

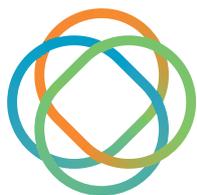
European Institute for
Gender Equality

GENDER STATISTICS DATABASE

Gender equality in the European Parliament and EU's national parliaments: 2023 state of play

Methodological report





European Institute for
Gender Equality

We are an independent centre and the primary source for information on gender equality in the European Union. We contribute to making the European Union become a Union of Equality, where women and men, girls and boys in all their diversity are free to pursue their chosen path in life, have equal opportunities to thrive, and can equally participate in and lead our societies.

EIGE's unique expert knowledge, research, data and tools help policymakers design measures that are inclusive and transformative and that promote gender equality in all areas of life. We communicate our expertise effectively and work closely with partners in order to raise awareness at the EU and national levels, as well as in EU candidate countries and potential candidate countries.

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Abbreviations

EIGE	European Institute for Gender Equality
IPU	Inter-Parliamentary Union
MP	member of parliament
OSCE	Organization for Security and Co-operation in Europe

EU Member State codes

BE	Belgium
BG	Bulgaria
CZ	Czechia
DK	Denmark
DE	Germany
EE	Estonia
IE	Ireland
EL	Greece
ES	Spain
FR	France
HR	Croatia
IT	Italy
CY	Cyprus
LV	Latvia
LT	Lithuania
LU	Luxembourg
HU	Hungary
MT	Malta
NL	Netherlands
AT	Austria
PL	Poland
PT	Portugal
RO	Romania
SI	Slovenia
SK	Slovakia
FI	Finland
SE	Sweden

Introduction

This report describes the methodological approach adopted by the European Institute for Gender Equality (EIGE) in its 2023 data collection for the assessment of the gender sensitivity of the European Parliament and national parliaments in the EU. A gender-sensitive parliament responds to the needs and interests of diverse groups of women and men 'in its composition, structures, operations, methods and work' ⁽¹⁾. As key democratic institutions, parliaments have a political and cultural duty to initiate and maintain political processes and policies that support gender equality, thereby becoming gender sensitive. Gender-sensitive parliaments go beyond encouraging gender balanced representation; they promote the full participation of women and men in all their diversity, without substantive, structural or cultural barriers, and serve as a positive example of the parliament's commitment to achieving gender equality ⁽²⁾.

With the aim of fostering greater gender sensitivity in parliaments across the EU, EIGE launched the gender-sensitive parliaments self-assessment tool ⁽³⁾ in June 2018 as part of its Gender Mainstreaming Platform ⁽⁴⁾. This online tool is part of a wider effort by EIGE to provide European, national and regional parliaments with practical instruments to facilitate gender-responsive institutional transformation.

The online self-assessment tool helps parliaments to gain a more comprehensive understanding of their level of gender sensitivity, assess their current practices and policies, identify possible areas for improvement, plan for change and monitor their progress towards gender equality. Different versions of the questionnaire underpinning the tool are available for European, national and regional parliaments. A shorter general version of the questionnaire is available for all interested users, such as experts on gender-sensitive parliaments and representatives of civil-society organisations and academia.

In 2023, EIGE collected data to assess the state of gender sensitivity in the European Parliament and national parliaments in the EU. This was EIGE's second data collection on this topic (the first one took place in 2019), and it involved using the general version of the questionnaire with the addition of an ad hoc module with questions on specific policy areas to enhance the policy relevance of the data collection and align it with recent legislative and policy developments (including those on work–life balance and care responsibilities, equal pay and pay transparency, and violence against women). Data collection took place between May and August 2023 and covered both houses (upper and lower) in countries with bicameral parliaments.

⁽¹⁾ EIGE (2018), 'Gender-sensitive parliaments', self-assessment tool (<https://eige.europa.eu/gender-mainstreaming/toolkits/gender-sensitive-parliaments/faq/what-tool>).

⁽²⁾ EIGE (2018), 'Gender-sensitive parliaments', self-assessment tool (<https://eige.europa.eu/gender-mainstreaming/toolkits/gender-sensitive-parliaments/faq/what-tool>).

⁽³⁾ EIGE (2018), 'Gender-sensitive parliaments', self-assessment tool (https://eige.europa.eu/gender-mainstreaming/toolkits/gender-sensitive-parliaments?language_content_entity=en).

⁽⁴⁾ EIGE (n.d.), 'Gender mainstreaming' (<https://eige.europa.eu/gender-mainstreaming>).

Chapter 1 of this methodological report provides an overview of the conceptual framework on gender-sensitive parliaments and outlines EIGE's previous data collection undertaken in 2019. Chapter 2 presents the measurement framework used in the 2023 data collection. It reports the changes made to the indicators used previously and describes the newly introduced ad hoc module. Chapter 2 also explains the process used to map available data, disaggregated by sex and other variables related to gender-sensitive parliaments, and the assessment of the feasibility of including these data in the study. Chapter 3 outlines the method used to collect and analyse the data. Chapter 4 presents the reference data for the study.

1. Background

EIGE's conceptual framework on gender-sensitive parliaments covers five areas, each dedicated to measuring a specific aspect of gender sensitivity in parliaments. Each area is then divided into a number of domains that focus on different aspects within the area. The full conceptual framework is available in the self-assessment tool ⁽⁵⁾. An overview of the key five areas and domains is as follows:

- **Area 1: Women and men have equal opportunities to enter parliament.** This area focuses on:
 - electoral rules and procedures to ensure gender equality ([domain 1](#));
 - political parties' measures to support equal access to parliaments ([domain 2](#));
 - recruitment procedures for parliamentary employees ([domain 3](#)).
- **Area 2: Women and men have equal opportunities to influence the parliament's working procedures.** This area considers whether women and men have equal opportunities to influence the working procedures of parliament by assessing:
 - parliamentarians' presence and capacity in parliaments ([domain 1](#));
 - the structure and organisation of parliaments, in terms of the working environment and measures addressing work–life balance ([domain 2](#));
 - staff organisation and procedures ([domain 3](#)).
- **Area 3: Women's interests and concerns have adequate space on parliamentary agenda.** This area considers the structures and tools that facilitate gender equality and gender mainstreaming within parliaments through:
 - gender mainstreaming structures ([domain 1](#));
 - gender mainstreaming tools in parliamentary work ([domain 2](#));
 - gender mainstreaming tools for parliamentary employees ([domain 3](#)).
- **Area 4: The parliament produces gender-sensitive legislation.** This area considers the efforts of parliaments to produce gender-sensitive outputs that integrate the concerns of both women and men into the political process and across all policy sectors, exploring:
 - the general legal framework for gender equality in the country ([domain 1](#));
 - gender mainstreaming in legislation ([domain 2](#));
 - oversight of gender equality ([domain 3](#)).

