

Newsletter

**“Progressive Men and Women on the Move for
Gender Equality”**

1st Quarter 2018

Conservative onslaught – gender equality as a casus belli, but we fight back

The beginning of 2018 has especially been a busy time for gender equality advocates as the right assaults the “gender ideology” and the “gender equality agenda” to rally their right wing, conservative, clerical troops and cleanse their societies of the “liberal, left, social democratic, progressive, communist, atheist, pro-sexual freedoms – LGBT-minority agenda”. This is an on-going process, a daily evolving agenda with well-organized and financed modus operandi. A [flagrant manifestation](#) is the recently organized demonstration in the town of Split, involving about 70,000 people from Croatia and Bosnia (including the far right and pro-Nazi groups) against the Istanbul Convention and its ratification which was, by the way, finally ratified by the Croatian Parliament with reservations.

And on the bright side we have fought back! 8 March 2018 - International Women’s Day brought women and men all over Europe to support women’s rights, gender equality and progress.

“Now, more than ever, there's a strong call-to-action to press forward and progress gender parity. There's a strong call to [#PressforProgress](#) motivating and uniting friends, colleagues and whole communities to think, act and be gender inclusive.” (<https://www.internationalwomensday.com/>).

From the Women’s Marches across the globe harnessing a powerful energy, to the #MeToo movement holding the powerful accountable, to youth movements driving legislative and cultural change – the world is currently witnessing a dichotomy of incredible movements for gender equality, along with backlash from some of those who wield power.

Source: <http://www.wunrn.com>

[Many activist movements](#) rallied, strongly stated their gender equality cause, like the #MeToo and Time's Up movements, among others.

Spain's workers are walking in its first "feminist strike." Participating women all across the country halted work in a 24-hour strike [organized by the Mar. 8 Commission](#) and backed by 10 unions and some of the country's top women politicians. Hundreds of women who were in Madrid's Puerto Del Sol banged pots and pans while shouting slogans. More than 5 million workers have taken part in Spain’s first nationwide “feminist strike”, according to trade unions.

In Milan, Italy, thousands of students marched in front of hospitals protesting against Italian doctors refusing to perform abortions, even though it's legal.

Cyprus vowed to close the gender pay gap.

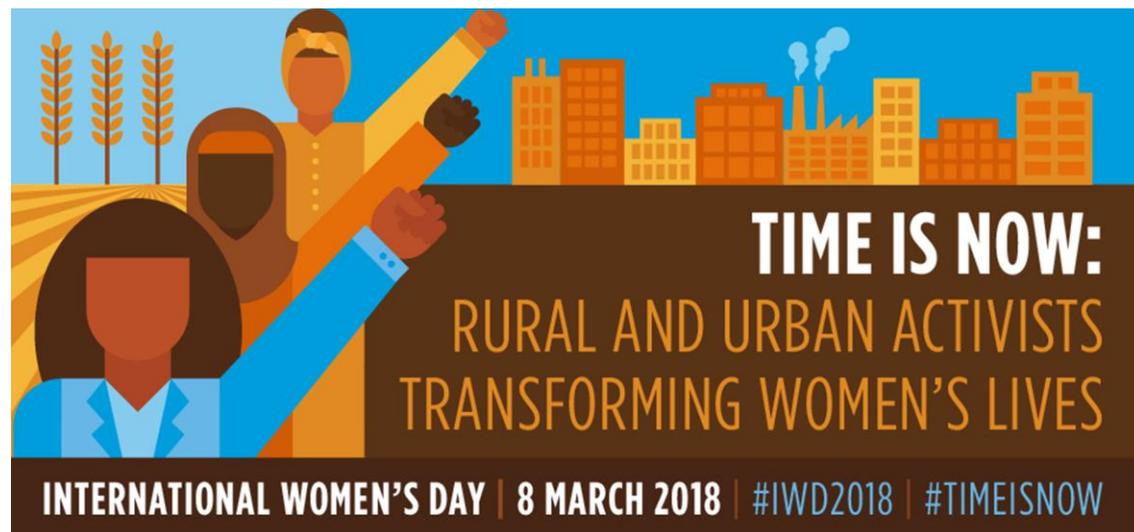
How International Women's Day was celebrated around the world – [video](#).

Typically the Council of Europe Committee of Ministers adopted the new [Council of Europe Gender Equality Strategy 2018-2023](#). The Strategy renews the Organisation's commitment to address current and emerging challenges and remove barriers towards achieving substantive and full gender equality both in the member States and within the organisation. The focus will be on six strategic areas:

- Prevent and combat gender stereotypes and sexism;
- Prevent and combat violence against women and domestic violence; Ensure the equal access of women to justice;
- Achieve a balanced participation of women and men in political and public decision-making;
- Protect the rights of migrant, refugee and asylum-seeking women and girls and Achieve gender mainstreaming in all policies and measures.

The Strategy will be launched at the conference [“Gender Equality: Paving the Way”](#) hosted by the Danish Presidency of the Committee of Ministers in Copenhagen on 3-4 May 2018.

On 2018 International Women's Day, UN Women celebrates the rural and urban activists who have transformed the lives of women around the world. From grassroots campaigns to global movements, women's activism over the decades has paved the way for women's rights and a more equal future. Learn more: <https://youtu.be/sXCnHvQzoOU>



<http://www.unwomen.org/en/news/in-focus/international-womens-day>

“Breaking Glass Ceilings: Reflections on Women’s Leadership”

Speech by Helen Clark at Asian Development Bank in Manila, Philippines, 16 March 2018.

My topic is “Breaking the Glass Ceilings: reflections on the future of women’s leadership”.

As you know, I come from New Zealand where women are used to breaking through glass ceilings:

- we have had three women Prime Ministers in the past two decades;
- three women Governors-General in the past three decades;
- for the second time in our history, three of the top four constitutional positions located within New Zealand are currently held by women – that of Governor-General, Prime Minister, and Chief Justice. For close to a year in 2005/6, all four such positions, which include that of the Speaker of Parliament, were occupied by women.
- As well, women have been Cabinet Secretary, head of the country’s largest company, and heads of government departments and professional associations. Role models for young women abound.

This year, New Zealand celebrates its 125th anniversary of women’s suffrage – it was the first country in the world where women gained the right to vote.

The Global Gender Gap Report places us in ninth best place, and in the last UNDP Gender Development Index based on 2016 data, we stood at 13th.

Thus, we in New Zealand have much to be proud of – but not all the gender battles have been won. We must continue to campaign for gender parity across politics, the economy and society. A gender pay gap of around twelve per cent in median hourly earnings persists, and a recent study showed that the proportion of women in senior management positions had fallen.

I will draw on the New Zealand experience in my lecture today, and on what I observed in my work leading the United Nations Development Programme for eight years – I was UNDP’s first, and to date only, female leader.

Breaking through glass ceilings is important, and women’s leadership matters. In my address today, I will discuss why this is so, and how the remaining barriers can be addressed.

But first to the normative basis for gender equality. It is a right enshrined in the 1948 Universal Declaration of Human Rights. Thus, the United Nations took up the cause of women’s rights as human rights from its earliest days, and has done outstanding work to promote these through:

- major agenda-setting world conferences from 1975 to 1995 – from Mexico City, Copenhagen, and Nairobi, to Beijing,
- the UN Convention on the Elimination of Discrimination Against Women and its reporting processes,
- the annual meeting of the Commission on the Status of Women, which is meeting in New York as we speak,

- the mainstreaming of gender in the programming of its development and humanitarian agencies, along with their many gender equality-specific initiatives, and
- the creation of a dedicated agency, UN Women in 2010.

The UN's top position has remained closed to women – but I am very hopeful that the next and tenth Secretary-General will be a woman – after more than seven and a half decades, surely it will be time.

As Hillary Clinton once famously said, “gender equality is not only the right thing to do, it’s the smart thing to do.”

It is clear that the global economic gains from reducing gender inequality are considerable – they’ve been projected at \$5.3 trillion by 2025 even if there were only a 25 per cent reduction in the gap.

Put simply, if the full contribution of women to economies and societies isn’t realised, it’s not only women who won’t reach their full potential – whole countries won’t reach their full potential.

The Asian Development Bank has long recognised this simple truth. It adopted its first official policy on the role of women in development in 1985 and expanded it in 1998 to incorporate considerations of gender in all aspects of its work. Ten years ago, it recognised gender equity as one of five “drivers of change” to be stressed in all its operations.

Around the world, we see other development banks and the International Monetary Fund stressing the importance of gender equality. We see governments of all kinds recognising its importance – Saudi Arabia, for example, may be a late mover in this area, but it is now taking a number of important steps which even a year ago would not have been thought to be likely – for example, by promoting women’s employment, and enabling women to drive, and be at public events which were previously off limits.

So, you may ask: are the gender gaps reducing as we near the end of the second decade of the 21st century?

Apparently, they are not. The 2017 Global Gender Gap Report of the World Economic Forum told a rather depressing story.

It showed a widening gap on each of the four dimensions it measured: educational attainment, health and longevity, and economic and political empowerment.

On current trends, the World Economic Forum forecasts that it would take 100 years to close the overall gender gap, 217 years to achieve parity in the workplace (across wages, seniority and participation), and 99 years to achieve equal numbers of women and men elected to parliaments.

This is surely utterly unacceptable.

In the area of leadership, the numbers of women globally are very low. Women are only:

- 7.2 per cent of Heads of State,
- 5.7 per cent of Heads of Government,
- 23.3 per cent of parliamentarians,
- around twenty per cent of Fortune 500 company board members last year,
- around fifteen per cent of corporate board membership according to the Credit Suisse surveys of some 3,000 global companies, and in
- under a quarter of senior management roles in the private sector. Information for the public sector is sketchy but appears to be not dissimilar.

These inequalities are persisting in spite of the clear advantages of having women in leadership positions.

In the corporate world, study after study finds that companies with more women on boards get better financial results. That's hardly a surprise – those boards stand to be more attuned to the attitudes and behaviours of whole populations, rather than of just one-half of them.

In parliaments and in ministries, a critical mass of women is needed for the perspectives of women to be well reflected in legislation and decision-making – and even just to get issues on the national agenda as priorities. The international evidence suggests that when the numbers of women parliamentarians reach significant numbers, issues previously unaddressed, but of importance to women, will come to the fore – not least those dealing with access to public services and addressing violence against women.

So – what can be done?

There are proactive steps we can take to grow the numbers of women in leadership, but we also need to ensure that women are more fairly represented across all levels of the economic, social, and political organisation of societies. Getting into leadership positions normally involves a progression up the ranks – but women may find it difficult to get on the first rung of the ladder, and when they do, they may find that some rungs are missing for them.

The World Bank's Women, Business and the Law Report in 2016 found that:

- around 155 countries have at least one law which discriminates against women,
- 100 countries put restrictions on what work women can do, and
- women in eighteen countries cannot get a job without their husband's permission.

In research compiled for this year's report, the Bank found that 1.4 billion women lack legal protection against “domestic economic violence” – defined as “controlling a woman's ability to access economic resources as a form of intimidation and coercion”, and more than one billion women lack protection against domestic sexual violence.

Taken together, these factors amount to significant barriers to women getting ahead. Women need full economic independence, they need access to sexual and reproductive health services, they need to be able to determine if, who, and when they marry, they need safety in their homes

and communities, and they need the laws which are supposed to protect their rights upheld. Only then can we expect to see major progress on women's leadership globally.

For the most part in developed countries, the barriers set out above have been overcome. Yet others remain. There are, for example, persistent gender pay gaps between men and women.

These are perpetuated variously by:

- work in female-dominated occupations being remunerated less than that in male dominated occupations;
- the different life cycle patterns of women and men, which see more women taking time out for family responsibilities, and then often not catching up in seniority with male counterparts who had continuous work service; and
- outright pay discrimination. Even as venerable an institution as the BBC stands accused of paying women presenters and others less than their male counterparts.

Thus, if more women are to rise to the ranks of leadership across all areas of economies, societies, and politics, there is a wide range of structural factors to be addressed. This is as relevant to women rising to political leadership as it is to women rising to be top leaders in major public, private, and non-governmental organisations.

I freely acknowledge that my career path to becoming New Zealand Prime Minister could not have been followed at the time I did that had I had family responsibilities. I am delighted that both social attitudes and social services have now advanced sufficiently for our new Prime Minister, Jacinda Ardern, to be expecting a baby and carrying on with her job. This is a powerful role model for young women in our country and further afield.

Let me now talk about some of the ways of tackling these challenges.

1. First and foremost, there is a need to make paid work a real option for women with children. It's not a real option if affordable, accessible, and quality childcare is unavailable, and if there is not an entitlement to sufficient paid parental leave in the time leading up to and after the birth of a child.

My government in New Zealand more than a decade ago took a number of practical steps in these areas, and in recent years I have observed Japan taking similar measures as it endeavours to retain more women in the paid workforce. The models for my government were from Scandinavia, with their excellent early childhood education and care services, paid parental leave when a new baby arrives, and extended annual holidays enabling parents to have more time with their children during school vacations.

Accordingly, in New Zealand more than a decade ago, we:

- made early childhood education available free of charge for twenty hours a week for all three and four-year olds;
- introduced paid parental leave as a right in law for the first time; and
- extended annual holidays an extra week to a statutory entitlement to four weeks.

