

# Gender equality

Although progress towards equality between men and women has been made in recent decades, gender gaps persist. Iceland, Liechtenstein and Norway are providing around €25 million through the EEA and Norway Grants to programmes in six beneficiary countries to promote gender equality.

## WHY FOCUS ON GENDER EQUALITY?

Gender equality is a fundamental right and a key factor for social and economic development. Both the donor countries and the EU recognise that equality between men and women is essential for securing sustainable economic growth and poverty reduction.

Despite efforts at EU and Member State levels, inequalities remain in a number of critical areas:

- › Women continue to earn on average 16.4% less than men for every hour worked<sup>1</sup>
- › Women are underrepresented in leadership positions across the EU, including decision-making functions in politics and corporate boardrooms. Only 27% of seats in national parliaments and governments, 18% of corporate board seats, and 3% of CEO positions are held by women<sup>2</sup>
- › Stereotypical gender roles persist, leading women to bear a disproportionate share of housework and caring for dependants
- › Women with disabilities, ethnic minority, including Roma, migrant and elderly women in particular, often experience multiple forms of discrimination, preventing them from enjoying their full rights

## WHAT WILL WE ACHIEVE?

Iceland, Liechtenstein and Norway have set aside more than €25 million from the EEA and Norway Grants to support efforts to improve equality between women and men. Programmes have been established in six countries: the Czech Republic, Estonia, Portugal, Romania, Slovenia, and Spain.

Projects may be supported under dedicated programmes on gender, as well as under NGO and research programmes.

1. Eurostat (2013) Gender pay gap

2. European Commission (2013) Women and men in leadership positions in the EU



The programmes contribute to:

- › Raising awareness of gender equality
- › Ensuring women's and men's equal participation in the labour market
- › Improving balance between work, private and family life
- › Encouraging bilateral exchanges of successful national policies and best practices on gender equality
- › Strengthening capacity of gender equality organisations and networks

## HOW WILL WE ACHIEVE IT?

Types of activities supported by the programmes include:

- › In Spain, women are being promoted through the Promociona Project, in which female employees from Spanish businesses receive training and mentoring to encourage the recruitment of more women to senior executive positions and the boardroom
- › In Romania, nurseries for young children are being established to allow more women to enter the labour market
- › In Estonia, the Grants are supporting the running of Estonia's Office of Gender Equality and Equal Treatment Commissioner

In addition to dedicated programmes, gender equality is also a cross-cutting priority spanning across the grant schemes.

## HOW DOES IT WORK?

Projects are supported under the specific programmes in six EU countries. Projects are selected following open calls organised by the programme operator in each country. Calls for proposals are published on the websites of the programme operators and on [www.eeagrants.org](http://www.eeagrants.org).

## BILATERAL COOPERATION

To enhance knowledge exchange and mutual learning, many partnerships between organisations in the donor and beneficiary countries have been established. Several Norwegian public bodies are involved as donor programme partners, including the Norwegian Equality and Anti-discrimination Ombud and The Norwegian Directorate for Children, Youth and Family Affairs. These organisations play a strategic role in programme planning and implementation.

The programmes also encourage the involvement of partners from Iceland, Liechtenstein and Norway in individual projects. Funding is available to support networking, foster project partnerships and to cover preparatory costs of joint applications.

## COUNTRY OVERVIEW: GENDER EQUALITY

Country	Programme	Partner(s)	Grant amount (€ million)
<b>Czech Republic</b>	Gender equality		■ 3.4
<b>Estonia</b>	Gender equality	Norwegian Directorate for Children, Youth and Family Affairs	■ 2.0
<b>Greece</b>	Research Programme*		■
<b>Hungary</b>	NGO Programme		■ 1.3
	Research Programme**	Research Council of Norway	■ 1.0
	Capacity building**	Norwegian Association of Local and Regional Authorities, Norwegian Agency for Lifelong Learning	■ 0.8
<b>Latvia</b>	NGO Programme*		■
<b>Lithuania</b>	NGO Programme*		■
<b>Malta</b>	NGO Programme*		■
<b>Poland</b>	Research Programme	Research Council of Norway	■ 3.0
	Global fund for decent work and tripartite dialogue*	Innovation Norway	■
<b>Portugal</b>	Gender equality		■ 2.5
<b>Romania</b>	Gender equality		■ 4.5
<b>Slovenia</b>	Gender equality		■ 1.5
<b>Spain</b>	Gender equality	Norwegian Equality and Anti-discrimination Ombud	■ 10.2
<b>TOTAL</b>			<b>30.2</b> (of which 24.1 to dedicated programmes)

■ EEA Grants ■ Norway Grants

\* Gender initiatives can be supported under these programmes; however there are no specific earmarked amounts

\*\*Payments currently suspended in Hungary: [bit.ly/1K41Ybl](http://bit.ly/1K41Ybl)

## ABOUT THE EEA AND NORWAY GRANTS

Iceland, Liechtenstein and Norway provide funding to:



### AREAS OF SUPPORT

- Environmental management
- Climate change
- Civil society
- Cultural heritage and diversity
- Human and social development
- Green industry innovation
- Justice and home affairs
- Research and scholarships
- Decent work and social dialogue

\* EEA Grants €993.5 million (Norway 95.7%, Iceland 3.2%, Liechtenstein 1.1%) – Norway Grants €804.6 million, financed by Norway alone