there is also author who doubt the effectiveness of gender mainstreaming. So first of all, do you think that gender mainstreaming is effective?

Christian Veske: can I clarify now something because I am thinking if this is an institution response or is it my own view. Because that is a bit different and I am think that if the question are more related to gender mainstreaming that I would think that it would be better that you would speak to my colleagues that work with gender mainstreaming because what I can give you or the work that I do is related to inter institutional relation.

Interviewer: Oh okay

Christian Veske: How we kind of do things and in a way related to the content.

Interviewer: Okay, what do you think is the best idea?

Christian Veske: maybe you can, if you tell me a bit more about the question then I can, I could see where, if it would, if I would be able to answer to those or should I indeed ask my mainstreaming colleagues to have the interview with you

Interviewer: Okay. Yeah I can do that. So my first question is about the effectiveness of gender mainstreaming. Then I have some question about you opinion on some critiques such as that the difference in the understanding of gender mainstreaming among EU Member States is an issues, that neo-liberalism is an obstacle for gender mainstreaming. Also that EU gender equality legislation focusses too changing women's lifestyles to men's lifestyles and that this still does not lead to gender equality. I would also like to hear what you think about the responsibilities for the Member States.

Whether it should stay like this or that the EU should have more responsibilities. And finally, or not finally, that the EU focusses too much on standard employment. So that you can work eight hours a day, five days a week, that you have that stability. And that women don't have that in the way men have that so they won't be able to benefit from that. And finally, I would like to know whether you think that it is good that it is mostly soft law that is used. Or do you think there should be more hard law.

Christian Veske: I think it sounds like it would be better if you talk to one of my mainstreaming colleagues. Because from my side I could talk about how we do our work and what our role is in this whole machinery for gender equality. I could give you that but I think that you would have much better answers from my mainstreaming colleagues so if it is okay with you I will go and speak to them now. I will tell them that we had this initial conversation and then I will put you in contact with one of them so you can have a meeting with them. They are all at work so it shouldn't be difficult to arrange this. Does that sound alright?

Interviewer: Okay, yeah that sounds really nice. Thank you very much. However, it might also be interesting if you tell me something about how the institute works and the work it does.

Christian Veske: what I can tell is that our main stakeholders that we work with is the EP who is one of key ones, then the European Commission and the Council and the council through the presidency then and our work is so much determined by the requests from the commission and also the member states through our management board so this areas that we work on is, these kind of discussions or our working plans depend on the wishes of our stakeholders these are in line with the EU policies for gender equality. Broadly speaking, I am sure you have seen in, our website that we have, the strand of gender based violence, the strand of gender mainstreaming and the strand of... (not understandable).. and under this one have gender equality index and also Beijing platform for action implementation for the presidencies. And since we are a very small team we can't be everywhere we would like to be but our tasks technical advice and work on gender equality to those stakeholders and we do that through our reports and communications and in different formats.

Interviewer: And do you think that, so you said that you do recommendations, do you feel like that is effective and that something happens after those recommendations

Christian Veske: We don't do recommendations. In the reports, what do mostly, we show how the situation is and that's our technical expertise to bring out gender dimensions in different areas. Sometimes we do recommendations but always. And it depends from area to area. We had a good project with the Member States on improving the collection of data on intimate partner violence.

There we had clear recommendations per member state so we worked together with their police and justice sectors and arrived at those recommendations. And then in sort of other way where we have a big police impact is our reports on the implementation of Beijing platform for action in the Member States. So each presidency choses a topic from the Beijing Platform for Action or the area we will review and on the basis of our work they will do the council conclusions. So through this work we can say that there is a direct policy impact. So the main the ones, and of course the gender equality index is highly appreciated by our stakeholders including the Member States and from there we know from the discussion with the member states that many of them use in their national policy making and have used to as indicator in some of their strategies.

Interviewer: Okay, yeah sounds like they actually use the work you do. That is good of course.

Christian Veske: Yeah, it has increased and increased, the usage of our work. I think, as you know we are not that old yet so it has obviously taken time for the stakeholders to get to know us and what to expect from us but I think that right now, the years and years we see more that the stakeholders are relying on us and our data reports and that they are using this for own policy making as well.

Interviewer: Okay that is important and that is what I mainly trying to find out. Whether.. how effective the institute actually is, how much of how often the information is used by the stakeholders and of course because I focus on gender mainstreaming it is also important for me to know how effective that strategy itself is.

Christian Veske: yeah, I am thinking if I can give you some more examples of how the Member States are using the information and especially in relation to the gender mainstreaming. I mean we have the whole gender mainstreaming platform online as well according to the policy areas and what we see is that our work with the presidency, especially the incoming presidencies, that they have been, they have appreciate what we do a lot. We have preparatory visits to the presidency countries and for example we have this good case with Austria. Before the presidency, we did the preparatory visit we take the government officials responsible for the different policy areas and we had into meeting on gender mainstreaming and also the tools and information from EIGE to them and they were highly, they really liked it because really looked at what is available in different policy areas. What are the methods and what can be the key questions in those areas and we intend to do this thing, the approach with the other upcoming presidencies as well.

Interviewer: So, you look together what could be done, what tools could be used. And do you also afterwards see that they actually use it. Do you get results or outcomes.

Christian Veske: that is difficult because for us it is very difficult to monitor because of our size. Our key contact with the presidency is normally the ministry or the body responsible for gender equality so with them do a lot more and we prepare different communications and items and try to see how we can tie the gender equality to the different agendas but what the other ministries actually will be doing after all this, we don't have the capacity to monitor that.

Interviewer: so you would say that size is a bit of an issue.

Christian Veske: yes, of course I mean if you think that we are three, four persons working with the stakeholders relations who would have to cover all the EU institutions, the MS and the social partners, international organisations, so it is a bit challenging for us.

Interviewer: okay, I did not think of that myself so that is good. So would you like to try to continue with the questions I have or would you rather talk to your colleagues.

Christian Veske: Well I think you would get more in-debt information from them so I would speak with them and I put you in contact over the e-mail.

Interviewer: Okay, that would be very nice and thank you very much. The talk we had was already very interesting for me so that is nice.

Christian Veske: If you need anything after you have had the conversation with them, if you want to clarify how we work with the stakeholder, don't hesitate to drop me an e-mail.

Interviewer: okay thank you very much

Christian Veske: okay, bye

Interviewer: bye