2. More broadly, the burden of unpaid work done by women must be addressed. Globally, three of every four hours of unpaid work are done by women. These pressures will increase as our populations age, as it is women who do most of the unpaid elder care work, as they do for children and for family members who are ill or have disabilities.

So, for women to be able to be in and stay in the paid workforce, our social services need to be operating well to lift the unpaid care work burden which is such an obstacle to participation for so many women.

3. On gender pay gaps and rising to senior management positions, a number of steps can be taken. For example:
 - As New Zealand Minister of Labour in 1990, I introduced pay equity legislation which allowed remuneration in female-dominated occupations to be compared with that in male-dominated occupations with similar levels of competency requirements, and for determinations to be able to be made to lift pay in the former where the gap was attributable to gender. Sadly, that legislation did not survive the incoming government in 1990.

Over time, greater convergence between male and female patterns of working life in New Zealand, and no doubt elsewhere, narrowed the pay gap, but there remains a differential between pay in male- and female-dominated occupations.

An interesting development has been the acceptance by New Zealand courts that claims for equal pay for work of equal value in the care sector could be tested pursuant to the Equal Pay Act of 1972. The Government of the day decided to resolve the issue out of court by negotiation, and then to legislate for the agreement reached. Last June, the Care and Support Worker (Pay Equity) Settlement Act was passed unanimously by Parliament and has led to these workers in these female-dominated occupations receiving pay rises of between fifteen and fifty per cent.

It should also be noted that Iceland has recently passed far reaching legislation which makes it illegal not to pay women and men equally. This appears to go beyond the normal equal pay legislation. Now Icelandic companies employing more than 25 people must receive official government certification to prove their equal pay policies.

- Action can be taken to improve the recruitment of women in areas where they are under-represented and to support their promotion into higher levels of responsibility. Measures in these areas are well known to many employers. They include:
- on recruitment: gender-neutral job advertisements, targeted recruitment, gender-sensitive interviewing, having women on all shortlisting and selection panels, ensuring no all-male shortlists, and, where male and female candidates have equal merit and the target is to lift the numbers of women employed, to opt for the female candidate.
- on retention: it's vital to have a conducive workplace culture and practice which is women- and family-friendly and has zero-tolerance for harassment and bullying. The #MeToo movement is bringing a lot of very nasty, and even criminal, behaviour into full public view, and should be a clear signal to all employers of what they must do to keep staff safe from predators.
- on promotion: mentoring of and targeted talent development for women are vital, and peer group support through women's networks should be encouraged.

The objective of all the aforementioned measures is to see women more equally represented across all levels of organisations and equally paid.

On overcoming the barriers which are impeding women rising to positions of political leadership:

Addressing the range of barriers, which prevent women fulfilling their potential in the economy and in society will help lay the basis for more women to rise in political systems too.

Globally these systems have long been male-dominated, with the stereotypical image of Members of Parliament, Cabinet Ministers, and Presidents and Prime Ministers being largely that of a male with a supportive wife. This takes some changing, even in democracies of long duration.

Six years ago, UNDP released an excellent Guidebook to Promote Women's Political Participation. It was based on case studies of what had worked around the world to boost the numbers of women elected. It took a "whole of electoral cycle approach", looking at what could be done to boost the numbers of women selected and elected, and to support those elected – especially when the entry of women into such positions had been relatively rare.

There is little doubt that the nature of the electoral system itself has an impact on the numbers of women elected. The First Past the Post, single member constituency system of, for example, the United States, the United Kingdom, and – until 1996 – New Zealand seems to be the least conducive to electing women. This may relate to the traditional occupants of constituencies being male and their spouses playing a support role.

New Zealand changed its voting system in 1996 to a Mixed Member Proportional Representation System modelled on that of Germany. Now only half the parliamentarians are elected from constituencies; the other half come from party lists. In general, the parties have made efforts to ensure that their lists are more representative of women – after all, they do want women to vote for them... In the first MMP election in 1996, the proportion of women elected jumped from the twenty per cent of 1993 to thirty per cent. That was a fifty per cent increase in just one parliamentary term. Women's representation in the New Zealand Parliament now stands at 38.2 per cent – and reaching parity no longer seems like a distant dream.

The UNDP Guidebook of 2012 highlighted the critical role of political parties in lifting the numbers of women elected. Without their support, the numbers simply will not rise, as most people are elected to most parliaments with the backing of a political party. So, the parties need to be convinced that boosting the numbers of elected women is the right thing to do. That becomes easier with party list systems, where women can be placed in electable positions, and where the absence of sufficient numbers of women may attract negative comment and have adverse electoral consequences. Some parties rank their lists by alternating the names of women and men on each list to boost the chances of more equitable representation.

In some political systems, legislation for quotas has been enacted. There are many examples of this approach in Sub-Saharan Africa – and it does work. Rwanda is the standout example, with 64 per cent of those elected to its House of Representatives in 2013 being women.

Women standing for election need ongoing support from their parties. In general, old girls' networks do not have the same financial resources as old boys' networks, so funding for women candidates is an issue. As well, in some countries, women are exposed to greater danger when campaigning, and need support for their physical security.

Post-election, cross-party groupings of women parliamentarians can ensure that women support each other. These become especially important where elected women MPs are either few in number, and/or where there are many new women MPs who are looking for support to do their job to the best of their ability. UNDP has supported a number of women's parliamentary caucuses around the world.

To conclude

Despite much progress in many places, many glass ceilings remain, and women in leadership positions globally are still a rare commodity.

Those glass ceilings have to be tackled head on – and there are many proven ways of breaking through them. Addressing the basic structural issues is a precondition – women can't even get near the glass ceilings if they are denied equality and protection under the law and are unable to determine their own destiny.

I acknowledge the efforts of the Asian Development Bank to recruit women to its international staff ranks, and for championing gender equality as a key driver of development. The Bank has walked the talk by incorporating stronger gender design elements in its projects, and has achieved that in 48 per cent of its lending – almost twice the rate of a decade ago.

The direct and ripple effects of what you do will have immeasurable impact on attitudes to and progress towards gender equality in the countries which you serve. May one of those consequences be the emergence of many more women leaders in all spheres of life across the Asia-Pacific region.

Istanbul Convention

The Istanbul Convention was a very contested issue in Croatia as the Government put forward to the Croatian Parliament the motion to ratify it. The Convention is now ratified, after dissension within conservative ranks, by the Croatian Parliament and in force with some reservations.

The full list of countries that have signed and ratified the Istanbul Convention can be found at: <https://www.coe.int/en/web/conventions/full-list/-/conventions/treaty/210/signatures>

Croatia – Ratification of the Istanbul EU Convention on Violence Against Women, Despite Protests

<http://www.dw.com/en/croatia-ratifies-convention-on-womens-rights-despite-protests/a-43376424>

Croatian lawmakers have backed a treaty safeguarding women and girls in the face of right-wing and Catholic opposition. Critics of the Istanbul Convention argue that it will indirectly legalize gay marriage.

Croatia - Opponents of the Convention say it undermines Christian tradition.

Croatia's parliament on Friday voted 110-30 in favor of ratifying the Istanbul Convention, the world's first binding treaty on preventing and fighting violence against women.

The convention, agreed in 2011, has now been ratified by 29 countries, including 18 European Union member states. Croatia became the bloc's newest member in 2013.

The treaty aims to be an instrument in combating domestic violence against women, protecting victims and prosecuting accused offenders. Among the forms of violence it seeks to counter are marital rape, stalking, forced marriage and female genital mutilation.

Fierce opposition

Thousands of Catholic Church-backed conservative protesters demonstrated in the Adriatic city of Split on the eve of the vote, urging parliamentarians not to ratify the convention.

They see the treaty, which speaks of gender as being socially determined and thus fluid, as possibly undermining traditional roles and opening the door to the legalization of gay marriage, which many in the country vigorously oppose.

The Catholic Church in Croatia, to which nearly 90 percent of the country's 4.2 million people belong, also campaigned against the ratification over the past weeks, labelling the convention a "heresy."

The treaty has also caused divisions within the ruling conservative Croatian Democratic Union (HDZ) party.

A protest against the treaty last month in the capital, Zagreb, drew some 10,000 people.

To placate critics, the government issued a separate statement saying the treaty would not change Croatia's legal definition of marriage as a union between a man and a woman.

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-Check against Delivery-

62nd Session of the Commission on the Status of Women (CSW)

Statement by Ms. Dubravka Šimonović,
Special Rapporteur on violence against women, its causes and
consequences

12 March 2018, GA Hall, New York

Chairperson,
Excellences
Distinguished delegates,
Ladies and gentlemen,

It is a great honor for me to address you today in my capacity as the United Nations Special Rapporteur on violence against women, its causes and consequences, and to contribute to the discussions of the Commission on the Status of Women (CSW) on the Priority theme on achieving gender equality and the empowerment of rural women and girls and the Review theme on Participation and access of women to the media, and information and communications technologies. As combating violence against women and girls is a cross-cutting theme, I am glad to address you today by providing information on the mandate's work since last year and upcoming initiatives to combat this pandemic worldwide.

Progress in eradicating gender-based violence against women and girls is visible but slow and inconsistent due to insufficient State response and deeply entrenched stereotypes that make us all tolerate and normalize such violence. Over the course of the country visits that I have conducted I have seen this tolerance and normalization of violence against women as a way of life. Almost all country visits reports conducted by the mandate from 1994 until today reflect grave concern for this issue.

It seems that, nowadays, we are facing a major global change of attitudes and a shift from tolerance and normalization of sexual harassment to its open public rejection and to the removal of perpetrators from their positions because of the unanimous social condemnation of their acts. It all started with the transformative #Metoo movement originated in Hollywood that spread out to other parts of the world.

It is my firm conviction that these powerful few words #Metoo should guide the discussions of this year's session of the Commission. Our challenge now is to find ways and construct the means to support this and similar movements, with the aim of achieving a change that will put a lasting end to tolerance of the violence against women.

In this respect, I would like to inform you that on the occasion of the International Women's Day, the UN mandates on women's rights: WGDL, CEDAW and my mandate, issued a joint statement in support of the # Metoo movement calling it "transformative, liberating and empowering" and offered in line with our respective mandates, support for the continuation of this and similar movements worldwide.

WOMEN AGAINST VIOLENCE EUROPE

http://files.wave-network.org/researchreports/WAVE_CR_2017.pdf

Current challenges to women's human rights in Europe throughout Europe a number of conservative and/or right-wing governments have come into power in recent years. This political shift, in addition to the significant impact of the recession and associated austerity measures in several countries, has also impacted women's specialist services in a number of ways, such as substantial cuts to state funding, an increasing debate and shift towards gender-neutral services provision for survivors of gender-based violence and in some countries, such as Hungary and Turkey, women's rights activists are facing increasing obstacles to accessing funding not only nationally (as this has mostly been cut), but also internationally. Additionally, some women's activists were arrested and detained for their activities in Turkey in 2017 and previously attained progress towards women's human rights e.g. reproductive rights, has been curbed in Poland.

A 2017 publication by the European Union Agency for Fundamental Rights (FRA) highlights that a so called "gender ideology" discourse has surfaced in a number of EU members states, such as Germany, France, Hungary, Poland or Slovakia in recent years. This ideology claims that "biological differences between women and men result in specific gender roles" and aims to limit or deny women's reproductive rights, gender equality and sexual education, same sex marriages and other aspects of gender progressive politics. It also argues that "women perpetrate domestic violence at the same rate and gravity as men". Women's rights and the rights of lesbian, gay, bisexual, transgender and intersex (LGBTI) persons are portrayed as "national threats" because their behaviour allegedly "threatens the existence of the traditional family model and national order".

Within this overall context it is hardly surprising, that state funding for women's specialist services has increasingly been cut and that many women's specialist services are increasingly struggling to survive or are trying to identify alternative funding means. This puts a lot of women's specialist services under increasing pressure to survive and to deliver more and more services, for an ever-decreasing amount of funding. In this context it is absolutely vital to demonstrate the extent of VAW in Europe and both the availability and gaps in women's specialist service provision. This report aims to highlight current significant trends and changes in this area across Europe, through data provided by women's specialist services rather than relying on official police or government statistics.

COUNTING THE COST: The Price Society Pays for Violence Against Women

https://reliefweb.int/sites/reliefweb.int/files/resources/Counting_the_costofViolence.pdf

Drawing from 13 studies – three of them conducted by CARE International – this report presents the economic costs of violence against women in relation to its impact on national economies and the rates of violence against women in these countries. Figure 2 presents a global map with data on forms of violence against women, and their costs, in both absolute (billions of US\$) and relative (% of GDP) terms, based on available data from the last 10 years.³ It clearly busts the myth that violence against women is a low-income country problem, as the map highlights the global scale and costs of violence against women in high-income countries too, such as Australia, Canada, the EU and USA. CARE believes that violence against women is a fundamental human rights violation and deserves condemnation. This in itself is sufficient justification for action.

Understanding the costs of violence against women provides additional arguments for why preventing and responding to violence against women should be a top priority for governments, donors and the private sector.⁴ While survivors of violence bear the highest burden of costs, including social, emotional and economic, states bear significant costs in terms of service delivery after violence occurs and the private sector bears the brunt of reduced productivity resulting from this violence against women. Costs and lives are saved when violence is prevented from ever occurring in the first place (primary prevention).