⁽⁵⁾ EIGE (2018), 'Self-assessment, scoring and interpretation of parliament gender sensitivity' (https://eige.europa.eu/gender-mainstreaming/toolkits/gender-sensitive-parliaments/self-assessment-scoring-and-interpretation-parliament-gender-sensitivity?language_content_entity=en).

- **Area 5: [The parliament complies with its symbolic function](#).** This area assesses whether the parliament complies with its symbolic function through:
 - the gender-sensitive organisation of parliamentary spaces ([domain 1](#));
 - gender equality in external communication and representation ([domain 2](#)).

EIGE first collected data to assess the state of the gender sensitivity of the European Parliament and national parliaments in the EU in 2019 ⁽⁶⁾. The data collection comprised desk research and, when information was not publicly available, consultation with national contacts. The data collection was based on the general version of the questionnaire. A scoring system was developed to measure the performance of parliaments in each area of the gender-sensitive parliaments self-assessment tool ⁽⁷⁾. The results from the 2019 assessment served as a benchmark in tracking and analysing advancements in promoting gender equality within parliamentary work.

⁽⁶⁾ See the 2019 results in EIGE (n.d.), 'Gender-sensitive parliaments toolkit' (<https://eige.europa.eu/gender-mainstreaming/toolkits/gender-sensitive-parliaments/publications>).

⁽⁷⁾ EIGE (n.d.), Gender-sensitive Parliaments self-assessment tool – Description of indicators and scoring model (https://eige.europa.eu/sites/default/files/eige_gsp_description_of_indicators_scoring_modelv2.pdf).

2. Measurement framework

Building on the conceptual framework, a measurement framework was developed to support the analysis and monitoring of the areas that define gender-sensitive parliaments. The measurement framework is composed of indicators, for each domain, that provide a snapshot of the state of play in terms of gender sensitivity. The data from the questions feed into a scoring model, populating indicators that measure the gender sensitivity of parliaments. Full descriptions of the indicators and scoring model are available in the self-assessment tool.

The measurement framework used in the 2023 data collection exercise was based on the 2019 general version. The fields were populated (as far as possible) using readily available data that were relevant, reliable and comparable across Member States (see [Chapter 3](#) for a detailed description of the methodological approach).

Building on the questionnaire used for the 2019 data collection, the 2023 measurement framework was amended and expanded as follows:

- The wording of a few questions was revised for the purposes of clarity, robustness and ensuring comparability over time.
- New metadata questions were added to gather explanations of the answers given and details of the sources of the information used. Based on the experience of conducting the 2019 data collection, some of the metadata subquestions and guidelines for their completion were updated to clarify the information required and where it might be found.
- Guidelines for the quality assurance process, tailored to each question, were added to standardise the types of source and to ensure consistent interpretation of the questions and terminology used (see [Section 3.3](#) for a description of the quality assurance process).
- The ad hoc module, with additional questions focused on specific policy areas, was added to improve the relevance of the data collection by reflecting recent policy and legislative commitments in the EU.

The following sections outline the changes to the questions and the updated metadata for each area and provide a description of the ad hoc module.

2.1. Area 1: Women and men have equal opportunities to enter parliament

A gender-sensitive parliament is one that ensures that women and men in their diverse life situations, have the same opportunity to enter the institution, whether as elected representatives or as employees. Three domains assess the extent to which gender equality is achieved and addressed by the electoral system, how the procedures of political parties contribute to ensuring gender equality and the extent to which gender equality is taken into account when recruiting parliamentary staff. The general version of the questionnaire does not address parliamentary recruitment policies (domain 3 of area 1 of the gender-sensitive parliaments framework).

In the 2023 data collection, changes were made to the metadata questions on sanctions so that the answers provided a clearer indication on existence of sanctions for non-compliance with gender quotas, and the details of such sanctions, to identify good practices. Several of the other 2019 metadata questions and guidelines for national researchers were also updated. The aim was to better capture how quota systems work and how they are applied. These changes were made to gather additional details but did not impact comparability.

Table 1 presents the questions used in the 2019 data collection and notes the changes made between the 2019 and 2023 data collections.

Table 1. Area 1: Changes to questions and updated metadata, 2019 and 2023 comparison

2019	2023
Does the constitutional law or an equivalent legal framework directly refer to gender equality in political representation?	No changes were made. However, greater flexibility was applied in the interpretation of what qualifies as direct reference to gender equality in political representation. In particular, it was recognised that the related provisions can be split into two parts: one that establishes that all citizens are equal and makes explicit reference to gender/sex and a second that gives all citizens equal rights to participate in political or public life.
Are gender quotas applied to your electoral system?	The metadata question was updated to ask how the quota system works.
What sanctions (if any) are applied in case of non-compliance with the quota?	Are there any sanctions for not conforming with quotas? The wording was changed to elicit a simple yes or no response. The 2019 version asked not only if sanctions were applied but, if relevant, about the type of sanction that was applied: legal (e.g. rejection of the candidate list) or financial. However, the options (legal/financial) were not scored differently; the scoring reflected only whether or not there were sanctions. In 2023, therefore, the question was simplified and information about the type of sanction and how it was applied collected as metadata. The metadata question was updated to determine how it is decided if sanctions should be imposed and what sanctions can be imposed, with examples, where possible.
If the voting system is proportional, how is the gender quota applied?	The metadata question was updated to ask for a description of how the quota system is applied.

2019	2023
If the voting system is plurality/majority, how is the gender quota applied?	The metadata question was updated to ask for a description of how the quota system is applied.
Number of women and men candidates in the last political election ^(a) ?	No changes were made. Data were obtained from the Inter-Parliamentary Union's Parline database and did not have to be provided by national researchers.
Number of women and men members of parliament ^(b) ?	No changes were made. Data were obtained from EIGE's regular collection of data on women and men in decision-making and did not have to be provided by national researchers.
Number of women leading major political parties and number of men leading major political parties ^(c) ?	No changes were made. Data were obtained from EIGE's regular collection of data on women and men in decision-making and did not have to be provided by national researchers.

