

The inclusion of cross-cutting issues in the EU policy: Gender topics, regional development and innovation

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CONCEPT OF INCLUSION

Social Production of Identity and Difference

“We”
Normal
Identity
Sameness
Essential
Immutable
Reference
Self

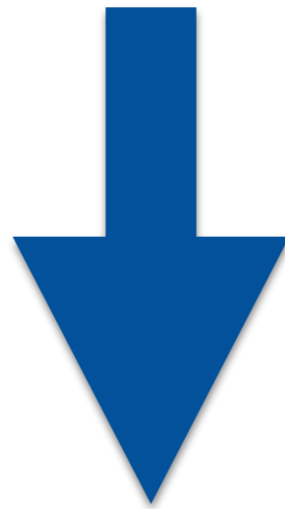
“They”
Deviation
Difference
Alterity
Existential
Mutable
Derivation
The other



Power relations: include and exclude
Homogeneity: dominant e dominated

Identity and Difference

- Result of a symbolic and discursive production process
- It is a social relationship
- Subject to power relations
- They represent the desire to guarantee the privileged access to social goods



- Who has the power to define has the capacity to rank

Identity and Difference



They are a social product

European IDENTITY

GENDER ISSUES

Equality between men and woman is one of the **founding principles of the European Union**. In 1957, the principle of equal pay was integrated on the Rome Treaty.

- Even if there are still some inequalities, the EU made advances:
 - On Human Rights legislation;
 - The integration of the gender perspective (integration of gender issues in all policies;
 - Specific measures related to women.

Inclusion of Gender Equality

- Equality on the economic independence;
- Equality in decision making;
- Dignity, integrity and the end of gender violence;
- Promotion of gender equality beyond the EU borders;
- Horizontal issues (gender roles, legislation and governance tools)

Equality in economic independence

Women's employment rates across the EU range from some 40% to 75%, but the EU average is 75.8% for men and 62.5% for women (2009)

Particular attention needs to be given to the labour market participation of older women, single parents, women with a disability, migrant women and women from ethnic minorities.

Parenthood on labour market: only 65.6% of women with children under 12 work, as opposed to 90.3% of men

Women **work part-time** more than men (accounting for over 75% of part-timers), in less valued jobs and sectors.

Nearly 60% of **EU university graduates** are women, but they account for less than 33% of scientists and engineers across Europe, yet represent nearly 80% of the total workforce in the health, education and welfare sectors

Women in the EU earn on **average** 16% less than men for **each hour** worked .

Equal income for equal work

- **Equality strategies:** Between the genders and equality of pay
- **Reports on equality** between gender
- **Equality plans** entre between genders in enterprises and audits to reduce the income disparity
- **Specific legislation** and **collective agreements**
- **Instruments to make remuneration systems transparent** and to detect income disparity between genders
- **Days of Income Equality**
- **Orientations** to understand and **apply the principle of equal pay**. Methods of **professional evaluation/classification exempted of** sexual prejudgement
- **Equality, charts** and awards **labels**

Decision-making equality

European Commission proposed legislation with the aim of attaining a **40% objective of the under-represented sex in non-executive board-member positions in publicly listed companies**, with the exception of small and medium enterprises.

European Commission's commitment to working to **increase the percentage of women in positions of responsibility**

Under-representation of women in management positions in companies

The **database** on women and men in decision-making

Network to promote Women in Decision-making in Politics and the Economy:
2008-2012: 1- networking and role models for women's career advancement; 2 - quotas as an instrument ; 3 - the gender pay gap; 4 -Working paper - How to engage senior men to promote women to senior decision-making positions in their organizations

Dignity, integrity and the end of gender violence

- The EU protects women and children from gender-based violence through **legislation and practical measures on [victims' rights](#)**
- Measures are being developed to **eliminate [female genital mutilation](#)**
- The EU **co-funds national governments' [awareness-raising activities](#)**
- The EU **supports non-governmental organisations with [transnational projects to combat violence against women, children and young people](#)**

Promotion of gender equality beyond EU borders

- capacity-building to develop countries;
- support to women's organisations;
- disseminating information on gender equality through guidelines, best practices and awareness raising.