Exploring Best Practices in Combatting Violence Against Women: Sweden

[http://www.europarl.europa.eu/RegData/etudes/IDAN/2018/604958/IPOL_IDA\(2018\)604958_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/IDAN/2018/604958/IPOL_IDA(2018)604958_EN.pdf)

This paper was produced by the Policy Department on Citizens' Rights and Constitutional Affairs at the request of the Committee on Women's Rights and Gender Equality (FEMM). The paper examines the status of women in Sweden, a country known for its exemplary work towards gender equality. It delves into the issue of preventing violence against women and protecting victims of violence. It also brings forward many other elements concerning women in Sweden, ranging from legislative developments and gender balance in political and economic decision making to the situation of vulnerable groups who are most at risk. Gender equality is a cornerstone of Swedish society, thus violence against women is a priority for the Swedish Government.

Women's rights are a top priority for the Swedish government, who consider feminism and gender equality to be a cornerstone of Swedish society. In recent years, Sweden has demonstrated progressive gender politics and legislative advances granting greater protection for women suffering from domestic violence. Gender mainstreaming is the main strategy adopted by the Swedish government; Swedish politics have reflected this by having one of the world's highest representations of women in parliament and relatively low disparities in pay.

Despite Sweden's advances, men's violence against women has not been eradicated. To combat this, the government has a well-funded, far reaching and inclusive strategy which attempts to improve detection, enhancing crime-fighting and improves knowledge and methodological development. Importantly, this strategy considers the participation and involvement of men as crucial: prevention is a government priority, rather than only caring for victims after violence has occurred.

White Ribbon Campaign Website + Opportunity to Take the Pledge

[http://eige.europa.eu/gender-based-violence/white-ribbon?utm_source=newsletter&utm_medium=email&utm_campaign=zero tolerance for sexual harassment&utm_term=2018-04-10](http://eige.europa.eu/gender-based-violence/white-ribbon?utm_source=newsletter&utm_medium=email&utm_campaign=zero_tolerance_for_sexual_harassment&utm_term=2018-04-10)

Violence against women is a shameful reality throughout the European Union and across the world. Mostly it is committed by men. It is rooted in gender inequalities, and it still far too often goes unnoticed and unchallenged. The **White Ribbon Campaign** exists to change this.

Men and boys wearing the White Ribbon declare that they will never **commit, excuse, or remain silent** about men's violence against women. White Ribbon is one of the world's largest male-led campaigns to end men's violence against women. It started in 1991 in Canada, and is now active in many countries across the globe. Every year it is growing stronger as more men and boys realise that women's and girls' safety is their issue too.

Men are part of the solution. You are part of the solution. Your voice matters. Take the White Ribbon pledge and join the campaign now.

Sexual harassment can happen anywhere – on the sports field, on public transport and in the work place. About half of women in the EU have experienced sexual harassment since the age of 15, that's up to 100 million women. Enough is enough. We all need to stand up and speak out about violence against women.

[VIDEO](#)

(Ne) Diskriminacija porodilja u FBiH

www.porodiljskenaknade.com

U Federaciji BiH, postoje različita zakonska rješenja i diskriminirajuće prakse. Zakon o radu, i raniji i novousvojeni, tretira samo dužinu trajanja porodiljskog odsustva. I jedan i drugi Zakon jednako tretiraju ovo pitanje i propisuju trajanje porodiljskog odsustva u periodu od jedne godine neprekidno, što je dosta napredno rješenje. Međutim, iako Zakon o radu propisuje da žena ima pravo na naknadu za vrijeme trajanja porodiljskog odsustva, ne reguliše ko ima obavezu isplate ove naknade niti iz kojih izvora se finansira. Zakon u ovom smislu samo definiše da će ovo pitanje biti regulisano posebnim propisom. Trenutno je naknada ženi koja je na porodiljskom odsustvu regulisana Zakonom o osnovama socijalne zaštite, zaštite žrtava rata i zaštite porodica sa djecom FBiH, koji propisuje da se ove naknade regulišu na nivou kantona. Nivo naknada koje se isplaćuju porodiljama u FBiH varira u velikoj mjeri od kantona do kantona, a često ove naknade zavise od raspoloživih budžetskih sredstava i dodatno se smanjuju odlukama kantonalnih vlada u odnosu na ono što je propisano kantonalnim zakonima. Postoji više inicijativa za prevazilaženje ovih problema u Federaciji pokrenute od strane Federalnog ministarstva rada i socijalne politike, Kluba parlamentarki FBiH, Naše stranke – Inicijativa F5 i nevladinih organizacija. USAID-ovi projekat Program jačanja civilnog društva u BiH (CSSP) i Projekat jačanja institucija vlasti i procesa (SGIP), podržavaju uključivanje svih zainteresiranih strana, proces primjene standardizirane metodologije procjene uticaja propisa u izradi javne politike, te participativni proces izrade i razmatranja zakona u svim fazama zakonodavnog postupka.

Ministarstvo socijalne politike i rada FBiH je formiralo Radnu grupu koju čine predstavnici kantonalnih ministarstava, nevladinih organizacija i Centara za socijalni rad, koja fokusiraju se na analizu postojećih problema, identifikaciju ciljeva javnih politika, te definisanje i procjenu učinaka alternativnih mjera za postizanje tih ciljeva, što će poslužiti donosiocima odluka da na bazi argumenata identifikuju opcije koje su najučinkovitije i provode u realnim prilikama, vodeći računa o zajedničkoj nadležnosti u ovoj oblasti između Federacije BiH i kantona.

Kampanja (informativna i zagovaračka) pod nazivom (Ne) Diskriminacija porodilja u FBiH, pokrenuta od Udruženja Žene ženama u suradnji i partnerstvu sa organizacijama civilnog društva iz Sarajeva, Istočnog Sarajeva, Bihaća, Livna, Orašja, Mostara, Zenice, Tuzle, Jablanice i Banja Luke, ima namjeru da poveže sve subjekte uzajedničko djelovanje u rješavanju problema na području Federacije BiH.

Kampanja (Ne) Diskriminacija porodilja u FBiH ima dva cilja:

- donošenje nove regulative o porodiljskim naknadama koja će biti jedinstvena za sve osobe na federalnom nivou, uključujući i osnivanje porodičnog fonda iz kojeg će se vršiti isplata porodiljskih naknada za zaposlene i nezaposlene osobe koje koriste porodiljsko odsustvo (žene i/ili muškarci)
- uključiti što veći broj građana, nevladinih organizacija, stručne javnosti i drugih aktera u ovoj oblasti koji će doprinjeti donošenju javnih politika (zakona i fonda) koji će biti prihvaćeni u svim kantonima u FBiH.

Rezultati koje očekujemo:

- donošenje Zakona o zaštiti porodice sa djecom na federalnom nivou- mjera koju vlada poduzima i kojom garantira prava porodiljama u okviru natalne, demografske politike i zaštitu porodica sa djecom u svim kantonima;
- eliminacija diskriminacije porodilje po različitim osnovama (mjesta prebivališta, (ne)zaposlenja, sektora zapošljavanja-javni i privatni, visina naknada i način finansiranja;
- podizanje pitanje isplate naknada osoba koje koriste porodiljsko odsustvo na nivou kantona na nivo Federacije BiH;
- formiranje Federalnog fonda za isplatu porodiljskih naknada.

Ovim putem Vas molimo da se priključite našoj kampanji i u skladu sa svojim mogućnostima date svoj doprinos kroz različite dostupne kanale komunikacije-facebook page nosi ime: NEdiskriminacija porodilja u FBiH.

Otvoreno pismo Besime Borić

Uvažena ambasadorice Cormack, uvaženi ambasadore Wigemark,

Pročitala sam tekst pod naslovom "Bosanskohercegovački političari moraju raditi svoj posao", objavljen na Vašem blogu 29.3,a potom i jednom broju portala i dnevnoj štampi.

Pozdravljam Vaš angažman i na ovaj način jer i ovako približavate Vaše stavove široj javnosti i građanstvu.Pretpostavljam da to radite očekujući građanski aktivizam.

Imam potrebu da Vam se javno obratim u pokušaju da Vam skrenem pažnju na drugačije razmišljanje od onog kojim Vas okupiraju oni koji su najčešće sa Vama u kontaktu , PREDSTAVNICI svojih naroda.

Ja nisam predstavnica nikoga, ja sam pripadnica ogromne porodice socijaldemokrata I socijaldemokratkinja, što je, možda, I najdominantnija crta moga identiteta, uz sve druge koje imam, a to je da sam aktivna političarka I ženska aktivistica, Bosanka I Hercegovka, majka dvoje odrasle djece, prijateljica svojim prijateljima, Bošnjakinja, bivša prosvjetna radnica, a sad penzionerka, Jajčanka, Vogošćanka itd,itd. Nacionalni identitet, kao tek jedan od mnogo identiteta, koje ima svaki čovjek nije svima na prvom mjestu i ne treba ga sakralizirati. Svođenje ljudskog identiteta samo na nacionalnu odrednicu je sknavljenje ljudskog dostojanstva.

Nadam se da ćete imati strpljenja pročitati moje pismo nakon nabrojanih svih mojih identiteta.

U početku Vašeg obraćanja ste ustvrdili da političkim liderima nedostaje političke volje za postizanje kompromisa.Ja ne mislim tako.

Ne nedostaje našim političarima političke volje. Ono što Vi zovete nedostatkom volje, ja zovem izražavanjem volje same! Mislim da se dio njih zdušno trudi da baš njihovi prijedlozi budu usvojeni kao rješenje.Pa zar to nije izražena politička volja?Prirodno da se ne slažu oko mogućih rješenja.Znate li zašto?Zato što jedni misle,tobože, samo o svom narodu, a, zapravo, samo o svojoj moći i poziciji. Oni drugi, koji pokušavaju da predstavljaju sve građane I građanke BIH, nisu dovoljno glasni, a I Vi ih ne uzimate baš ozbiljno jer Vi uvijek imate opravdanje u Daytonskom sporazumu koji je etničko podigao na pijedestal I zbrisao sve građane pretvarajući ih u kolektivnu masu koja ne treba ni da misli ni da postoji.

Opominjete ih da građani jedne demokratske zemlje, ljudi u BiH imaju pravo da očekuju da se izbori održe, a njihovi rezultati provedu.

Ne znam da li je akcenat na riječi demokratska zemlja, građani ili na njihovim očekivanjima. Naravno da građani imaju pravo, ali kako da se to provede kad građanin u BiH nije ni priznat ni uvažen. Demokracija kao većinska volja građana je potpuno derogirana jer primat nad njom ima činjenica da si Bošnjak, Srbin,Hrvat ili Ostali. Svaki pokušaj da građanin ili građanka dobije riječ, da se zaštite njihova ljudska prava i slobode, dobija etiketu bivšeg vremena, komunističkog doba i slično.

Vjerovatno očekujete njihovu ozbiljnost, upozoravajući ih da, ukoliko se rezultati općih izbora ne budu mogli provesti, da će biti jako teško formirati institucije vlasti, što će imati negativne posljedice po svakog građanina.

Nismo li isto govorili i dalje govorimo i za građane Mostara? I sve funkcionira deset godina bez izbora. Našlo se neko rješenje. Je li ga trebalo naći? Grubo zvuči, ali bi bilo bolje da nismo obezbijedili funkcioniranje Mostara na način kako jesmo jer se odgovornima godinama ne žuri. A da li ste primijetili ko su odgovorni?

Vječni vladari! Oni koji se lažno predstavljaju kao predstavnici svojih naroda, a u stvari su samo predstavnici svojih ličnih i interesa svoje klijentele. Za pripadnike ionako ne brinemo.

I šta će se dogoditi ako se u FBiH ne budu mogli implementirati izborni rezultati? Ništa. Nastaviće da funkcionira sve kao i dosad. Ili će visoki predstavnik morati preuzeti odgovornost koja mu pripada Daytonskim sporazumom, napokon?

Optimistično vjerujete da, kad spomenete da će jednog dana BiH zauzeti mjesto koje joj pripada u EU i NATO savezu, da će lideri požuriti da postignu dogovor. Neće.

Jednoga dana ćemo biti dio EU i NATO saveza, nadam se. Pa zar vi mislite da ovakvi možemo tamo i da će nam i ulazak u ove značajne i važne zajednice riješiti naše probleme? Neće. To svi znamo. Pa zašto se onda pravimo kao da ne vidimo. Da nam prođu mandati? Da ne ponese odgovornost da ste mogli, a niste?

Mi znamo da ste vi spremni, kako I pišete, nastaviti pružati podršku sastancima između stranaka i pružati pravnu pomoć vaših stručnjaka jer vjerujete da je rješenje moguće. Vi ključ vidite u političkoj volji koju mora pokazati svaki lider u BiH.

Znamo da ste spremni pružiti pomoć i podršku domaćim političarima da se sastaju. Nemojte više, ako ste samo logistika. Da sam na vašem mjestu, ne bih. Stvarno bih ih pustila da se probaju dogovoriti sami, kad već nekoliko godina na tome insistirate. A to što nema rezultata, vi ne analizirate, nije vam signal da na ovom konceptu nema mogućnosti dogovora, da nije riječ o nedostatku političke volje.

Lijepo zvuči Vaše podsjećanje da u funkcionalnoj demokraciji građani imaju pravo birati svoje lidere i imaju pravo na funkcionalnu vlast.

