



Asamblea Regional  
de Murcia



# **WORKING GROUP ON “GENDER EQUALITY”**

## **WORK PLAN 2018**

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President of the Regional Assembly of Murcia**



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## INTRODUCTION

The Treaty on European Union states on its article 2 that the promotion of equality between women and men is a basic activity for the EU, considering such equality a value, an objective and an indicator of economic growth.

Despite the huge efforts made by the Union member States in particular, and from Europe in general, local as well as regional, it is clear, as all the indicators show, that the real equality between women and men is still an outstanding challenge and ongoing initiatives are needed in this regard, mainly in certain areas such as women participation in the labour market, remuneration, pensions, economic independence, gender violence and presence in positions of responsibility, among others.

### **The strategic Engagement on Equality between women and men 2016-2019**

constitutes a new stage in the UE, in its proposals of initiatives led towards the achievement of Equality, as evidenced by more than 30 measures structured in 5 main areas with deadlines and evaluation indicators.

In this 5 areas, already identified in 2010, it has been proved that further time and efforts are required, proposing new measures in order to materialize the changes in the society that has been affected regarding differences between genders by the recent economic crisis, the immigration and the digital technology broadcasting which have certainly caused a different impact between men and women, increasing, sometimes, their differences.

The strategic Engagement of the European Union sets, therefore, an appropriate reference framework for locating the objectives and actions that from regional Parliaments and regional Assemblies can be enforced to contribute in the achievement of a real equality between women and men.



## ACTION PLAN 2018

### 1. INTRODUCTION.

In order to point out the difference between men and women wages in similar works, the London student movement used a famous motto from the London Underground, that any citizen or visitor can easily identify, *mind the gap*. It reminds us to be careful because of the existence of a gap between the wagon and the platform.

Since then, *mind the gap*, in the center of the feminist movement, it is used to point out what everybody knows as wage gap.

The European Commission defines the gender wage gap as the average difference between men and women wages per hour.

For the OCDE, the gender wage gap is the difference between men and women wages, expressed as a percentage of the male wage.

Likewise, the European Union defines it as the relative difference taken from the average wage/ men and women hour, within the economy as a whole.

At present, No one questions the fact of the tremendous differences between men and women wages for similar works as a real factor of inequality and discrimination. However, in a different intensity and level, this is a reality for all the countries belonging to the European Union.

Recognizing the remarkable advances that have been made in the last years, particularly in the areas of employment and participation in decision making, significant inequalities still persist for women in terms of remuneration, incomes and pensions.

Equality between women and men concerning the access to economic resources throughout life, continues to maintain a remarkable gender gap.

Women continue to generate a lower proportion of incomes than men concerning the labour market, with a greater number of women in a part-time



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jobs, lower paid, precariousness of employment. As a result, after the crisis, the european wage average of women compared to men is 16% lower and it also impacts in a 40% of disparity on pensions of both. Because of this situation, older women suffer a risk of poverty and exclusion higher than men of the same age. On this issue, it's worth noting that any reversion of this tendency has been observed, but quite the contrary, given people life expectancy process. For this reason, the situation requires preventive and immediate actions.

On the other hand, gender violence is still a very extended plague that can take different forms and, unfortunately, it occurs too often among our youth. This violence, independent of the social class, occurs at home, in the street, in education centers and on internet. The data of women affected by gender violence are shocking, whether physical abuse, psychological, employment, genital mutilation, rape or trafficking in human beings.

There are many other aspects and areas that the group of equality CALRE could work on in the current year, but following the described areas in the Strategic Commitment for the equality between women and men 2016-2019 of the European Commission, we have opted for the two previous ones, understanding that the Legislative Assamblaea of CALRE can be an efficient instrument to help the ambitious targets that the EU sets in order to fight against the inequality between women and men.

## **2. OBJECTIVES AND LINES OF ACTION.**

With the aim of continuing the work carried out from 2011 by the CALRE Gender Equality Group and through the participatory work of its members, the group has set the following objectives:

- Collect and analyse the data about the disparity of incomes and working remuneration between men and women in similar works and the measures promoted through regional parliaments in order to fight against the wage gap.





- Study the opacity regarding the remuneration as a discriminatory factor and value the need for transparency in implementation by the member states of the Commission Recommendation. (C, 2014, 1405 end)
- Study the professional choices of young women during their training, as a determining factor to access to lower paid professions what implies less incomes and worse pensions.
- Celebration of the European Day for the Equality of Salary with information and awareness activities about retributions, incomes and pensions.
- Analyse and know the different causes and consequences regarding the disparity between sexes in pension issues.
- Promote legislative initiatives to boost regional and national governments to remove barriers regarding access to the labour market for vulnerable women, such as immigrant women or single women with children.
- Establish contact with The European Institute for Gender Equality (EIGE) in order to provide all details from legislative assemblies about best practice actions in their areas, as well as collecting data and proposals for best practices known or suggested by this institution.
- Analyse gender violence data, to improve the quality, reliability and availability of them, as well as the actions carried out through the cooperation with Eurostat and EIGE.
- Study and analyse the transposition for the eradication of all kinds of violence against women.



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- Boost from the parliament measures for promoting attitude and behaviour changes to eradicate all kinds of violence against women.
- Organizing at least two seminars and/or meetings among CALRE members in order to exchange analyses, opinions, best practices and elaboration of conclusions on these issues.
- Develop common conclusions among CALRE members collecting the results of the working group on Gender Equality and send the information to all the European Institutions.

### **3. SCHEDULE OF ACTIVITIES.**

- February 2017.- Appointment of Rosa Peñalver Pérez, President of the Regional Assembly in Murcia, as coordinator for the working group on Gender Equality.
- Until the end of January 2018.- Incorporation of members to the working group.
- March and April 2018.- Work on the objectives and lines of action in order to discuss and conclude in a meeting that will be held in San Miguel Island, Azores, 27 April 2018.
- September and October 2018. Continuation of work for presentation and debate in a meeting to be held in the Parliament of Murcia on 5 and 6 October in the city of Cartagena based in the Regional Assembly of Murcia.
- November 2018.- Presentation of the Final Report of the working group on Gender Equality in the plenary of CALRE Assembly.



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## **ANEX I**

### **PARLIAMENTS REGISTERED IN THE WORKING GROUP ON GENDER EQUALITY.**

From BELGIUM:

- Parliament of the French Community of Belgium. President: Philippe Courard.
- Parliament of Wallonie. President: Antoine André.
- Parliament of Vlaams. President: Jan Peumans.

From ITALY:

- Parliament of Lombardia. President: Raffaele Cattaneo.

From PORTUGAL:

- Ana Luís. President of the Assembly of the Autonomous Region of the Azores.

From SPAIN:

- Parliament of Extremadura. President: Blanca Martín Delgado.
- Court of Aragón. President: Violeta Barba Borderías.
- Court of Castilla y León. President: Silvia Clemente Municio.
- Basque Parliament. President: Bakartxo Tejeria Ortemin.



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- Parliament of Baleares Islands. President: Baltasar Picornell Lladó.
- Parliament of Canary Island. President: Carolina Darias San Sebastián.
- Parliament of Cantabria. President: María Dolores Gorostiaga Saiz.
- Parliament of Galicia. President: Miguel Santalices Vieira.
- Parliament of Navarra. President: Ainhoa Aznárez Igarza.
- Parliament of Andalucía. President: Juan Pablo Durán Sánchez.