^(a) Data on the number of women and men candidates in the last political elections Inter-Parliamentary Union's [Parline database](#).

^(b) Data on parliaments and assemblies from EIGE's [Gender Statistics Database](#).

^(c) Data on major political parties' leaders and deputy leaders from EIGE's [Gender Statistics Database](#).

2.2. Area 2: Women and men have equal opportunities to influence the parliament's working procedures

The diverse groups of women and men working in a parliament, either as elected members or as employees, should have equal opportunities to influence its work. Three domains consider the gender balance among parliamentarians with a key influence on parliamentary procedures and policy-making and how these positions are filled, and then assess the gender sensitivity of the parliament as a working environment, first for elected members and then for employees.

In area 2, a number of questions on rules to prevent violence against women that were included in the 2019 data collection were modified in the 2023 questionnaire. The 2019 question that referred to 'mechanisms to prevent discrimination such as a code of conduct or anti-harassment policies' overlapped with subsequent questions dealing with anti-discrimination measures/policies and those addressing sexual harassment. It was therefore reformulated to focus on violence against women. The subsequent questions about discrimination and sexual harassment from the general version of the questionnaire (used in 2019) were revised to focus specifically on members of parliament (MPs). These changes affect the comparability between the 2019 and 2023 data collections (see [Section 4.6](#)).

Table 2 notes the questions used in the 2019 data collection and presents the changes made between the 2019 and 2023 data collections.

Table 2. Area 2: Changes to questions and updated metadata, 2019 and 2023 comparison

2019	2023
Parliamentary committees chaired by women and men	No changes were made. Data were obtained from EIGE's regular collection of data on women and men in decision-making and did not have to be provided by national researchers.
Chairs of committees in socio-cultural functions (health, education, social affairs, employment, family, culture, sports)	No changes were made. Data were obtained from EIGE's regular collection of data on women and men in decision-making and did not have to be provided by national researchers.
Chairs of committees in basic functions (foreign and internal affairs, defence, justice)	No changes were made. Data were obtained from EIGE's regular collection of data on women and men in decision-making and did not have to be provided by national researchers.
Chairs of committees in infrastructure (transport, communications, environment)	No changes were made. Data are obtained from EIGE's regular collection of data on women and men in decision-making and did not have to be provided by national researchers.
Chairs of committees in economy (finance, trade, industry, agriculture)	No changes were made. Data were obtained from EIGE's regular collection of data on women and men in decision-making and did not have to be provided by national researchers.
Does the parliament have mechanisms to prevent discrimination based on gender, such as a code of conduct or anti-harassment policies?	Does the parliament have a code of conduct that includes provisions relating to preventing or combating violence against women? The question was revised for clarity to focus on provisions in the code of conduct that address violence against women specifically.
Does the code include sanctions for non-complying behaviour?	If yes, does the code of conduct include sanctions for non-complying behaviour in cases of violence against women? The question was reformulated to focus on sanctions included in the code of conduct.
Is there an institutional policy in place against sexual harassment?	Does the parliament have an anti-harassment policy that covers sexual harassment against MPs? The wording was changed to be specific to MPs.
—	If yes, does the anti-harassment policy include sanctions for non-complying behaviour in cases of sexual harassment? The question was added to cover sanctions.
Does the parliament have a formal anti-discrimination policy?	Does the parliament have an anti-discrimination policy that covers sex discrimination against MPs? The wording was changed to ensure a focus on discrimination on the basis of sex and to be specific to MPs. A metadata question was added to ask if the anti-discrimination policy covers multiple and/or intersectional discrimination.
Does the policy include sanctions for non-complying behaviour?	If yes, does the anti-discrimination policy include sanctions for sex discrimination? The wording was changed to be specific to discrimination on the basis of sex.

2.3. Area 3: Women’s interests and concerns have adequate space on parliamentary agendas

A gender-sensitive parliament will ensure that gender equality issues are raised, debated and carefully considered in the parliamentary agenda. To ensure that this is done systematically, formal institutional mechanisms can help to mainstream gender issues into all aspects of parliamentary work and ensure that their political importance and societal relevance are duly recognised. This area includes three domains: gender mainstreaming structures, gender mainstreaming tools and actions, and the inclusion of a gender perspective in the work of parliamentary staff.

As Table 3 shows, the only question changed in this area was that on the application of gender budgeting in relation to the national budget, to which a restrictive scope of 5 years was added. In the 2023 data collection tool, metadata subquestions and guidelines were updated to ask for additional information on the type of body and mandate, but these changes do not affect comparability.

Table 3. Area 3: Changes to questions and updated metadata, 2019 and 2023 comparison

2019	2023
Is there a dedicated gender equality body in the parliamentary structures, for example a women’s caucus, cross-party network, or committee?	The metadata guidelines were updated to ensure that respondents reported which type of body exists, and provided its name and mandate (for each body if there were multiple bodies).
Can the gender equality body hold hearings or formally meet external stakeholders?	No changes were made.
Did the gender equality body hold hearings or meet external stakeholders in the last calendar year?	The metadata question was updated to ask for information on the stakeholders consulted, hearings held and topics addressed, where available.
Does the parliament’s strategic plan explicitly mention gender equality?	No changes were made.
Has the parliament implemented any form of gender budgeting in relation to the national budget?	Has the national parliament implemented gender budgeting in relation to the national budget in the last five years? The time frame (in ‘the last five years’) was added to avoid positive responses linked to outdated efforts and ensure that the time frame covered any changes that had occurred between the 2019 and 2023 data collections.
Is there an internal body in charge of gender budgeting?	No changes were made.

2.4. Area 4: The parliament produces gender-sensitive legislation

The primary output of a parliament is the legislation and other non-legislative decisions that affect, directly or indirectly, the lives of the citizens it represents. A gender-sensitive parliament ensures that the interests and concerns of women and men are taken into account at all stages of the political process and produces legislation across all policy areas that affects and benefits women and men equally.