Zar vi zaista ne vidite da se dio njih ne zalaže za građane i funkcionalnu vlast nego za svoje narode i svoju vlast? A vi im zdušno u tome pomažete! Zar vi ne vidite da je njima samo cilj napraviti utvrdu u Domu naroda koji je i ovako dobro korišten mehanizam kočnja za sve što eventualno građanski predstavnici u zastupničkim domovima izglasaju? Zar vi zaista ne vidite da na sceni imamo najgoru moguću kleptomansku etnokratiju koja u korijenu zatire sve što građansko, individualno?

Da li u Vašim državama biraju pripadnici naroda svrstani u izborne jedinice ili građani i građanke bez obzira na etničku pripadnost ?

Svi smo svjesni da se mora naći rješenje u skladu sa presudom Ljubić I svim drugim presudama Ustavnog suda.

Može se naći rješenje, naravno, ali pri tom se mora izmijeniti nadležnost Doma naroda, a to znači izmjenu Ustava FBiH. Može I to, zašto ne. Ako će Dom naroda činiti predstavnici naroda i ako ćemo to obezbijediti Izbornim zakonom, onda se njegovo djelovanje mora potpuno suziti samo na pitanja od vitalnog interesa za narode. Treba biti naivan pa napraviti ovakvu izmjenu bez reduciranja nadležnosti Doma naroda jer tek tad bi oni postali oaza vladavine nacionalnih lidera i građanska demokracija bi bila potpuno derogirana. Dakle, tad bismo slobodno mogli ukinuti zastupničke domove jer čemu bi oni služili? Da se ljudi malo ispričaju, dobiju paušal i platu, a da poslije toga Dom naroda poništi sve to i da nacionalni lideri urade ono što je njihov interes. Ne hvala. Teško da bi u takvoj zemlji više iko želio živjeti. Da li biste vi?

Nema kompromisa na ovim pitanjima. Pa, da li Vi poznajete i jednu državu u kojoj narodi drže u podaničkom položaju građane kao što je to u BiH? I još bismo trebali to ozakoniti i svezati sebi omču oko vrata za vijeke vjekova?!

Upozoravate, sa pravom, na dugogodišnju nekompletnost Kluba Srba u Domu naroda FBiH.

U pravu ste potpuno, Klub Srba nije nikad popunjen onako kako to Ustav zahtijeva. Zašto nacionalni lideri godinama ništa na tu temu nisu promijenili? Zašto vi niste na tome insistirali? Šta mislite da se Klub Srba dogovori i da sve dosad urađeno u FBiH proglaše nelegalnim i nelegitimnim, što bi mogli? Da li bi Ustavni sud imao reakciju i da li bi se pojedini akteri zdušno zalagali da se ovo pitanje konačno riješi i implementira? Pa zašto se to ne uradi kad su već “svi iskazali dobru volju da se ovo pitanje riješi”?

Mostar je priča za sebe!

Nikada se neće naći rješenje za Mostar ako se traži na način kako je to do sad bilo! Pa oni samo žele podijeliti teritoriju i vladati njome i ništa više! Vidite da to ne može. Postoje snage koje to nikad neće dozvoliti. I među Bošnjacima I među Hrvatima, a I Srbima I Ostalima, među građanima Mostara.

Naravno da situacija u Mostaru nije primjerena zemljama koje se spremaju u EU. A Vi zaista vjerujete našim liderima da žure ka EU?

Presude Evropskog Suda u Strazburu, njih četiri, svaka za sebe nas opominju da smo mi dio Evrope, dio svijeta u kojem je minimum poštivanja ljudskih prava, pravo da budeš biran I da biraš, pravo da budeš ravnopravan na prostoru cijele svoje države, svoje domovine. Svuda, samo ne u BiH. Uostalom, i Ustav BiH propisuje obavezu osiguranja najvišeg nivoa ljudskih prava i osnovnih sloboda, i izričito navodi da se prava i slobode, predviđene Evropskom konvencijom o ljudskim pravima i osnovnim slobodama i njenim protokolima direktno primjenjuju u BiH i da ovi akti imaju prioritet nad drugim zakonima. A ljudska prava su urođena, neotuđiva, nedjeljiva, univerzalna i međusobno ovisna i bilo koje njihovo ograničavanje samo zato što ne pripadate nekom narodu je nedopustivo.

I zar o tome treba da pregovaramo? Sa kim i u vezi sa čim? Da li su ove sudske presude one o

kojima se pregovara?

Nudite liderima odabir prioriteta, Dom naroda I Mostar, a odlaganje ostalih obaveza! Pa sve ove godine nešto odlažemo, biramo prioritete, ne ispunjavamo ih, pa prelazimo na druge u nadi da ćemo baš njih uspješno riješiti I krenuti dalje. I ništa! Predugo se čeka! Vječnost. Ja mislim da je upravo sad pravi trenutak da otvorimo sve karte i prestanemo stvari gurati pod tepih.

Baš je sad vrijeme da se ovaj čvor rasplete, baš sad I to u povodu Izbornog zakona. Pa nemamo mi više kud. Zašto nam produžavate agoniju koja će kad-tad dovesti do pucanja po svim šavovima. A djeca nam odoše! Odoše glavom bez obzira dok mi glumimo europejce.

Sjajno ste konstatali da su uspješni demokratski sistemi izgrađeni na odgovornim institucijama i uvažavanju volje građana.

Uspješni demokratski sistemi zaista počivaju na volji građana, a ne na volji naroda I isključivo naroda. Mudre politike će naći balans između građanskog I etničkog, jer se prožimaju, dopunjavaju, uključuju. Ne dominiraju, ne potčinjavaju, ne poništavaju!

Kako da građani traže odgovornost od svojih lidera kad ih ne mogu ni smijeniti , kad nemamo ni institut vanrednih izbora, kad svake četvrte izborne godine, kao divlje zvijeri, zaoštre vjerske i etničke priče, uznemire i zaplaše ljude. Do kad?

Etnokratija je ušla u sve spore društva i života u BIH tako da mi kao pojedinci i ne postojimo ili i ne treba da postojimo, da razmišljamo, da udišemo vazduh jer za nas to rade koruptivni etnokrati I njihova klijentela.

Jako mi se svidio Vaš poziv na kraju obraćanja ”Prionimo na posao”.

Rado. Puno je nas spremnih da radimo dan i noć da od ove države napravimo dobru, funkcionalnu i prosperitetnu državu, državu ravnopravnih građana I građanki na cijelom prostoru BIH , uz uvažavanje specifičnosti i razlika i naroda i vjera i kultura i afiniteta. Pa bar Vi znate da poštivanje ljudskih prava podrazumijeva poštivanje svih prava, uključujući i nacionalna i vjerska, bez diskriminacije. Pa zar je tako teško shvatiti da samo tako i samo tako možemo živjeti u ovoj lijepoj zemlji i njenim dobrim ljudima.

Pomozite nam, pomozite ovoj državi da opstane I postane dobra za sve njene ljude, u poziciji ste da nam pomognete, nemojte da Vam jednog dana bude žao što niste, kad nas više ne bude!

S poštovanjem,

Besima Borić, građanka BIH

OPEN LETTER TO THE EUROPEAN UNION from the CITIZENS OF THE BALKAN REGION

English version:

Dear representatives of the European Union,

The citizens of Albania, Bosnia and Herzegovina, Kosovo, Macedonia, Montenegro and Serbia were recently presented with the EU Strategy for the so-called Western Balkans. In the words of the drafters this presents “a historic window of opportunity to firmly and unequivocally bind their future to the European Union”. While we welcome engagement that would help us to restore democracies in our countries and provide for real influence and power to the citizens of this region, we wish to express our concerns with the Strategy itself as it offers nothing but favourable climate for private businesses, securitization and militarization of our borders and countries, and cheap sell-out of our natural resources.

Much like the unfortunate direction most of the countries in the region took in the 90-ies (conflicts, war and destruction) this development is neither inevitable or natural – it is an ideologically driven process of economic, political and social transformation of our societies and we have a generational responsibility not to be silent about it.

We understand that for the long period now you have been dealing and negotiating with our political elites – the so-called elected representatives of the citizens and peoples in the region. And in your dealing with them you have been led to believe that the vision in the Strategy is indeed a commonly shared vision among the citizens of the region. However, these “representatives” (the tycoons and oligarchs, the construction mafia, the war profiteers and war-mongers) have long ago lost their touch with the constituencies and have never had anything but their personal short-term profit as a guiding star. The political, economic, and social well-being of this region and people who live in it, has never been on their agenda. Despite tangible proof of that visible for decades, the European Union has continuously and unequivocally chosen to work with them, as long as the economic interests of the EU are not at risk.

Our countries indeed find themselves in a situation referred to by the Strategy as “a generational choice”, but we believe that the generational choice we stand in front is not simply about joining the European Union or not, it is a choice whether this region will entirely succumb to the neoliberal ideology that has been destroying our region for almost three decades now. The Strategy itself understands the progress of this region entirely through a false dichotomy between functional and healthy economy and social and economic rights of the people. What the Strategy tells us is that economic progress can only happen if the markets are deregulated and liberated from state-imposed restrictions, such as taxes, that ultimately fund whatever little of social rights are left in our countries. A Strategy that blindly looks at the deregulation of the market, privatization and privileging of foreign investments over socioeconomic development, justice and equality – all the things we consider to be decisive for the well-being of our societies - is not a Strategy we consider “a historic window of opportunity”!

Considering that bigger part of the region has gone through violent conflicts, resulting in destruction of not only the infrastructure but the societal fabric, addressing the consequences of those conflicts should be a top priority to the European Union. And indeed, the Strategy identifies Reconciliation, good neighbourly relations and regional cooperation as one of its flagship initiatives, but fails to demonstrate that the EU understands the reconciliation sought as an aim in itself. Instead the Strategy subjugates it to creation of “economic opportunities”. In other words “reconciliation” is for the Strategy a means to an end - a market economy that is not burdened with the past, but liberated by the profit. For us, on the other hand, reconciliation is not a matter of “achievement” but rather a result of cumulative efforts to address the social, political and economic consequences of war. In those efforts economic and social justice, reinforced by comprehensive and gender sensitive reparations programme for the harms suffered, as part of the overall economic recovery of our countries, take a central space. Right to quality and affordable healthcare, decent employment, social assistance, housing, education, clean water and so forth are all preconditions for just and equal societies and must therefore be a major preoccupation in the countries of the region. By privileging profitmaking over right to economic and social justice the Strategy contributes to destabilization of this region and undermines any ongoing processes of peace.

The current state of our countries indeed demand structural reforms: political, economic and social. We believe there is a broad societal consensus on that. At the same time, contrary to what the political elites are telling you, there is no consensus on how those changes are to be delivered. This is no different than lack of consensus on the direction and future of the EU as seen in the ongoing debates within the EU and its member states. The reforms that are so happily and unquestionably proposed and enforced in our countries, are in fact the very reforms that are being questioned within the EU countries themselves. As it stands now, the impoverished, disenfranchised and disempowered citizens of our countries, many of whom are still dealing with consequences of the war, are faced with irreversible neoliberal post-conflict restructuring to detriment of their human rights, in particular social and economic rights. Rather than reducing the fundamental parts of the public sector, it would be more equitable to conduct budget trade-offs through comparing the impact of reducing budget deficits with the impact of strengthening investments in human capacities and needs on economic growth, poverty reduction and gender equality.

Contrary to the Strategy’s underlining that the membership in the EU is “a choice” – the fact is that it has been a long time since this region has had a real choice, and long time ago since the citizens (and not the political elites) have had a voice to express that choice!

So, we would like to take this opportunity to present you OUR choices:

- Instead of judging the health of our economies and societies through market competitiveness our choice is to judge it through successes or failures in providing adequate, decent and sustainable livelihoods for its citizens.
- Instead of putting blind trust into small and mid-sized enterprises as a solution to growing unemployment and deterioration of our economic and social rights our choice are unionised decent jobs with decent pay, fair and equal treatment at work, and access to social protection. •

Instead of focusing on vocational trainings which insists on training people to remain in low paid positions and doubling the money for Erasmus+ that will only lead to more of our brightest students leaving the region, and never looking back our choice is a quality education equally accessible and affordable to all. Instead of being forced to continuously crowd-fund for sick who cannot afford the adequate health care within the country our choice is quality health system equally accessible and affordable to all. This requires increased investments in the public sector and more money put into the educational and health infrastructure, so that our youth have an impetus to stay.

- Instead of building freeways that will be of greater use to corporation and free market economy than ordinary citizens who, while paying off the debts for the freeways' construction, will not be able to afford to use them our choice is construction of quality infrastructure and roads inside the countries that will enable everyone to access and enjoy their socio-economic rights (e.g. functional roads and transportation for people who live in remote areas to enable them to reach the medical facilities, educational and other institutions). Our choice is tax politics that will lay the ground for redistribution of wealth inside the countries and pull our societies out of the debt bondage we rapidly are falling into.

- A region that has suffered immensely during the 90-ies and continues to suffer from the consequences of those wars should not be forced into forgetting our own experiences of forced displacement and seeking refuge through securitization of our immigration policies, militarization of our borders and an increase in numbers of restrictive measure, all to come to the defence of the fortress-Europe. Our choice are societies built on solidarity, within and across the borders! Instead of purely focusing on energy gains from tapping into the Balkan natural resources and irrevocably destroying the most important hotspot for European biodiversity, and depleting our vital resources such as water our choice is to build societies that are ecologically and environmentally sustainable and whose natural resources and treasures are used as a potential for sustainable socio-economic development that will be available for our future generations.

