



EUROPEAN WOMEN'S  
**LOBBY**  
EUROPEEN DES FEMMES



European Women's  
Lobby



@EuropeanWomen  
#EuropeanWomensVoice



[www.womenlobby.org](http://www.womenlobby.org)

## The European Women's Lobby explained to Members of the European Parliament

# DIVERSITY & ANTI-DISCRIMINATION

Women are not a homogenous group and have multiple identities. This diversity is what makes our societies so interesting and creative. But living in systems where racism, sexism and classism are still prevalent, women are rendered more vulnerable to discrimination, violence and violation of their rights. **The situation of migrant or undocumented women, women from ethnic minorities, indigenous women, Roma women, women with disabilities, rural women, girls, older women, lesbians and bisexual women, transgender women, has long been made invisible.**

## In the European Union...

High-education migrant women born outside the EU are **twice as likely** to be employed in low skill jobs as EU-born and native born women

Women with disabilities face forced sterilisation

Lesbians and transgender women face targeted sexual and psychological violence.

**98-99%**

of prostituted persons in Zurich are Hungarian citizens, of whom

**80-85%**

are Romani women

## DIVERSITY, ANTI-DISCRIMINATION AND THE EUROPEAN UNION

The EU correctly takes pride in its commitment to the respect and promotion of human rights, but this commitment has so far mainly been associated with external EU policies. The EU has developed Human Rights Guidelines, which have been adopted at ministerial level and therefore represent a strong political signal that they are priorities for the Union. Since 2009, the EU Charter of Fundamental Rights is a guiding text for EU action and a tool for the Advocates General of the European Court of Justice. **However, there is still obvious discrepancy between the EU external and internal action, and a lack of monitoring and action within its borders.** In 2007, the EU signed the UN Convention for the Rights of Persons with Disabilities, which entered into force with respect to the EU in 2011. Until now, the EU has not ratified any other human rights instruments, despite its new legal capability to do so.

By creating the **Fundamental Rights Agency and the European Institute for Gender Equality**, the EU has equipped itself with structures monitoring the implementation of some human rights within its borders. Several EU directives prohibit discrimination, but the prevalent phenomenon of multiple discrimination, particularly faced by women, **is not adequately addressed by the EU**: legislation providing for non-discrimination against women does not go beyond employment and goods and services, and there is still no EU legislation prohibiting discrimination on the grounds of age, sexual orientation, disability, and religion or belief (while such legislation exist in some EU Member States). **In this context, women facing multiple discrimination are not adequately protected by the EU.** Moreover, a comprehensive internal strategy on human rights is nevertheless still missing, to guarantee that all individuals, including all women and girls, can fully enjoy their human rights in Europe.



Contact at the European Women's Lobby for questions related to intersectionality:

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## DIVERSE IN EQUALITY

The European Women's Lobby Manifesto for the 2014 EP elections "**Act now for her future, commit to gender equality!**" calls on the EU to take concrete actions to make equality of all women a reality.

- ◆ **Measure equality outcomes and impact of new and existing EU policies and legislation, on all women and girls**  
The EWL calls on the European Commission to measure equality outcomes and impact on all women and girls of new and existing EU policies and legislation. Data should be collected on all forms of discrimination, as well as on multiple or intersectional discrimination. **The EWL calls on political groups in the European Parliament to engage in data and research on the need for Member States to measure equality outcomes, particularly in relation to women who are most at risk of discrimination.**
- ◆ **Improve the EU anti-discrimination law, by extending the EU directives on sex discrimination to all fields of EU competence, and supporting the adoption of the horizontal Anti-Discrimination Directive**  
The European Union and its Member States should ensure that existing legislation is actually implemented, in particular through closer monitoring and through adequate resources, mandates and powers allocated to national equality bodies. The gap in protection should be filled: **the EWL therefore calls on the EU to extend the EU Directive on sex discrimination to all fields of EU competence.** In the same manner, **the EWL calls on the European Parliament to pursue its dialogue with the Council of the EU in support of the adoption of a comprehensive Horizontal Directive.**
- ◆ **Take into account women's diversity of needs and adopt appropriate measures to combat multiple and intersecting forms of discrimination experienced by women**  
At policy level, a **comprehensive equality action** plan should be developed to effectively combat discrimination and exclusion, particularly in order to combat multiple and intersecting forms of discrimination experienced by women. **In light of the rise of different forms of extremism**, it is crucial that the EU reinforces and promotes core values of dignity, equality and respect of human rights for all women and men.

## TAKE ACTION: add your footprint to European policies!

As Member of the European Parliament, **you have the power to make equality of all women a reality.** Your support in eliminating all gaps in the EU legislation on discrimination is essential.

- Work with the Council and its member states, and with the relevant EP Committees, to guarantee the **adoption of legislation that prohibits sex/gender discrimination in all sectors, including education and media**
- Work with the Council and its member states, and with the relevant EP Committees to guarantee the adoption of legislation prohibiting **discrimination on the grounds of age, sexual orientation, disability, religion or belief in all sectors**
- **Mainstream women's human rights**, including the goal of gender equality, into all EU policies, and in particular on human rights (in EU internal and external policies) and on migration and asylum.
- Call for an **EU internal human rights strategy** and work with NGOs
- **Contact the EWL to meet with our members** in your country and in Brussels, especially women's organisations representing the diversity of situations of women and girls (women with disabilities, lesbians...)



## EWL TOOLS

- EWL Documentary "**This is my home now**", breaking stereotypes on migrant women (2012)
- Lobbying Kit – "**EU Directive on the right to family reunification in Europe: What is at stake for migrant women?**" (January 2012)
- Position paper "**Tackling multiple discrimination of Romani and Traveller Women - a crucial factor for the successful implementation of the National Roma Integration Strategies**" (2012)
- EWL-AGE Europe Joint Paper on "**Improving the situation of older women in the EU in the context of an ageing society and rapidly changing socio-economic environment**" (2014)
- Report "**Preventing Undocumented Women and Children from Accessing Health Care: Fostering Health Inequalities in Europe**" (2011)