Area 4 has three domains, which assess the extent to which the parliament has produced or ratified gender-related legislation, the systematic implementation of gender mainstreaming in legislative processes and the extent to which the parliament's role in overseeing the actions of the government has a gender dimension. The general version of the questionnaire does not include domain 4.2 of the gender-sensitive parliaments framework, which deals with the implementation of gender mainstreaming in legislative processes.

No changes were made to the 2019 data collection tool for area 4 or to the metadata (see Table 4).

Table 4. Area 4: Changes to questions and updated metadata, 2019 and 2023 comparison

2019	2023
Are there any laws or legislative quotas in force to enhance gender equality in your country?	No changes were made.
If the country has laws enhancing gender equality, what are the main policy areas addressed with these laws? <ul style="list-style-type: none"> • Gender mainstreaming • Gender-based violence • Work–life balance • Women and the economy • Women in decision-making • Gender and education, research, technology and innovation • Gender and media 	No changes were made.
Has the country ratified the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)?	This was a prepopulated question.
Has the country signed the Beijing Declaration and Platform for Action (BPfA)?	This was a prepopulated question.
Has the country ratified the Istanbul Convention?	This was a prepopulated question.
Has the country developed a national strategy for the implementation of the Beijing Platform for Action (BPfA)?	No changes were made.
Has the parliament officially promoted a gender action plan or a national programme for enhancing gender equality in the current legislature?	No changes were made.
What are the main policy areas addressed in the gender action plan? <ul style="list-style-type: none"> • Gender mainstreaming • Gender-based violence • Work–life balance • Women and the economy • Women in decision-making • Gender and education, research, technology and innovation • Gender and media 	No changes were made.
Is there a dedicated body that oversees gender equality in government action?	No changes were made.
Is there a budget for oversight of gender equality?	No changes were made.

2.5. Area 5: The parliament complies with its symbolic function

A gender-sensitive parliament should be aware of and attend to the symbolic meanings conveyed within and by the institution, particularly in its dealings with the general public. A gender-sensitive parliament ensures that its physical spaces and internal infrastructure are equally welcoming and accommodating for women and men and for girls and boys in all their diversity. A gender-sensitive parliament also ensures that gender equality is actively promoted and that the parliament regularly communicates on gender equality.

As Table 5 shows, no changes were made to the 2019 questions for area 5, but a metadata question was added to the question on childcare facilities so that responses could be used to identify positive examples.

Table 5. Area 5: Changes to questions and updated metadata, 2019 and 2023 comparison

2019	2023
Does the parliament have any childcare facilities, such as nursing or family rooms?	An additional metadata question asked respondents to specify exactly which facilities were available (childcare facilities, nursing rooms, family rooms).
Are there any official policies or efforts to enhance gender sensitivity of physical spaces?	No changes were made.
Have there been any initiatives dedicated to gender equality issues / women's rights in the last calendar year on the parliament's premises?	No changes were made.
Does the parliament's website have a section for citizens that addresses gender equality?	No changes were made.
Is information about gender equality related initiatives of the parliament systematically disseminated to the public and civil society?	No changes were made.

2.6. Ad hoc module

The ad hoc module was added to the 2023 data collection on gender-sensitive parliaments, expanding the measurement framework used for data collection in 2019. This additional module was intended to reflect emerging concerns and align the data collection with the most recent legislative and policy developments (including those on pay transparency and equal pay in parliaments' working environment ⁽⁸⁾, work–life balance and care responsibilities ⁽⁹⁾, telework and right to disconnect ⁽¹⁰⁾, violence against women in parliaments ⁽¹¹⁾ and parliaments' public procurement procedures ⁽¹²⁾).

Desk research was carried out as the first step in the design of the ad hoc module. The desk research was based on a range of sources produced by policy, academic and civil-society actors, followed by analysis of recent policy and legal initiatives in this area. Based on the findings from the desk research, a conceptual understanding of why these issues are important to gender equality in parliaments was developed.

Consideration was given to whether questions from the national questionnaire ⁽¹³⁾ should be included, either unchanged or in an amended form. Most of the questions included in the ad hoc module came from the national questionnaire. A proposal for the additional questions was then presented, along with the rationale for their inclusion based on findings from the desk research.

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- ⁽⁸⁾ European Commission (2021), Proposal for a directive of the European Parliament and of the Council to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms, COM(2021) 93 final (<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52021PC0093>).
- ⁽⁹⁾ Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU (work–life balance directive) (OJ L 188, 12.7.2019, p. 79) (<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32019L1158>); European Commission (2022), 'A European care strategy for caregivers and care receivers' (<https://ec.europa.eu/social/main.jsp?langId=en&catId=89&furtherNews=yes&newSId=10382#navItem-relatedDocuments>).
- ⁽¹⁰⁾ European Parliament (2021), European Parliament resolution of 21 January 2021 with recommendations to the Commission on the right to disconnect (2019/2181(INL)), Brussels (https://www.europarl.europa.eu/doceo/document/TA-9-2021-0021_EN.html); Council of the European Union (2021), Council conclusions on telework, Brussels (<https://data.consilium.europa.eu/doc/document/ST-9747-2021-INIT/en/pdf>).
- ⁽¹¹⁾ European Commission (2022), Proposal for a directive of the European Parliament and of the Council on combating violence against women and domestic violence, COM(2022) 105 final (<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52022PC0105>); OSCE (Organization for Security and Co-operation in Europe) (2022), Addressing violence against women in politics in the OSCE region toolkit – Tool 2: Addressing violence against women in parliaments, OSCE ODIHR (Office for Democratic Institutions and Human Rights), Warsaw (<https://www.osce.org/odihr/532187>); European Commission, Directorate-General for Internal Policies of the Union, Policy Department for Citizens' Rights and Constitutional Affairs (n.d.), *Anti-harassment protocols and gender action plans in national parliaments, European Parliament and international organisations* (<https://www.europarl.europa.eu/cmsdata/259412/Background%20document%20for%20the%20ICM%20on%20GM.pdf>).
- ⁽¹²⁾ European Commission (2021), Proposal for a directive of the European Parliament and of the Council to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms, COM(2021) 93 final (<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52021PC0093>).
- ⁽¹³⁾ EIGE (2018), 'Gender-sensitive parliaments', self-assessment tool (https://eige.europa.eu/gender-mainstreaming/toolkits/gender-sensitive-parliaments?language_content_entity=en).