These are our choices. This is how we see our societies thrive. We do not relinquish our responsibility to work for such a future. If however the European Union keeps using the accession process to make our countries serve economic and geopolitical interests of the EU core, we shall hold the European Union as responsible for the destruction of our societies as the national corrupt political elites with whom EU officials shake hands with. European Union that advances economic interests of only the elite of the core of Europe, at the detriment of EU nationals as well as the others, has little to offer to both those already inside and those still outside. February, 2018

Prijevod:

Poštovani predstavnici i predstavnice Evropske unije,

Građankama i građanima Albanije, Bosne i Hercegovine, Kosova, Makedonije, Crne Gore i Srbije nedavno je predstavljena EU strategija za takozvani Zapadni Balkan. Prema riječima

njenih kreatora, radi se o “historijskoj prilici da se njihova budućnost nedvosmisleno poveže sa Evropskom unijom”. Iako pozdravljamo angažman koji bi nam pomogao u ponovnom uspostavljanju demokratije u našim državama i omogućavanju stvarnog uticaja i moći građanki i građana u ovoj regiji, želimo ovdje izraziti svoje primjedbe na samu Strategiju jer ne nudi ništa do povoljne klime za privatne biznise, sekuritizacije i militarizacije naših granica i država te jeftine prodaje naših prirodnih resursa.

Slično kao i nesretni smjer kojim je većina država regije krenula 1990-ih godina (sukobi, rat i razaranja), ovakav tok događaja nije ni neizbježan ni prirodan. Radi se o ideološki vođenom procesu ekonomske, političke i društvene transformacije naših društava, a mi imamo generacijsku odgovornost da to ne prešutimo.

Razumijemo da se vi već duži period bavite našim političkim elitama, takozvanim izabranim predstavnicima građana i naroda u regiji, i da s njima pregovarate. A u tom bavljenju su vas uvjerali da vizija Strategije zaista predstavlja zajedničku viziju građana i građanki regije. Međutim, ti “predstavници” (tajkuni i oligarsi, građevinska mafija, ratni profiteri i huškači) davno su izgubili kontakt sa svojim biračima i kao zvijezdu vodilju nisu nikada imali ništa drugo osim svog kratkoročnog profita. Političko, ekonomsko i socijalno blagostanje regije i ljudi koji u njoj žive nije nikada bilo na njihovim agendama. Usprkos opipljivim dokazima koji su već desetljećima vidljivi, Evropska unija kontinuirano i neupitno bira da s njima saraduje, sve dok to ne predstavlja rizik po ekonomske interese EU. Naše države se zaista nalaze u situaciji za koju se u Strategiji kaže da predstavlja “generacijski izbor”, ali smatramo da se generacijski izbor koji je stavljen pred nas ne svodi jednostavno na pridruživanje EU ili ne, radi se o izboru da li će naša regija u potpunosti podleći neoliberalnoj ideologiji koja je uništava već skoro trideset godina. U samoj Strategiji se napredak ove regije poima kroz pogrešnu dihotomiju između funkcionalne i zdrave ekonomije i socijalnih i ekonomskih prava ljudi. Ono što nam Strategija govori je da se ekonomski napredak može desiti samo ukoliko se tržišta dereguliraju i oslobode od ograničenja koja nameće država, poput poreza, kojima se u konačnici finansira ono malo socijalnih prava koja su nam u našim državama preostala. Smatramo da Strategija koja slijepo posmatra deregulaciju tržišta, privatizaciju i privilegiranje stranih investicija u odnosu na socio-ekonomski razvoj, pravdu i jednakost, odnosno sve one stvari koje smatramo presudnim za blagostanje naših društava, ne predstavlja strategiju koju mi vidimo kao “historijsku priliku”!

Imajući u vidu da je veći dio regije preživio nasilne sukobe koji su doveli do razaranja ne samo infrastrukture već i društvenog tkiva, rješavanje posljedica tih sukoba trebalo bi biti prvi prioritet Evropske unije. I zaista, u Strategiji se kao jedna od glavnih inicijativa navodi Pomirenje, dobrosusjedski odnosi i regionalna saradnja, ali se ne pokazuje da se u EU pomirenje shvata kao samo sebi svrha. Umjesto toga, Strategijom se ono potčinjava stvaranju “ekonomskih prilika”. Drugim riječima, “pomirenje” prema Strategiji predstavlja sredstvo za cilj – tržišnu ekonomiju koja nije opterećena prošlošću, već je oslobođena profitom. Nama, s druge strane, pomirenje nije pitanje “postignuća”, već rezultat kumulativnih napora da se rješavaju socijalne, političke i ekonomske posljedice rata. U tim naporima, centralno mjesto ima ekonomska i socijalna pravda, pojačana sveobuhvatnim i rodno osjetljivim programom reparacija za pretrpljene povrede, kao dio cjelokupnog ekonomskog oporavka naših država. Pravo na kvalitetnu i pristupačnu zdravstvenu zaštitu, pristojan posao, socijalnu pomoć, stanovanje, obrazovanje, čistu vodu itd. – to su sve preduслови za pravedna i ravnopravna društva te stoga trebaju biti glavna preokupacija

zemalja u regiji. Privilegiranjem profita u odnosu na ekonomsku i socijalnu pravdu, Strategija doprinosi destabilizaciji ove regije i podriva sve postojeće procese mira.

Trenutno stanje u našim državama zaista zahtijeva strukturne reforme: političke, ekonomske i socijalne. Vjerujemo da za to postoji široki društveni konsenzus. Istovremeno, suprotno onome što vam političke elite govore, ne postoji konsenzus po pitanju kako doći do tih promjena. Ovo se ne razlikuje od nepostojanja konsenzusa o pravcu i budućnosti EU, što vidimo iz trenutnih debata unutar EU i njenih država članica. Reforme koje se tako spremno i neupitno predlažu i provode u našim državama ustvari su upravo one reforme koje se propituju u EU državama. Kako stvari sada stoje, osiromašeni, obespravljani i obeshrabreni građani i građanke naših država, od kojih se mnogi i dalje suočavaju sa posljedicama rata, suočavaju se sa nepovratnim neoliberalnim postkonfliktnim restrukturiranjem koje ide na štetu njihovih ljudskih prava, a posebice socijalnih i ekonomskih prava. Umjesto što se smanjuju temeljni dijelovi javnog sektora, bilo bi pravednije napraviti budžetske kompromise poređenjem smanjenja budžetskog deficita sa uticajem jačanja ulaganja u ljudske potencijale i potrebe ekonomskog rasta, smanjenje siromaštva i rodnu ravnopravnost.

Suprotno navodu iz Strategije da je članstvo u EU “izbor”, činjenica je da je već dugo vremena prošlo otkada je ova regija imala ikakav stvarni izbor i otkako su građanke i građani (ne političke elite) mogli glasno da se o tom izboru izjasne!

Tako da bismo željeli iskoristiti ovu priliku da vam predstavimo NAŠE izbore:

- Umjesto što se ocjenjuje zdravlje naših ekonomija i društava kroz tržišnu konkurentnost, naš izbor je da se ekonomija i društvo ocjenjuju kroz uspjeh ili neuspjeh da omoguće odgovarajuća, pristojna i održiva sredstva za život za sve svoje građanke i građane.
- Umjesto slijepog vjerovanja da su mala i srednja preduzeća rješenje za rastuću nezaposlenost i pogoršanje naših ekonomskih i socijalnih prava, naš izbor su sindikalizirani pristojni poslovi sa pristojnom platom, pravednim i jednakim tretmanom na radnom mjestu i pristupom socijalnoj zaštiti.
- Umjesto da se bavimo strukovnim usavršavanjem kojim se ljudi obučavaju da ostanu na nisko plaćenim pozicijama i udvostručavanja novca za Erasmus+ putem kojeg će još veći broj naših najpametnijih studenata napustiti ovu regiju i nikada se neće vratiti, naš je izbor kvalitetno obrazovanje koje je jednako pristupačno i priuštivo svima. Umjesto što moramo stalno prikupljati sredstva za bolesne koji ne mogu priuštiti odgovarajuću zdravstvenu njegu u svojoj državi, naš je izbor kvalitetni zdravstveni sistem kojem svi mogu pristupiti i koji ga mogu priuštiti. Ovo zahtijeva povećana ulaganja u javni sektor i više novca za obrazovnu i zdravstvenu infrastrukturu, da bi se mladi potakli da ostanu.
- Umjesto što gradimo autoputeve koji će više biti od koristi korporacijama i slobodnoj tržišnoj ekonomiji nego običnim građanima i građankama koji ih neće moći koristiti jer otplaćuju dugove za njihovu izgradnju, naš izbor je izgradnja kvalitetne infrastrukture i puteva unutar država koji će svakome omogućiti pristup i ostvarivanje socioekonomskih prava (npr. funkcionalni putevi i

prevoz za ljude koji žive u udaljenim područjima da mogu doći do medicinskih, obrazovnih i drugih ustanova). Naš izbor je porezna politika koja će postaviti temelj za redistribuciju bogatstva unutar država te izvući naša društva iz dužničkog ropstva u koje ubrzano zapadamo.

- Regija koja je neizmjereno propatila tokom 1990-ih i koja i dalje pati od posljedica tih ratova ne bi trebala biti prisiljavana da zaboravi svoja iskustva prisilnog raseljavanja i traženja utočišta kroz sekuritizaciju naših imigracijskih politika, militarizaciju naših granica i povećanje broja restriktivnih mjera, što sve služi odbrani tvrđave Evrope. Naš izbor su društva izgrađena na solidarnosti, unutar i preko granica!

- Umjesto pukog bavljenja energetske dobitima udaranjem po balkanskim prirodnim resursima i nepovratnog uništavanja najvažnijeg žarišta evropske bioraznolikosti te iscrpljivanja naših vitalnih resursa poput vode, naš je izbor da gradimo društva koja su ekološki i okolišno održiva i čiji se prirodni resursi i blaga koriste kao potencijal za održiv socio-ekonomski razvoj koji će biti dostupan našim budućim generacijama.

Ovo su naši izbori. Mi smatramo da će naša društva ovako napredovati. Ne odričemo se vlastite odgovornosti da radimo za takvu budućnost. Ako, pak, Evropska unija nastavi koristiti proces pristupanja da natjera naše države da služe ekonomske i geopolitičke interese jezgre EU, smatrat ćemo Evropsku uniju jednako odgovornom za uništenje naših društava kao i domaće korumpirane političke elite sa kojima se zvaničnici EU rukuju. Evropska unija koja samo podržava ekonomske interese elite jezgre Evrope, na štetu EU građana i građanki, kao i svih ostalih, ima malo toga ponuditi kako onima što u njoj žive tako i onima koji su još uvijek van nje.

Februar, 2018.

HOW OTHERS SEE US

['Gender ideology': big, bogus and coming to a fear campaign near you](#)

[Gillian Kane](#)

“The phrase is neither a legitimate academic term, nor a political movement but conservatives use it to sell a false narrative and to justify discrimination. It is a theory drummed up by hard-right religious activists, who present it as a gay- and feminist-led movement out to upend the traditional family and the natural order of society. It’s a catchall phrase to sell a false narrative and justify discrimination against women and LGBT people. And it is winning elections.

The term first surfaced in the Vatican, in the mid-1990s, a time when [sexual and reproductive rights were formally recognised by the UN](#), and when gender entered the lexicon of the global body. Gender equality was finally being protected and promoted by international legal obligations.

Advances in women’s rights threatened the Catholic church, which feared this would open the floodgates to abortion and promiscuous behaviour, and lead to the downfall of western civilisation.

By 1997 the notion of a “gender ideology” gained wider momentum with the publication of Dale O’Leary’s *The Gender Agenda*. This influential text – reportedly read by members of the Vatican – maintained that substituting the word “sex” with “[gender](#)”, in international spaces like the UN was part of a global feminist scheme to dissolve the family and remake society.

By the early 2000s, a transnational movement agitating against “gender ideology” was strengthening. And not just in Catholic Poland, Brazil and Ireland, but in reliably progressive countries like Germany and France.

Because the term is so ill-defined and misunderstood, it can be repackaged for any country and any context.

In Europe, it is often used by anti-Muslim and anti-immigrant parties. The connection may at first not seem obvious – most observant Muslims do not support abortion or LGBT rights.

But rightwing populists imply that both Muslims and pro-choice, and pro-LGBT defenders have an interest in the destruction of western society, that both benefit from anti-discrimination policies and protections – and that both are out to remake and dominate the political and social order.

In Europe, even mechanisms to protect women from gender-based violence, such as the [Istanbul convention](#), are being attacked for [pushing a covert agenda](#).

Elsewhere, the spectre of “gender ideology” has been deployed to help purge ministries that protect women. This happened in Austria – which in 2000 folded its women’s ministry into the

ministry for social affairs – and also in Brazil and Costa Rica. And we can't talk about eliminating protections for women without mentioning Trump's funding cuts to the [Office of Global Women's Issues](#)."

And now this is a big right wing, xenophobic and uber conservative rallying call in Croatia. Guess who's behind it!

