Gender equality

DEFINITIONS

Gender equality : describes the situation in which individuals have equal access to rights, responsibilities and opportunities, regardless of their gender.

Gender : the roles, behaviours, expressions and identities that society expects of women, men and gender minorities.

Non-binary : term used to describe individuals who do not identify with the categories of "man" and "woman". This term includes several other identities (genderqueer, genderfluid, agender...).

Sex : all the biological and physical characteristics that differentiate men from women (genitalia, chromosomes, hormones, etc.).

Feminism : a social, political and cultural movement that defends equal rights and opportunities for all genders.

Intersectionality : how systems of inequality based on gender, skin colour, sexual orientation, class and other forms of discrimination 'intersect' to create unique experiences and discrimination.

LGBTQIA+ : the acronym used to designate all people who are not strictly heterosexual and cisgender.

- **L = lesbian :** a woman attracted to women. This also includes non-binary people attracted to women and/or non-binary people.
- **G = gay :** a man attracted to men. This also includes non-binary people attracted to men and/or non-binary people.
- **B = bisexual :** a person who is attracted to at least two genders.
- **T = transgender :** a person whose gender identity does not correspond to their sex assigned at birth.
- **Q = queer :** a person whose sexual orientation or gender identity does not correspond to the heterosexual and cisgender model.
- **I = intersex :** a person born with sexual characteristics (genitalia, chromosomes, hormone levels, etc.) that do not correspond to what society attributes to a man or a woman.
- **A = aromantic** (a person who feels little or no romantic attraction) **or asexual** (a person who feels little or no sexual attraction).
- **+ =** includes all other identities that are not strictly heterosexual and cisgender.

KEY FIGURES

70.2 — **The Gender Equality Index** is a tool developed by the *European Institute for Gender Equality* to **measure gender equality in the various countries of the European Union. It gives a score of 70.2 for the European Union as a whole in 2023.** A score of 0 indicates that there is no gender equality, while a score of 100 indicates perfect gender equality.

77% — Women make up around half the world's workforce, but **earn around 77% of what men earn for the same work.**

25% — **Women hold around 25% of national parliamentary seats worldwide.**

33% — **More than 1 in 3 LGBTQIA+ people in the European Union experience discrimination in their daily lives because of their identity.** This figure is probably underestimated, as only 1 in 10 acts of violence are reported. In addition, **more than half of transgender and non-binary people report having had suicidal thoughts.**

ISSUES

Gender inequalities affect us all :
- **women, who face many inequalities** that men do not
- **people who identify or express their gender outside traditional norms, because they can be victims of rejection and discrimination**
- **men, because they face pressure from society to adhere to a rigid masculinity.**

Inequalities persist between women and men in a number of areas, including employment, education, financial resources, time devoted to unpaid work (care), and political involvement. **Women are also more exposed to gender-based violence.**

ISSUES

Many LGBTQIA+ people face discrimination in Europe, in all areas of life: in their job search, in their dealings with the authorities, at school, in healthcare, etc. **Transgender people also face specific discrimination because** they are transgender.

The European Union has put in place a number of plans to promote gender equality. **However, these plans too often take a binary view of gender,** and fail to take into account the inequalities specific to LGBTQIA+ people and to individuals who identify or express their gender outside traditional norms.

RESOURCES

The website of the European Institute for Gender Equality gives more details on the Gender Equality Index and the measurement criteria used: **https://eige.europa.eu/gender-equality-index/2023/FR**

The Council of Europe provides information on gender mainstreaming: https://www.coe.int/fr/web/gender-matters/gender-equality-and-gender-mainstreaming

UNICEF, the United Nations Children's Fund, has set up a specific programme to promote gender equality among children: https://www.unicef.org/gender-equality

The NGO ILGA Europe provides information on the violence and discrimination suffered by LGBTQIA+ people in Europe : https://www.ilga-europe.org

Ask for our training course on gender-based and sexual violence to find out more! (in French)