The ad hoc module questionnaire was piloted in Ireland, France, Austria, Romania and Sweden. The selection of these five Member States was based on the language capabilities of the research team and geographical representativeness within the EU. Researchers completed the questionnaire, responding to the questions and metadata questions. This stage quality-assured the questionnaires, and researchers were asked for feedback on the following areas:

- Were there any challenges in answering specific questions, due to ambiguity in the guidelines or because the question or response options did not apply to the Member State?
- Were there other measures directly related to this topic that the parliaments of the Member State were undertaking but were not captured by the measurement framework?
- What sources were used to respond to the question?

Based on the results of the pilot country questionnaires, further changes to the data collection questionnaire were made. Table 6 details the questions included in the ad hoc module.

Table 6. Ad hoc module questions by topic

Topic	Ad hoc module question
Violence against women in parliaments	If there is an anti-harassment policy for MPs, does it include, within its scope, sexual harassment in online spaces?
	Does the parliament have an anti-harassment policy that covers sexual harassment against parliamentary staff? <ul style="list-style-type: none"> • If yes, does the anti-harassment policy include sanctions for non-complying behaviour in cases of sexual harassment? • If yes, does the anti-harassment policy set in place a formal procedure for investigating sexual harassment complaints? • If yes, does the anti-harassment policy include, within its scope, sexual harassment in online spaces?
	If there is an anti-discrimination policy for MPs, does it include, within its scope, sex discrimination in online spaces?
	Does the parliament have an anti-discrimination policy that covers sex discrimination against parliamentary staff? <ul style="list-style-type: none"> • If yes, does the anti-discrimination policy include sanctions for sex discrimination? • If yes, does the anti-discrimination policy include, within its scope, sex discrimination in online spaces?
	Have any measures been implemented in the last calendar year to prevent or combat violence against women parliamentarians and parliamentary staff?

Work–life balance measures	Which of the following family leave options are available for MPs? <ul style="list-style-type: none"> • Maternity leave • Paternity leave • Parental leave • Carers’ leave
	How do the family leave options for MPs compare to the minimum requirements set out in EU law? <ul style="list-style-type: none"> • Maternity leave • Paternity leave • Parental leave • Carers’ leave
	Which of the following family leave options are available for parliamentary staff? <ul style="list-style-type: none"> • Maternity leave • Paternity leave • Parental leave • Carers’ leave
	How do the family leave options for parliamentary staff compare to the leave options in EU law? <ul style="list-style-type: none"> • Maternity leave • Paternity leave • Parental leave • Carers’ leave
	Has substitution / proxy voting for MPs been used in the last calendar year?
	Has remote voting for MPs been used in the last calendar year?
	Has virtual/online participation in parliamentary sessions by MPs taken place in the last calendar year?
	Is there an official regulation of working hours for MPs?
	Is there an official regulation of working hours for parliamentary staff?
Pay transparency measures	Is there a binding obligation on the parliament to make publicly available data on its gender pay gap for MPs? <ul style="list-style-type: none"> • If yes, according to obligation, how regularly must the parliament publish the gender pay gap for MPs? • If yes, does the obligation include the requirement on parliaments, where pay reporting reveals a gender pay gap of at least 5 % and when the employer cannot justify the gap on basis of objective gender-neutral factors, to carry out a pay assessment, in cooperation with workers’ representatives?
	Is there a binding obligation on the parliament to make publicly available data on its gender pay gap for parliamentary staff? <ul style="list-style-type: none"> • If yes, according to obligation, how regularly must the parliament publish the gender pay gap for parliamentary staff?
	In practice, has data on the gender pay gap been made publicly available in the last five years?
	Are employees of the parliament allowed to request information about the average pay levels for employees having the same status of producing work of equal value?

Use of gender mainstreaming tools	Does the parliament have binding rules that require a gender impact assessment or gender analysis of draft legislation (or equivalent)?
	Has training, that includes a focus on gender equality, been delivered by the parliament – as an institution – to MPs in the current legislature? <ul style="list-style-type: none"> • If yes, is the training mandatory?
	Does the parliament have a gender equality plan?
	Does the parliament have a gender equality policy?
	Is there a legal obligation to undertake gender budgeting in relation to the national budget?
	Has the parliament taken any measures to improve the gender sensitivity of its public procurement activities?
	Are formal rules and standing orders written in gender-sensitive language? <ul style="list-style-type: none"> • Yes • No • Partially • Unsure
Gender balance in parliamentary leadership positions	Are there formal rules to establish or improve gender balance across parliamentary leadership positions?
Data disaggregated by sex and other variables	Does the parliament publish any disaggregated data on the characteristics of MPs? [Refers to data disaggregated by sex either alone or combined with the following categories.] <ul style="list-style-type: none"> • Age • Race and ethnicity • Education level • Migration status • Disability • Sexual orientation • Gender identity

2.7. Feasibility assessment to collect intersectional data

EIGE's data collection on gender-sensitive parliaments includes seven questions related to indicators of the representation of women and men in parliaments, which are populated through EIGE's data on women and men in decision-making data, available in the Gender Statistics Database ⁽¹⁴⁾. These indicators are the:

- number of women and men members of parliament;
- number of women and men leading major political parties;
- parliamentary committees chaired by women and men;
- chairs of committees in socio-cultural functions (health, education, social affairs, employment, family, culture, sports);
- chairs of committees in basic functions (foreign and internal affairs, defence, justice);
- chairs of committees in infrastructure (transport, communications, environment);
- chairs of committees in economy (finance, trade, industry, agriculture).

Since the data used to populate these questions are disaggregated by sex only, EIGE assessed the feasibility of collecting data disaggregated by sex and additional variables, such as age, race and ethnicity, class (i.e. indicators of socioeconomic status), bodily ability, sexual orientation and gender identity. The collection of such data would allow for an intersectional analysis and facilitate better understanding of the representation of different groups of women and men in parliaments. However, currently such data are rarely available, which reflects the fact that personal characteristics are considered sensitive information and subject to European-level legislation regarding the collection and treatment of related data.