US Department of State - 2017 Country Reports on Human Rights Practices

These are excerpts regarding women and gender equality, while there is more information on discrimination based on gender identity and other sectors like workers rights and national minorities.

<https://www.state.gov/j/drl/rls/hrrpt/2017/index.htm>

Albania

Section 6. Discrimination, Societal Abuses, and Trafficking in Persons

Women

Rape and Domestic Violence: Rape, including spousal rape, is a crime. Penalties for rape and assault depend on the age of the victim. For rape of an adult, the prison term is three to 10 years. The law includes provisions on sexual assault and sexual harassment and makes the criminalization of spousal rape explicit. The government did not enforce the law effectively. Officials did not prosecute spousal rape. The concept of spousal rape was not well understood, and authorities often did not consider it a crime.

Domestic violence against women remained a serious problem. Police often did not have the training or capacity to deal effectively with domestic violence cases. The government operated three shelters to protect survivors of domestic violence, and NGOs operated six others

Sexual Harassment: The law prohibits sexual harassment, although officials rarely enforced it. The commissioner for protection against discrimination generally handled cases of sexual harassment and may impose fines of up to 80,000 leks (\$700) against individuals or 600,000 leks (\$5,300) against enterprises.

Coercion in Population Control: There were no reports of coerced abortion, involuntary sterilization, or other coercive population control methods. Estimates on maternal mortality and contraceptive prevalence are available at: www.who.int/reproductivehealth/publications/monitoring/maternal-mortality-2015/en/.

Discrimination: The law provides for the same legal status and rights for women as for men. Women were underrepresented in many fields at the highest levels. The law mandates equal pay for equal work, although many private employers did not fully implement this provision. In many communities, women experienced societal discrimination based on traditional social norms depicting women as subordinate to men. There were reports of discrimination in employment.

Gender-biased Sex Selection: According to the government's statistical agency, the ratio of boys to girls at birth in 2016 was 107 to 100, which indicated that gender-biased sex selection was possibly occurring. The government did not take any steps to address the imbalance.

Bosnia and Herzegovina

Section 6. Discrimination, Societal Abuses, and Trafficking in Persons

Women

Rape and Domestic Violence: The maximum penalty for rape, regardless of gender, including spousal rape, is 15 years in prison. The failure of police to treat spousal rape as a serious offense inhibited the effective enforcement of the law. Women victims of rape did not have regular access to free social support and assistance, and continued to confront prejudice and discrimination in their communities and from representatives of public institutions.

While laws in both entities empower authorities to remove the perpetrator from the home, officials rarely, if ever, made use of these provisions. Law enforcement officials were frequently under the mistaken impression that they needed to concern themselves with where the perpetrator would live. As a result, women in danger were compelled to go to safe houses. NGOs reported that authorities often returned offenders to their family homes less than 24 hours after a violent event. In the Federation, authorities prosecuted domestic violence as a felony, while in the RS it can be reported as felony or misdemeanor. Even when domestic violence resulted in prosecution and conviction, offenders were regularly fined or given suspended sentences, even for repeat offenders.

The country undertook several initiatives to combat rape and domestic violence. In June a Ministry of Human Rights and Refugees report on the prevention and combat of domestic violence noted that more than 2,200 professionals working in administration, police agencies, health care, and social service institutions had received training on gender-based violence. In addition, the BiH Gender Equality Agency has a memorandum of understanding with the country's nine safe houses run by NGOs, which could collectively accommodate up to 200 victims at a time. In the RS, 70 percent of financing for safe houses came from the RS budget, while 30 percent was covered by the budgets of local communities. In the Federation, 30 percent of the financing came from cantonal budgets, while the Federation covered the remaining 70 percent. The financing of safe houses remained a problem throughout the country, especially in the Federation, where the Federation and the cantons failed to honor their obligations to safe houses.

Although police received specialized training in handling cases of domestic violence, NGOs reported widespread reluctance among officers in both entities to break up families by arresting offenders.

Sexual Harassment: The law prohibits sexual harassment, but it was a serious problem. NGOs reported that those who experienced sexual harassment almost never filed complaints with authorities.

Coercion in Population Control: There were no reports of coerced abortion, involuntary sterilization, or other coercive population control methods. Estimates on maternal mortality and

contraceptive prevalence are available
at: www.who.int/reproductivehealth/publications/monitoring/maternal-mortality-2015/en/.

Discrimination: The law provides for the same legal status and rights for women as for men, and authorities generally treated women equally. The law does not explicitly require equal pay for equal work, but it forbids gender discrimination. Women and men generally received equal pay for equal work at government-owned enterprises but not at all private businesses. NGOs reported little real progress in advancing equality between men and women in the labor market, noting instead widespread discrimination against women in the workplace, including the regular unwarranted dismissal of women because they were pregnant or new mothers. There is no official legal mechanism for the protection of women during maternity leave, and social compensation during leave is unequally regulated in different parts of the country. Many job announcements openly advertised discriminatory criteria, such as age and physical appearance, for employment of female applicants. Women remained underrepresented in law enforcement agencies.

Gender-biased Sex Selection: The boy-to-girl birth ratio for the country was 107 boys per 100 girls. There were no reports the government took steps to address the imbalance.

Croatia

Section 6. Discrimination, Societal Abuses, and Trafficking in Persons

Women

Rape and Domestic Violence: Conviction of rape, including spousal rape, is punishable by up to 15 years imprisonment. Police and prosecutors were generally responsive to crimes and accusations associated with domestic violence and rape, but there were isolated reports that local police departments did not consistently adhere to national guidelines regarding the treatment of victims of sexual assault.

Conviction of domestic violence is punishable by up to three years imprisonment. Violence against women, including spousal abuse, remained a problem.

On October 6, Prime Minister Plenkovic removed Pozesko-Slavonska County prefect Alojz Tomasevic from his party leadership position after police detained Tomasevic on October 3 on domestic violence allegations. Plenkovic called on Tomasevic to resign from his elected position if criminal charges were filed against him.

Sexual Harassment: The law provides a maximum prison sentence of one year for conviction of sexual harassment. The ombudsman for gender equality repeatedly expressed concerns that victims of sexual harassment dropped official complaints due to fear of reprisal.

Coercion in Population Control: There were no reports of coerced abortion, involuntary sterilization, or other coercive population control methods. Estimates on maternal mortality and contraceptive prevalence are available
at: www.who.int/reproductivehealth/publications/monitoring/maternal-mortality-2015/en/.

Discrimination: Women enjoy the same legal status and rights as men. The law requires equal pay for equal work. In practice, women experienced discrimination in employment and occupation.

Hungary

Section 6. Discrimination, Societal Abuses, and Trafficking in Persons

Women

Rape and Domestic Violence: Rape of men or women, including spousal rape, is illegal. Although there is no crime defined as rape, the equivalent crimes are sexual coercion and sexual violence. These crimes include the exploitation of a person who is unable to express his/her will. Penalties for sexual coercion and sexual violence range from one year in prison to 15 years in aggravated cases.

The criminal code includes “violence within partnership” (domestic violence) as a separate category of offense. Regulations extend prison sentences for assault (light bodily harm) to three years, while grievous bodily harm, violation of personal freedom, or coercion may be punishable by one to five years in prison, if committed against domestic persons.

By law police called to a scene of domestic violence may issue an emergency restraining order valid for three days in lieu of immediately filing charges, while courts may issue up to 60-day “preventive restraining orders” in civil cases, without the option to extend. Women’s rights NGOs continued to criticize the law for not placing sufficient emphasis on the accountability of perpetrators.

The Ministry of Human Capacities continued to operate a 24-hour toll-free hotline for victims of domestic violence and trafficking in persons to provide information and if necessary to coordinate the immediate placement of victims in shelters.

The ministry operated shelters for survivors of domestic violence. The government also sponsored a secret shelter house for severely abused women whose lives were in danger.

NGOs criticized the limited availability of proper victim support services.

Sexual Harassment: According to the law, harassment of a sexual nature constitutes a violation of the equal treatment principle, but is not a crime. According to the EU Fundamental Rights Agency, 42 percent of women interviewed experienced some form of sexual harassment after the age of 15.

Coercion in Population Control: There were no reports of coerced abortion, involuntary sterilization, or other coercive population control methods. Estimates on maternal mortality and contraceptive prevalence are available at: www.who.int/reproductivehealth/publications/monitoring/maternal-mortality-2015/en/.

Discrimination: The law provides for the same legal status and rights for women as for men. A Eurostat study from March (based on data from 2014) showed that male executives earned 33.7 percent more than female executives in the same level of job. Women held 41 percent of senior executive positions. In higher education the ratio of women among students was 6.3 percent higher than that of men. According to *The Economist*, the percentage of women on boards of directors was 11 percent.

The Hungarian Women Lobby, the NANE Women's Rights Association, and the Patent Association asserted that Romani women could suffer multiple forms of discrimination on the basis of their gender, ethnicity, and class, experiencing barriers to equal access in education, health care, housing, employment, and justice.

In December 2016 a Romani woman harassed by staff while giving birth at a public hospital in the northeastern city of Miskolc won a case at the Equal Treatment Authority. In February 2016 hospital staff subjected her to verbal harassment and racial slurs. During labor the midwife yelled at her "if you shout once more, I will push the pillow into your face." When the woman apologized, the doctor said to her "if you had shouted once more I would have called the psychiatrist to take the child away and then you wouldn't receive child benefit, because anyway, you gypsies give birth only for the money." The Equal Treatment Authority decided that the hospital violated the woman's dignity and right to equal treatment based on her ethnicity. This was the first case before the authority involving harassment based on ethnicity in the area of health care. The hospital was required to publicize the decision and pay a fine.

Kosovo

Section 6. Discrimination, Societal Abuses, and Trafficking in Persons

Women

Rape and Domestic Violence: The law criminalizes rape but does not specifically address spousal rape. By law rape is punishable by two to 15 years in prison.

EULEX noted that courts often applied more penalties lighter than the legal minimum in rape cases, particularly in cases where the victim was a minor. EULEX found that courts rarely took steps to protect victims and witnesses, nor did they close hearings to the public as required by law. A section of the Office of the Chief State Prosecutor helped to provide access to justice for victims of all crimes, with a special focus on victims of domestic violence, trafficking in persons, child abuse, and rape.

The law treats domestic violence as a civil matter unless the victim suffers bodily harm. Failure to comply with a civil court's judgment relating to a domestic violence case is a criminal and prosecutable offense, although prosecutions for this offense were rare. According to the Kosovo Women's Network, more than two-thirds of women had been victims of domestic violence. When victims pressed charges, police domestic violence units conducted investigations and transferred cases to prosecutors, though the rate of prosecution was low. Advocates and court observers asserted that prosecutors and judges favored family unification over victim protection, with protective orders sometimes allowing the perpetrator to remain in the family home while a

case was pending. Sentences were frequently lenient, ranging from judicial reprimands to imprisonment of six months to five years.

Kosovo's judicial system adopted new standard operating procedures and improved priority assignment of prosecutors for domestic violence cases during the year. The law permits individuals who feel threatened to petition for a restraining order, but violation of a restraining order seldom led to criminal charges. Courts rarely gave recidivists enhanced sentences as required by law.

On August 21, the Prizren Municipal Court approved a prosecutor's appeal in the murder case of Zejnepe Berisha, stabbed to death by her husband, Nebih Berisha, in 2015, and increased his prison sentence from 12 to 17 years. The prosecution appealed the sentence as too lenient following significant media and civil society attention and protests by women's rights organizations. Zejnepe Berisha's murder followed a long history of domestic violence marked by at least 16 separate police reports from her prior to her death. Activists criticized the original sentence as too light because the country's legal framework suggests between 10 years and life in prison as the recommended sentence for the murder of a family member.

The Ministry of Labor and Social Welfare included a unit dedicated to family violence. The government and international donors provided support to seven NGOs to assist children and female victims of domestic violence. There were 10 shelters for victims of domestic violence.

On April 27, the government created an independent committee to verify and recognize the status of survivors of wartime sexual assault. Survivors of wartime sexual violence complained that EULEX prosecutors did not successfully prosecute any cases. The Ministry of Justice led a working group, including EULEX and the SPRK, to prioritize cases, but no action was taken in any case.

Sexual Harassment: In civil proceedings, the law defines sexual harassment. While the criminal code includes the offense of sexual harassment, it does not contain a specific standard or definition. The code stipulates enhanced penalties for sexual harassment against vulnerable victims, including victims of sexual abuse. Varying internal procedures and regulations for reporting sexual harassment hampered implementation of these laws.

According to women's rights organizations, workplace sexual harassment was common.

Coercion in Population Control: There were no reports of coerced abortion, involuntary sterilization, or other coercive population control methods. Estimates on maternal mortality and contraceptive prevalence are available at: www.who.int/reproductivehealth/publications/monitoring/maternal-mortality-2015/en/.

Discrimination: The law provides the same legal status and rights for women as for men. The law requires equal pay for equivalent work. The law stipulates that the partners in marriage and civil unions have equal rights to own and inherit property, but men commonly inherited family property. In rare instances Kosovo Albanian widows, particularly in rural areas, risked losing

custody of their children due to a custom requiring children and property to pass to the deceased father's family while the widow returned to her birth family.

Relatively few women occupied upper-level management positions in business, police, or government.