Horizontal issues (gender roles, legislation and governance tools)

For many years the focus of EU action in the field of non-discrimination was on **preventing discrimination on the grounds of nationality and gender**. A few years ago, however, the EU countries approved unanimously new powers to combat discrimination on the grounds of gender by **implementing the principle of equal treatment of men and woman** in matters of employment for example

- Directives
- Communications
- Recommendations
- Reports
- Council Conclusions

see more in http://ec.europa.eu/justice/gender-equality/law/index_en.htm

Business women and Regional Development

Women must wage in **local enterprises** to promote **regional development** on a logical search for **internationalization**.



2014-2020 term and Regional Development

Growth goals:

1. **Smart growth**
2. **Sustainable growth**
3. **Inclusive growth**

2014-2020 term and Regional Development

Growth goals:

1. Smart growth

- Investigation and innovation
- Information and communication technologies (ICT)
- Competitiveness of Small and Medium Enterprises (SME)

2014-2020 term and Regional Development

Growth goals:

2. Sustainable growth

- Transition into an economy based in a low level of carbon emissions
- Management and prevention of risks and adaptation to climate changes
- Environment protection and efficiency in the use of natural resources
- Sustainable transport and removal of bottlenecks in the main infrastructures of the transportation network

2014-2020 term and Regional Development

Growth goals:

3. Inclusive growth

- Employment and support to labour mobility
- Social inclusion and poverty fighting
- Education, competencies and long life learning
- Strengthening the institutional capacity and efficiency in public administration

Portugal 2020

Funding priorities with European Structural Funds up to **21 billion Euros**.



Essential **axes**:

- **Competitivity and internationalization**
- **Human capital**
- **Social inclusion and employment**
- **Sustainability and efficiency in the use of resources**

Horizon 2020: general principles

Economic rationality - economic, social and environmental added value;

Focus - on thematic areas in order to maximize its impact in the economic, social, environmental and territorial dimension;

Budgetary discipline - measurement of the *present and future* impact in public finance;

Budgetary integration- full integration of the community finance flows in the State budget;

Segregation of duties and avoidance of conflicts of interest- rigorous separation of analysis and decision functions, payment, certification and control/audit;

Transparency and presentation of accounts - good practice techniques for public information on the available supports and evaluation of the results.

Horizon 2020

The structure axes of the Programme is composed by three pillars and five cross-cutting initiatives:



Horizon 2020: Work Programme

Work Programme 2014 - 2015

“Innovation in small and medium-sized enterprises”

Call - Enhancing SME innovation capacity by providing better innovation support

INNOSUP-1-2015: Cluster facilitated projects for new industrial value chains

The **challenge of this call** is to develop new cross-sectoral industrial value chains across the EU, by building upon the innovation potential of SMEs

Scope

- Promoting cross-border and cross-sectoral **collaboration, innovation and entrepreneurship**;
- Enhancing **the coordination and facilitation led by cluster organisations and other intermediary organisations**, following a systemic approach that combines different resources, tools and instruments;
- **Reinforcing competences of innovation actors**, especially SMEs, supporting the creation of new industrial value chains that foster the development of emerging industries in Europe.

Expected impact

- Strengthening industrial leadership in the EU and Associated Countries by **reinforcing existing value chains**;
- Stimulating the creation of **new globally competitive industrial value chains**;
- Furthering leverage and complement support for innovation in SMEs and regional, national and european funding;
- **Contributing to regional smart specialization strategies** by capitalizing upon concentrated and complementary competences;
- Provide a clear and measurable contribution to the **innovation performance** of the supported SMEs in the short-term;
- Improving the business environment of the supported SMEs by **establishing open collaboration spaces** that can involve innovation actors from different sectors and countries.



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