To make an assessment of the feasibility of collecting publicly available disaggregated data on the characteristics of MPs in national parliaments, EIGE carried out desk research to identify if disaggregated data have already been collected and assessed their suitability for inclusion in EIGE's 2023 data collection (i.e. assessing quality and timeliness). The desk research focused on centralised sources and included a review of the following:

- potentially relevant databases published by international organisations (e.g. Inter-Parliamentary Union (IPU) (Parline ⁽¹⁵⁾), UN Women ⁽¹⁶⁾, Organisation for Economic Co-operation and Development ⁽¹⁷⁾ and Organization for Security and Co-operation in Europe (OSCE) ⁽¹⁸⁾);

⁽¹⁴⁾ See EIGE's Gender Statistics Database (n.d.), 'Parliaments and assemblies' (https://eige.europa.eu/gender-statistics/dgs/browse/wmidm/wmidm_pol/wmidm_pol_parl).

⁽¹⁵⁾ See the IPU Parline database (<https://data.ipu.org/>).

⁽¹⁶⁾ See the UN Women SDG Indicator Dashboard (<https://data.unwomen.org/data-portal>) (relies on IPU data).

⁽¹⁷⁾ See the Organisation for Economic Co-operation and Development's women in politics indicator (<https://data.oecd.org/inequality/women-in-politics.htm>) (relies on IPU data).

⁽¹⁸⁾ No relevant quantitative OSCE data were identified (its 2021 survey on gender-sensitive parliaments did not contain data disaggregated by sex and other variables; OSCE (2021), *Realizing Gender Equality in Parliament – A guide for parliaments in the OSCE region*, ODIHR (Office for Democratic Institutions and Human Rights), Warsaw (https://www.osce.org/files/f/documents/3/b/506885_2.pdf).

- academic and policy studies (e.g. reports that contain data or findings relevant to the data collection, such as results from the 2020 Commonwealth Parliamentary Association survey ⁽¹⁹⁾, the Pathways to power project ⁽²⁰⁾ and the 2023 report *Promotion of Gender Balance in Political Decision-making* by the European network of legal experts in gender equality and non-discrimination ⁽²¹⁾ – other studies were reviewed as part of the desk research but excluded based on their lack of relevance ⁽²²⁾).

The desk research showed that IPU Parline is the only source of data across the EU that is relevant to EIGE's 2023 assessment on gender-sensitive parliaments, and its data were included in the study. However, a few important caveats should be borne in mind. In particular, while the IPU's data on gender are updated monthly, data on age are collected only at the start of each legislature, so they do not reflect the current situation. In addition, EIGE's data on women and men in decision-making, which focus on the number of women and men Members of the European Parliament, are updated only quarterly.

As the next step and as part of the main data collection (for the ad hoc module), national researchers were instructed to assess the availability from parliaments of public data related to the number of women and men MPs. No requests were sent to national parliaments for any other data they may collect. Data related to other questions on representation (e.g. data related to committees) were not collected because this is a breakdown of the data collected on the number of women and men MPs. The assessment looked at data disaggregated by only one variable (e.g. there are data on the number of MPs with disabilities but there are no data on their gender, or there are data on gender but not on disability) or by sex and another variable (e.g. there are data on the total number of MPs with disabilities of whom x are women and y are men).

⁽¹⁹⁾ Commonwealth Parliamentary Association (2020), *Gender Sensitising Parliaments Guidelines: Standards and a checklist for parliamentary change*, London (<https://www.cpahq.org/media/s20j1lws/cwp-gender-sensitizing-guidelines.pdf>).

⁽²⁰⁾ UK Research and Innovation (n.d.), 'Pathways to power: The political representation of citizens of immigrant origin in seven European democracies' (<https://gtr.ukri.org/projects?ref=ES%2FL016664%2F1>).

⁽²¹⁾ European Commission, Directorate-General for Justice and Consumers, Kotevska, B. and Pavlou, V. (2023), *Promotion of Gender Balance in Political Decision-making*, Publications Office of the European Union, Luxembourg (<https://www.equalitylaw.eu/downloads/5824-promotion-of-gender-balance-in-political-decision-making>).

⁽²²⁾ See European University Institute (n.d.), 'Electoral and parliamentary data' (<https://www.eui.eu/Research/Library/ResearchGuides/Economics/Statistics/DataPortal/EED>) for examples of some of the academic studies considered.

3. Method of data collection and analysis

This section outlines the steps taken throughout the study to collect and analyse the data.

3.1. Who collected the data?

The research was carried out by a team of national researchers with expertise on gender-sensitive parliaments and gender equality in decision-making institutions in their Member States.

Desk research was the primary method of data collection; however, when information was not publicly available, national researchers reached out to national contact points (individuals within the national parliament being analysed). National contact points were identified by the national researchers.

3.2. How were the data collected?

Data collection took place between May and August 2023. Prior to the data collection, all national researchers were provided with detailed information on the objectives of the 2023 data collection exercise, the conceptual and measurement framework and the data collection tool. National researchers were familiarised with the 2019 data collection, including with changes made between the 2019 and 2023 data collections, and the potential risks and challenges to be considered were discussed.

As part of the briefing, national researchers were provided with the data collection tools, including a data collection template (questionnaire) and guidelines, and were asked to carry out desk research to fill in the template (see the Annex for the data collection tool).

National researchers relied on national contact points to provide answers to questions when publicly available data could not be found. The national contact points were contacted by email or phone. However, the use of national contact points presented some challenges for the methodological approach of the study.

- The bulk of data collection took place over the summer months, when some national contact points were unavailable. As a result, not all researchers were able to rely on national contact points for their research, which created differences in the gathering of data between different countries.

- Some answers were retrieved solely from national contact points (e.g. those obtained by reference to internal parliamentary documents or based on the national contact point's own knowledge). Therefore, they could not be verified in the quality assurance process and presented a challenge for reliability.
- In some cases, there was a discrepancy between the responses from national contact points and the national researcher. To ensure consistency across the questionnaires, these data were checked, responses from contact points investigated and responses amended when needed to reflect the desk research and the quality assurance process implemented throughout this data collection exercise.

3.3. How were the data quality-assured?

After the desk research and follow-up with national contact points were completed, multiple rounds of quality assurance took place to ensure that the responses were correct, comprehensive and aligned across questionnaires.