Gender-biased Sex Selection: According to the Kosovo Agency for Statistics, in 2012, the date of the most recent census, the male-to-female gender ratio at birth was 110.7 to 100. According to UNICEF, the government did not take steps to address the imbalance.

Macedonia

Section 6. Discrimination, Societal Abuses, and Trafficking in Persons

Women

Rape and Domestic Violence: Rape, including spousal rape, is illegal. The penalties for rape range from one to 15 years' imprisonment, but those laws were poorly enforced. Domestic violence is illegal but was a persistent and common problem. Police and judicial officials were reluctant to prosecute spousal rape and domestic violence. As of September the ombudsman's office had not received any complaints of inadequate action by police or the judicial system in the investigation or prosecution of domestic violence cases.

The government ran seven limited-capacity shelters, and one NGO operated a shelter that could accommodate 30 at-risk women. A national NGO operated a hotline in both the Macedonian and the Albanian languages and ran two crisis centers to provide temporary shelter for victims of domestic violence.

Sexual Harassment: The law prohibits sexual harassment in the workplace and provides a sentencing guideline of three months to three years in prison for violations. Sexual harassment of women in the workplace was a problem, and victims generally did not bring cases forward due to fear of publicity and possible loss of employment.

Coercion in Population Control: There were no reports of coerced abortion, involuntary sterilization, or other coercive population control methods. Estimates on maternal mortality and contraceptive prevalence are available at: www.who.int/reproductivehealth/publications/monitoring/maternal-mortality-2015/en/.

Discrimination: Women have the same legal status as men. In some communities, the practice of men directing the voting or voting on behalf of female family members disenfranchised women.

Acts of Violence, Discrimination, and Other Abuses Based on Sexual Orientation and Gender Identity

The constitution and law prohibit discrimination based on sexual orientation and gender identity. Sexual acts between members of the same sex are legal.

The LGBTI community remained marginalized and activists supporting LGBTI rights reported incidents of societal prejudice, including hate speech, physical assaults and other violence, failure of police to arrest perpetrators of attacks, and a failure of the government to condemn or combat discrimination against the LGBTI community. Five cases of hate crimes against transgender individuals were reported during the year. According to the NGO Subversive Front, as of September 1, the Skopje Public Prosecutor's Office had not processed 39 pending cases involving hate speech targeting members of the LGBTI community.

According to NGOs, there was a lack of will among political parties to address the problem of violence and discrimination against LGBTI individuals. Government representatives were typically absent from public discussions on LGBTI issues. An informal LGBTI interparliamentarian group was established in June, when the prime minister issued a statement on LGBTI inclusion.

In June the new government supported Pride Week and, for the first time, the minister of culture spoke at a pride event. On January 1, a memorandum of cooperation on information sharing between the LGBTI Support Center and the Ombudsman's Office came into force.

On September 22, the Administrative Court adopted a decision that requires the Ministry of Justice to correct a transgender person's entry in the birth registry upon request. The decision also compels the Ministry of Interior to issue a new national identification number to the applicant within three days of the correction.

As a result of complaints from LGBTI organizations and with support from the ombudsman, the Ministry of Education withdrew a number of textbooks found to be discriminatory on the basis of gender and family status. The state universities of Cyril and Methodius and Kliment Ohridski did not comply with the directive, and discriminatory texts were still in use at these institutions as of October.

Montenegro

Section 6. Discrimination, Societal Abuses, and Trafficking in Persons

Women

Rape and Domestic Violence: These acts are illegal, and authorities generally enforced the law. In most cases the penalty provided by law for rape, including spousal rape, is one to 10 years in prison. Actual sentences were generally lenient, the average being three years.

Domestic violence is generally punishable by a fine or a one-year prison sentence.

According to NGO reports, courts often failed to prosecute domestic violence. When they did so, sentences were lenient. Lengthy trials, economic dependency, and a lack of alternative places to live often forced victims and perpetrators to continue to live together.

Domestic violence was a persistent and common problem. The law permits victims to obtain restraining orders against abusers. When abuser and victim live together, authorities may remove the abuser from the property, regardless of ownership rights.

According to NGOs and the ombudsman, female victims of domestic violence often complained that government-run social welfare centers did not respond adequately to their appeals for help. NGOs reported that state institutions did not provide physical protection for victims.

The government, in cooperation with an NGO, operated a free hotline for victims of family violence. NGOs continued to report that, despite progress, particularly in the law, some government agencies responded inadequately to prevent the violence and help survivors recover.

Sexual Harassment: According to the Center for Women's Rights, sexual harassment of women occurred often, but few women reported it. Public awareness of the problem remained low. Victims hesitated to report harassment due to fear of employer reprisals and a lack of information about legal remedies. Sexual harassment is not defined as a crime under the law. According to the latest amendments of the criminal code, however, stalking or predatory behavior with physical intimidation can be punished with a fine or up to three years imprisonment.

Coercion in Population Control: There were no reports of coerced abortion, involuntary sterilization, or other coercive population control methods. Estimates on maternal mortality and contraceptive prevalence are available at: www.who.int/reproductivehealth/publications/monitoring/maternal-mortality-2015/en/.

Discrimination: The law provides for the same legal status and rights for women as for men. All property acquired during marriage is joint property. The NGO SOS noted that women often experienced difficulty in defending their property rights in divorce proceedings due to the widespread belief that property belongs to the man. Sometimes women ceded their inherited property and inheritance rights to male relatives, but this practice has continued to decline. A consequence of these factors was that men tended to be favored in the distribution of property ownership.

The Department for Gender Equality worked to inform women of their rights, and the parliament has a committee on gender equality.

According to Romani NGOs, one-half of Romani women between the ages of 15 and 24 were illiterate. Romani women often noted that they faced double discrimination based on their gender and ethnicity.

Gender-biased Sex Selection: Although it is illegal, medical professionals noted that gender-biased sex selection took place, resulting in a boy-to-girl ratio at birth of 108:100. The government did not actively address the problem.

Serbia

Section 6. Discrimination, Societal Abuses, and Trafficking in Persons

Women

Rape and Domestic Violence: Rape, including spousal rape, is punishable by up to 40 years in prison. The government did not enforce the law effectively.

Domestic violence is punishable by up to 10 years' imprisonment. While the law provides women the right to obtain a restraining order against abusers, the government did not enforce the law effectively. The Council against Family Violence reported that 19 women were killed in family violence through July.

The Law on the Prevention of Family Violence came into effect on June 1. The law strengthens protective measures for domestic violence victims by temporarily removing the perpetrator from a home from a minimum of 48 hours to a maximum of 30 days. It also requires that police, prosecutors' offices, courts, and social welfare centers maintain an electronic database on individual cases of family violence and undertake emergency and extended emergency measures. Data from these institutions are to be part of a centralized database of evidence run by the Office of the Public Prosecutor.

Under the new law, after making an initial determination that there is either actual violence or the immediate threat of violence, the police officer carries out a risk assessment. If the officer establishes an imminent danger of domestic violence, the police can issue an urgent measure that temporarily removes the perpetrator from the home and/or temporarily prohibits the perpetrator from having physical or direct contact with the victim.

The police officer must then notify the competent basic public prosecutor, who then evaluates the risk assessment conducted by the responding police officer. If the prosecutor concludes there is an immediate threat of domestic violence, the prosecutor is obliged to submit a motion to the court to extend the emergency measure.

The Ministry of Justice reported that from June 1 until October 31, there were 17,000 cases of domestic violence reported, and courts issued 6,000 rulings to extend emergency measures, including removing the perpetrators of violence from family homes.

Women's groups said there were clear flaws in how institutions interpreted and implemented the law. Since the entry into force of the Law on the Prevention of Family Violence, criminal indictments or charges were filed against 574 persons.

According to Office of the Public Prosecutor statistics, in June public prosecutors filed motions to extend the emergency measures against 1,212 persons, of which the court upheld 1,174 (97 percent). In July, 1,339 motions were filed to extend emergency measures, of which the court upheld 1,292 (96 percent).

The official agencies dedicated to combating family violence had inadequate resources. The Ministry of Construction, Traffic, and Infrastructure dedicated around 10 million dinars (\$100,000) to support reconstruction and renovation of 10 safe houses throughout the country.

Sexual Harassment: Sexual harassment is a crime punishable by imprisonment for up to six months in cases that do not involve domestic abuse or a power relationship and for up to one year for abuse of a subordinate or dependent. The government did not enforce the law effectively.

Coercion in Population Control: There were no reports of coerced abortion, involuntary sterilization, or other coercive population control methods. Estimates on maternal mortality and contraceptive prevalence are available at: www.who.int/reproductivehealth/publications/monitoring/maternal-mortality-2015/en/.

Discrimination: The law provides for the same legal status and rights for women as for men, but the government did not always respect these laws.

Slovenia

Section 6. Discrimination, Societal Abuses, and Trafficking in Persons

Women

Rape and Domestic Violence: Rape, including spousal rape and domestic violence, is illegal. Sexual violence is a criminal offense carrying a penalty from six months' to eight years' imprisonment. The penalty for rape is one to 10 years in prison. Police actively investigated accusations of rape and prosecuted offenders. There were 29 reported rapes, one attempted rape, and 23 other reported acts of sexual violence in the first eight months of the year.

The law provides from six months' to 10 years' imprisonment for aggravated and grievous bodily harm. When police received reports of spousal abuse or violence, they generally intervened and prosecuted offenders.

There was a network of maternity homes, safe houses, and shelters for women and children who were victims of violence. The total capacity of this network was 450 beds. The police academy offered annual training on domestic violence.

Sexual Harassment: Sexual harassment is a criminal offense carrying a penalty of up to three years' imprisonment. The law prohibits sexual harassment, psychological violence, mistreatment, or unequal treatment in the workplace that causes "another employee's humiliation or fear." Authorities did not prosecute any sexual harassment cases during the year.

Coercion in Population Control: There were no reports of coerced abortion, involuntary sterilization, or other coercive population control methods. Estimates on maternal mortality and contraceptive prevalence are available at: www.who.int/reproductivehealth/publications/monitoring/maternal-mortality-2015/en/.

Discrimination: The law provides the same legal status and rights for women and men. Despite legal provisions for equal pay, inequities still existed.

NEWS

ILO: WORLD EMPLOYMENT SOCIAL OUTLOOK TRENDS FOR WOMEN 2018 Global snapshot

http://www.ilo.org/wcmstp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_619577.pdf

The past 20 years have witnessed some progress for women in the world of work and in terms of gender equality in society. Today, more women than ever before are both educated and participating in the labour market, and there is greater awareness that gender equality is of paramount importance in efforts to reduce poverty and boost economic development. The adoption of the 2030 UN Agenda for Sustainable Development and the resolve of world leaders “to achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value” (Sustainable Development Goal (SDG) 8, target 8.5.) and “to achieve gender equality and empower all women and girls” (SDG 5) by 2030 are proof of that awareness. Yet, despite the progress made thus far and the global commitments to secure further improvement, women’s prospects in the world of work are far from being equal to men’s.

This “global snapshot” looks at the progress (or lack thereof) made during the past decade and assesses women’s labour market prospects by examining the gaps between men and women according to a selection of ILO statistical indicators, namely labour force participation, unemployment, informal employment and working poverty. It shows that not only are women less likely than men to participate in the labour force, but when they do participate, they are also more likely to be unemployed and more likely to be in jobs that fall outside the scope of labour legislation, social security regulations and relevant collective agreements. These findings complement ILO’s recent work on women’s labour market conditions and wages¹ by providing an up-to-date quantitative assessment of the extent and depth of women’s disadvantages and how these are likely to evolve globally in the near future.

Gender disparities in the selected labour market indicators presented here capture only partially the complexity of both the labour market challenges faced by women and the improvements that women have achieved thanks to conducive conditions in the specific economic and institutional context. In its wider approach to understanding the issues surrounding women and work, the ILO routinely identifies many structural and cultural factors, ranging from occupational and sectoral sex segregation to workplace discrimination and gender stereotyping. Such a wide-ranging approach is essential for providing a more comprehensive picture of gender inequalities in the labour market, including variation in gender disadvantage by region, socio-economic class, ethnicity and age, among other factors. The brief appraisal offered in this global snapshot is designed to focus on key patterns of progress and regression. Where challenges and obstacles to women’s equal participation persist, societies will be less able to develop pathways for economic growth combined with social development. Closing gender gaps in the world of work thus remains one of the most pressing labour market and social challenges facing the global community today.

GENDER PAY GAP in Europe

According to the European Statistical Office Eurostat published on the eve of International Women's Day on March 8, women in the EU countries earned an average of 16 percent less than men in the EU in 2016 .

This difference is more than 20 percent in Estonia, 25.3 percent, followed by 21.8 percent in the Czech Republic, followed by 21.5 percent in Germany, 21 percent in the UK and 20.1 percent in Austria.

On the other end, Romania, with a difference of 5.2 percent, followed by Italy with 5.3 and Luxembourg with 5.5 percent. Belgium, Poland, Slovenia and Croatia also have a pay gap of less than 10 percent.