The quality assurance process took place as follows:

- First, each questionnaire was reviewed to ensure that all questions had been filled in and that the sources of information were clearly identified. The responses were checked against the quality assurance guidelines that were developed for the data collection exercise. Then, the metadata itself were checked to ensure that the information provided was complete and accurate. If there were issues, national researchers were asked to review the information provided and clarify their responses by carrying out additional research.
- Once the revised questionnaire was received, a second round of quality assurance took place. Remaining issues with regard to the interpretation of the metadata were reviewed and a common approach for interpretation was adopted.
- Finally, all data files were reviewed, compared and sense-checked to identify issues of non-comparability and to ensure that metadata had been interpreted consistently across all Member States. In addition, the 2023 data were cross-checked against the 2019 data. When discrepancies were noted, the relevant metadata were examined and possible explanations for the discrepancy were added.

4. Reference metadata

4.1. Statistical unit (including national and regional definitions that may differ from the European Institute for Gender Equality's indicator definition)

The statistical unit used was a house in the national parliament. In the case of bicameral parliamentary structures, the upper and lower houses were analysed separately.

4.2. Reference area

Data were collected for the European Parliament and the national parliaments of the 27 Member States⁽²³⁾. Twelve Member States have a bicameral national parliament with upper and lower houses (BE, CZ, DE, IE, ES, FR, IT, NL, AT, PL, RO, SI). Each house was assessed separately, giving a total of 39 houses/chambers.

4.3. Time coverage

Data describing the current situation or referring to the timeline of the questions (i.e. within the last n years) were collected between May and August 2023. Data taken from EIGE's Gender Statistics Database⁽²⁴⁾ included (1) MPs in quarter 3 of 2023, (2) leaders of major political parties in 2023 and (3) chairs of parliamentary committees in 2023. Data on the women and men candidates campaigning to become MPs were mostly collected from IPU Parline⁽²⁵⁾ and cover the last recorded election for the house of parliament being researched.

4.4. Frequency of data collection and reference period

There is no fixed frequency for the collection of data on gender-sensitive parliaments. To date, two ad hoc collections have been undertaken, in 2019 and 2023, ahead of the European Parliament elections. The reference period is the year of the collection – that is, the situation at the time of the data collection. For questions dealing with specific numbers of women and men, the data were mostly extracted from EIGE's Gender Statistics Database using the most recent data available at the time of analysis (data are updated quarterly for political decision-making at the European and national levels). Therefore, the precise reference period may differ from that of the rest of the data by several months, but always refers to the same reference year. The data on the number

⁽²³⁾ The previous collection in 2019 also covered the United Kingdom, which was a Member State at the time.

⁽²⁴⁾ See the EIGE Gender Statistics Database data collection on women and men in decision-making (<https://eige.europa.eu/gender-statistics/dgs/browse/wmidm>).

⁽²⁵⁾ <https://data.ipu.org/elections/>. Where IPU Parline had no data, web-based research was undertaken.

of women and men standing as candidates for election are the exception ⁽²⁶⁾, as the data (where available) refer to the most recent election for each house of the national parliament, a date that varies both across and (potentially) within countries (i.e. in cases where the two houses of a bicameral system are elected separately).

4.5. Limitations and challenges

The data collection highlighted the limitations of the measurement framework and the challenges of consistent interpretation of responses between the 2019 and 2023 data collections. Tables 7 and 8 outline the specific data limitations and challenges per question in the five areas and the *ad hoc* module, and the approach adopted to address them.

Table 7. Areas 1–5: Key challenges and approach taken

Area	Question	Challenge	Approach
Area 1	Does the constitutional law or an equivalent legal framework directly refer to gender equality in political representation?	The question was interpreted differently in 2019 and 2023. In 2019, ‘gender’ had to be mentioned explicitly in relation to political representation. In 2023, cases that explicitly mention gender in relation to the equality of all citizens and then give women and men equal rights to stand for parliament were accepted.	To ensure alignment across surveys, every question was checked again, and additional desk research was carried out where clarification was still required. The response of ‘yes’ was provided in cases that explicitly mention gender in relation to the equality of all citizens and then give all women and men equal rights to stand for parliament.
	Number of women and men candidates in the last political election?	There was a comparability issue in the sense that the datasets were incomplete in both collections, but the countries/parliaments affected were not necessarily the same in both. For example, data on the European Parliament were available in 2019 (in a special report on the results of the 2014 elections, not from the IPU) but not in 2023 (candidates for the 2019 election). Since the candidate question is a priority question in scoring, the results were not directly comparable.	Since statistics on the number of candidates disaggregated by sex are not readily available for national elections in all Member States, the question was scored based on the data available (i.e. 23 houses of parliament in 20 Member States).

⁽²⁶⁾ IPU Parline provides global data on national parliaments. IPU Parline (n.d.), ‘Parliamentary elections’ (<https://data.ipu.org/elections>).

Area	Question	Challenge	Approach
Area 2	Does the parliament have a code of conduct that includes provisions relating to preventing or combating violence against women?	The question refers to the existence of a code of conduct that includes provisions on violence against women. At the quality assurance stage, it was noted that in some cases, despite the answer 'yes' being given, the code of conduct did not explicitly mention violence against women. These codes addressed issues related to dignity and respect for the equality between women and men, but not violence against women explicitly.	Additional desk research was undertaken to (1) focus on explicit provisions on violence against women in parliamentary codes of conducts, (2) review inconsistencies and (3) check and align responses.
	Does the parliament have an anti-harassment policy that covers sexual harassment against MPs?	There was a lack of clarity as to whether the question asks for a specific parliament policy addressed to MPs or a general national policy/law on sexual harassment that covers MPs. This created inconsistencies in interpretation.	Only responses referring to policies that are specific to parliaments, and therefore directly cover MPs, were accepted.
Area 3	Is there a dedicated gender equality body in the parliamentary structures, for example a women's caucus, cross-party network, or committee?	Due to the wording of the question, which looks at both formal and informal bodies, comparability challenges arose, as a variety of bodies were identified and reported in the 2019 and 2023 data collections.	Additional desk research was undertaken to (1) map both formal and informal bodies, (2) review inconsistencies and (3) check and align responses.
	Can the gender equality body hold hearings or formally meet external stakeholders?	Answers to the question above created challenges for this follow-up question, as some of the types of bodies reported are unlikely to hold hearings (e.g. the prerogatives of women's caucuses are different from those of permanent gender equality committees).	Additional desk research was undertaken to review inconsistencies and check and align responses.