The Gender Pay Gap Can Affect Women's Physical & Mental Health

<https://www.bustle.com/p/the-gender-pay-gap-can-affect-your-health-in-a-surprising-way-according-to-science-8650065>

The gender pay gap is very, very real. **Women all over the world are paid less than men**, and in the States, Equal Pay Day, on April 10, marks how long into 2018 women have to work, on average, to earn as much as their male counterparts did in 2017 — though, as the official Equal Pay Day website notes, that date differs greatly depending on your race. And while there are many hypotheses for why this pay gap exists, one thing is for sure: like other kinds of systemic discrimination, the gender pay gap can affect your health in some pretty surprising ways.

There have been pretty strong studies of the relationship between systematic wage discrimination and mental health issues. In 2016 data published in *Social Science & Medicine* found that women who earned significantly less than men in the exact same job in the U.S. had a heightened risk of experiencing major depressive disorder and generalized anxiety. When the pay gap was reduced, the risk plummeted. It's not just in America, either; the World Health Organization has found that income inequality worldwide is a big challenge to women's mental health.

And let's not forget the mental impact of the gendered expectations that can create pay gaps in the first place. A 2017 study of workers in the UK found that men are likely to remain in full-time work for the whole of their lives, while up to 40 percent of women go part-time at some point in order to care for children or elderly relatives. Women are still overwhelmingly expected to perform the burden of care for others, and that lowers their income and creates mental health issues, high stress, and conflict within families.

"There is an invisible army within many workforces who are performing a difficult juggling act." writes Senior Research Fellow Sally Wilson for the Institute of Employment Studies, noting that they "can feel permanently 'on call' for an emergency and under relentless stress." A 2018 study also found that women who work full- or part-time also suffer from the mental health stressor of guilt about "not doing enough," which raises their likelihood of having mental health issues.

It's not just mental health, either, though mental health is critical to women's holistic wellbeing. Experts from the Center for Health Equity at the University of Melbourne wrote for *The Conversation* in 2016 that studies show pretty conclusively that "discrimination in a range of settings, including in workplaces, harms mental and physical health." Women who feel discriminated against — who discover, for example, that their colleague Steve gets a bigger pay packet — experience stress-related health issues, according to a study from 2009, including a higher risk of hypertension and even breast cancer. Women who experience discrimination of any kind at work also tend to drink more and make more unhealthy decisions, according to studies.

Stress can also stem from financial insecurity. Social security, health insurance payments, and retirement funds are all affected by gender pay gaps, not to mention plain old wealth accumulation, and women's awareness of this can contribute to their stress levels. Statistics show that the pay gap means more women will be in poverty in their old age than men, because they haven't been given the opportunity to save more.

WOMEN DELIVER “LISTENING TOUR” ON GLOBAL DEVELOPMENT TRENDS FOR WOMEN & GIRLS

<http://www.wunrn.com>

Global Development Trends

Pervasive inequalities and gender norms are stalling progress. Persistent inequality along the lines of gender, geography, and access to data and technology are stalling progress. Damaging gender norms perpetuate harmful practices like child marriage, female genital mutilation (FGM), and other forms of violence against girls and women

Sexual and reproductive health and rights are under threat. The global political climate is precarious, and there is a growing and troubling chilling effect on girls’ and women’s rights in many places. While some recent gains have been made, sexual and reproductive health and rights (SRHR), including the right to safe abortion, are under threat in many places

Safe spaces for girls and women are challenged. In some parts of the world, funding for girls’ and women’s health and rights is dwindling, and political space for CSOs – not least women’s groups – is declining, just as women who speak up publically are trolled, and in the worst cases, killed. These shifts often result in weaker and/or fewer programs for girls and women, or the silencing of women’s groups. This constitutes a major setback for gender equality without a counterbalance.

There is a groundswell of activism. Despite the negative trends, the world is also witnessing the rise of powerful movements for women’s rights, youth rights, and gender equality. Women- and youth-led action, like the global Women’s Marches, #MeToo, Ni Una Menos, and #BringBackOurGirls, combined with a growing sense of urgency, is contributing to a rise in confidence among those who are working for girls’ and women’s rights

Men and boys are key to achieving gender equality. As women-led movements gain momentum, there is a continued and growing acknowledgement that men and boys are crucial to advancing gender equality, shifting gender norms, and fighting extremism. Gender equality is not a “women’s issue,” it is a societal issue and everyone must be involved to reach a more equal world.

Working across sectors will accelerate progress. Powerful examples prove the model of working across traditional issues and sectors to work in a more integrated fashion. There is a narrative shift towards recognizing the significance of working with new and unusual partners in order to drive progress for girls and women—and development writ large. Collaboration must include governments, the private sector, civil society, and young people all joining together.

Bullying, sexual harassment at the work place, in public spaces and in political life in the EU

[http://www.europarl.europa.eu/RegData/etudes/STUD/2018/604949/IPOL_STU\(2018\)604949_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/STUD/2018/604949/IPOL_STU(2018)604949_EN.pdf)

STUDY
For the FEMM committee



Bullying and sexual harassment at the workplace, in public spaces, and in political life in the EU

WOMEN'S RIGHTS & GENDER EQUALITY



Policy Department for Citizens' Rights and Constitutional Affairs
Directorate General for Internal Policies of the Union
PE 604.949 – March 2018



EN

UN Working Group on Discrimination Against Women in Law and in Practice

<http://www.ohchr.org/EN/Issues/Women/WGWomen/Pages/WGWomenIndex.aspx>

The establishment of the Working Group by the Human Rights Council at its 15th session in September 2010 was a milestone on the long road towards women's equality with men. Over the years, many constitutional and legal reforms to integrate women's human rights fully into domestic law have occurred, but there remains insufficient progress. Discrimination against women persists in both public and private spheres in times of conflict and in peace. It transcends national, cultural and religious boundaries and is often fuelled by patriarchal stereotyping and power imbalances which are mirrored in laws, policies and practice.

The Working Group focus is to identify, promote and exchange views, in consultation with States and other actors, on good practices related to the elimination of laws that discriminate against women. The Group is also tasked with developing a dialogue with States and other actors on laws that have a discriminatory impact where women are concerned. It is also mandated to prepare a compendium of best practices related to the elimination of laws that discriminate against women or are discriminatory to women in terms of implementation or impact as well as to undertake a study on the way and means it can cooperate with States to fulfill their commitments in that regard.

The five member of the working group were appointed by the Human Right Council in March 2011 and assumed their functions on 1st May 2011.

Overview of the mandate

At its fifteenth session, the Human Rights Council adopted by consensus resolution 15/23 to establish, for a period of three years, a working group of five independent experts, of balanced geographical representation, on the issue of discrimination against women in law and in practice.

As it is stated in this resolution, the main tasks which define the mandate are:

- To develop a dialogue with States, the relevant United Nations entities, national human rights institutions, experts on different legal systems, and civil society organizations to identify, promote and exchange views on best practices related to the elimination of laws that discriminate against women or are discriminatory to women in terms of implementation or impact and, in that regard, to prepare a compendium of best practices;
- To undertake a study, in cooperation with and reflecting the views of States and relevant United Nations entities, national human rights institutions and civil society organizations, on the ways and means in which the working group can cooperate with States to fulfil their commitments to eliminate discrimination against women in law and in practice;
- To make recommendations on the improvement of legislation and the implementation of the law, to contribute to the realization of the Millennium Development Goals, in particular goal 3 on the promotion of gender equality and the empowerment of women;
- To work in close coordination, in the context of the fulfilment of its mandate, with other special procedures and subsidiary organs of the Council, relevant United Nations entities, including the Commission on the Status of Women and UN Women and, in particular, the

Committee on the Elimination of Discrimination against Women and other treaty bodies, within their respective mandates, with a view to avoiding unnecessary duplication;

- To take into account the views of other stakeholders, including relevant regional human rights mechanisms, national human rights institutions and civil society organizations;
- To submit an annual report to the Council, starting at its twentieth session, on the issue of discrimination against women in law and in practice, and on good practices in eliminating such discrimination, drawing upon the findings of the United Nations human rights machinery and the broader United Nations system.

FROM THE WORLD/IZ SVIJETA

USA - How Millennials/Women Today Compare with Their Grandparents 50 Years Ago

<http://www.pewresearch.org/fact-tank/2018/03/16/how-millennials-compare-with-their-grandparents/>

Today's young adults (Millennials ages 21 to 36 in 2017) are much better educated than the Silent Generation. The educational trajectory of young women across the generations has been especially steep. Among Silent Generation women, only 9% had completed at least four years of college when they were young. By comparison, Millennial women are four times (36%) as likely as their Silent predecessors were to have at least a bachelor's degree at the same age. Educational gains are not limited to women, as Millennial men are also better educated than earlier generations of young men. Three-in-ten Millennial men (29%) have at least a bachelor's degree, compared with 15% of their young Silent counterparts. These higher levels of educational attainment at ages 21 to 36 suggest that Millennials – especially Millennial women – are on track to be our most educated generation by the time they complete their educational journeys.

A greater share of Millennial women have a bachelor's degree than their male counterparts – a reversal from the Silent Generation. In the past half-century, growing shares of both men and women have earned a bachelor's degree. However, women have made bigger gains over the period. Among Millennials ages 21 to 36 in 2017, women are 7 percentage points more likely than men to have finished at least a bachelor's degree (36% vs. 29%). Back when Silents were ages 21 to 36, women were 6 points *less* likely than men to have finished at least four years of college education. Gen Xers were the first generation of women to outpace men in educational attainment, with a 3-percentage-point advantage among Gen X women ages 21 to 36. By comparison, the Baby Boom generation was the most recent in which men were better educated than women, having a 2-point advantage over young Boomer women.

Young women today are much more likely to be working, compared with Silent Generation women during their young adult years. In 1965, when Silent women were young, a majority (58%) were *not* participating in the labor force and 40% were employed. Among Millennials, that pattern has flipped. Today, 71% of young Millennial women are employed, while 26% are not in the labor force. This shift to more women in the workplace occurred as early as 1985, when Boomers were young. Then, nearly seven-in-ten young Boomer women (66%) were employed and 29% were not in the labor force.

Millennials today are more than three times as likely to have never married as Silents were when they were young. About six-in-ten Millennials (57%) have never been married, reflecting broader societal shifts toward marriage later in life. In 1965, the typical American woman first married at age 21 and [the typical man wed at 23](#). By 2017, those figures climbed to 27 for women and 29.5 for men. When members of the Silent Generation were the same age as Millennials are now, just 17% had never been married. Still, about two-thirds of never-married

Millennials (65%) say they would like to get married someday. When asked the reasons they have not gotten married, 29% say they are not financially prepared, while 26% say they have not found someone who has the qualities they are looking for; an additional 26% say they are too young and not ready to settle down.

Millennials are much more likely to be racial or ethnic minorities than were members of the Silent Generation. Fifty years ago, America was less racially and ethnically diverse than it is today. Large-scale immigration from Asia and Latin America, the rise of racial intermarriage and differences in fertility patterns across racial and ethnic groups have contributed to Millennials being more racially and ethnically diverse than prior generations. In 2017, fewer than six-in-ten Millennials (56%) were non-Hispanic whites, compared with more than eight-in-ten (84%) Silents. The share who are Hispanic is five times as large among Millennials as among Silents (21% vs. 4%), and the share who are Asian has also increased. However, the share who are black has remained roughly the same.

6 Young Silent men were more than 10 times more likely to be veterans than Millennial men are today. Although Millennials came of age at a time when the United States engaged in military conflicts in Iraq and Afghanistan after the Sept. 11 terrorist attacks, they are far less likely to have served in the military than their Boomer or Silent predecessors. Among men, only 4% of Millennials are veterans, compared with 47% of Silent men, many of whom came of age during the Korean War and its aftermath. The number of young men serving in the active-duty military has decreased drastically since the establishment of an all-volunteer force in 1973, which is reflected in the decreased share who are veterans since then. Comparable historical data for veteran status by generation is not available for women, but contrary to men, the number of women serving in the active-duty military has risen in recent decades.

7 Greater shares of Millennials today live in metropolitan areas than Silents or Boomers did when they were young. In 1965, when members of the Silent Generation were young, two-thirds (67%) lived in a metropolitan area, while one-third (33%) lived in non-metropolitan areas. And a similar share of Baby Boomers (68%) lived in metro areas when they were young. By comparison, more recent generations are residing in metropolitan areas at higher rates. More than eight-in-ten Gen Xers (84%) lived in metropolitan areas when they were young and about nine-in-ten Millennials (88%) today live in metro areas.

AGEING, OLDER PERSONS AND THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT

https://www.un.org/development/desa/ageing/wp-content/uploads/sites/24/2017/07/UNDP_AARP_HelpAge_International_AgeingOlderpersons-and-2030-Agenda-2.pdf

The 2030 Agenda for Sustainable Development and Older Person

Preparing for an ageing population is vital to the achievement of the integrated 2030 Agenda, with ageing cutting across the goals on poverty eradication, good health, gender equality, economic growth and decent work, reduced inequalities and sustainable cities. Therefore, while it is essential to address the exclusion and vulnerability of—and intersectional discrimination against—many older persons in the implementation of the new agenda, it is even more important to go beyond treating older persons as a vulnerable group. Older persons must be recognized as the active agents of societal development in order to achieve truly transformative, inclusive and sustainable development outcomes. The current brief acknowledges the importance of a life-course approach to ageing and calls for protecting and promoting the rights of older persons in the implementation of the 2030 Agenda.

IMPRESSUM

“PROGRESSIVE MEN AND WOMEN ON THE MOVE FOR GENDER EQUALITY”

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