Area	Question	Challenge	Approach
Area 4	Has the country developed a national strategy for the implementation of the Beijing Platform for Action (BPfA)?	There were differences in interpretation. While some national researchers answered 'yes' if strategies mentioned the BPfA but only as an overall framework, others answered 'no' if the BPfA was mentioned but there was no strategy specifically developed to implement it (i.e. there was no mention of specific BPfA areas or goals), resulting in inconsistencies in the answers for different countries. Compared with the 2019 data collection, greater emphasis was also placed on the strategy being active at the time of the data collection, excluding those that were developed years ago, which affected comparability.	'Yes' was accepted for countries that had implemented the specific objectives and targets of the BPfA through their national strategy and 'no' was given if countries had only mentioned the BPfA as part of their overall policy framework.
	Has the parliament officially promoted a gender action plan or a national programme for enhancing gender equality in the current legislature?	There was a lack of clarity as to the meaning of 'officially promote', which led to differences in interpretation.	Additional desk research was undertaken to review inconsistencies and check and align responses.
	Is there a dedicated body that oversees gender equality in government action?	There was a lack of clarity regarding whether the question refers to a body in the parliament or within government, which led to differences in interpretation.	Additional desk research was undertaken to focus on bodies within the parliament, review inconsistencies and check and align responses. The question was answered using the IPU Parline database. Note the exception of Spain's lower house (both committees), for which additional data validation was conducted.
Area 5	Does the parliament's website have a section for citizens that addresses gender equality?	There was a lack of clarity regarding types of web pages (e.g., parliamentary committees pages) and scope of issues covered, which led to differences in interpretation.	Additional desk research was undertaken to review inconsistencies and check and align responses.

Table 8. Ad hoc module: key challenges and approach taken

Ad hoc module	Question	Challenge	Approach
Violence against women in parliaments	Does the parliament have an anti-harassment policy that covers sexual harassment against parliamentary staff?	There were issues with the term 'parliamentary staff', as it may include civil servants employed by the parliament, but also other types of staff with a specific status (e.g. parliamentary assistants employed by an MP under a private contract). In addition, there were differences in interpretation of whether the question refers to a general anti-harassment policy that would apply to parliament staff being considered regular civil servants, or if this policy should have been specifically enacted by the parliament itself.	For consistency, when no specific policy had been enacted by the parliament, the answer 'no' was provided (to align answers with the wording of the question itself).
	Does the parliament have an anti-discrimination policy that covers sex discrimination against parliamentary staff?	This question faced the same issue as above.	The same approach was adopted as above.
	Have any measures been implemented in the last calendar year to prevent or combat violence against women parliamentarians and parliamentary staff?	There was a lack of publicly available data in relation to most parliaments. Therefore, national researchers had to rely on focal points, who were not always responsive and/or familiar enough to provide a clear answer.	Additional desk research was undertaken to review inconsistencies and check and align responses.

Work–life balance measures	Which of the following family leave options are available for MPs?	There were differences in interpretation (e.g. maternity leave was, in some cases, interpreted as a leave of absence that may be granted to women who have given birth). There were differences in the scope of the documents (parliamentary procedures) and legislation reviewed (existing labour law and other relevant legislation applying to public employees in countries where MPs have the status of public employee or civil servant).	Additional desk research was undertaken to review inconsistencies and check and align responses. In the end, only explicit provisions on family leave options in parliamentary procedures (standing orders, rules of procedures) were considered. Additional legal analysis is required to assess the full extent of the family leave options available to MPs across all Member States.
	Which of the following family leave options are available for parliamentary staff?	There were issues with the term ‘parliamentary staff’, as it may include civil servants employed by the parliament, but also other types of staff with a specific status (e.g. parliamentary assistants employed by an MP under a private contract).	Focus was placed on parliamentary staff employed by the parliament.
	Is there an official regulation of working hours for MPs?	The wording of the question presented challenges in terms of what can be considered a regulation of working time.	Additional desk research was undertaken to check parliamentary rules of procedure for provisions regulating working time, review inconsistencies and align responses.
Use of gender mainstreaming tools	Has training, that includes a focus on gender equality, been delivered by the parliament – as an institution – to MPs in the current legislature?	There was a lack of publicly available data in relation to most parliaments. Therefore, national researchers had to rely on focal points, who were not always responsive and/or familiar enough to provide a clear answer.	Additional desk research was undertaken to identify whether the parliaments delivered gender equality training.
	Does the parliament have a gender equality plan?	Internal gender equality action plans are not always publicly available. Therefore, national researchers had to rely on focal points, who were not always responsive and/or familiar enough to provide a clear answer.	Additional desk research was undertaken to identify any gender equality actions plans previously not identified.

4.6. Comparability of 2019 and 2023 data

While the 2023 core questionnaire (areas 1–5) was largely the same as the 2019 questionnaire, some changes to the wording of specific questions (see details of changes by area in [Sections 2.1–2.5](#)) and possible changes in the way that questions have been interpreted both by national researchers and in the quality assurance process (see [Section 4.5](#)) mean that there are sufficient differences or risks of differences to consider the data not fully comparable between years.

The main comparability issues by area are as follows.

- **Area 1.** There are important differences.
 - There were different interpretations of the question regarding legal references to gender equality in politics;
 - There were differences in the availability of data on candidates for election, which is scored as a priority question.
- **Area 2.** There are important differences.
 - There were differences in wording, and consequently interpretations, of questions related to parliamentary rules on combating violence and harassment;
 - Such rules may differ in scope.
- **Area 3.** There is some risk of difference.
 - There is a risk of differential reporting of gender equality bodies within parliament. One such case was identified (Germany) and there could be others.
- **Area 4.** There is some risk of difference.
 - There may have been some different interpretations of the guidelines regarding what qualifies as a strategy for implementing the Beijing Declaration and Platform for Action;
 - There was potential for different interpretations of the question about whether the parliament has promoted a national gender equality action plan.
- **Area 5.** There is a low risk of difference.
 - In practice, there are no concrete differences in this area, but the questions are generally more subjective than those in other areas so there is always some risk of different interpretations being applied (e.g. what constitutes an initiative to promote gender equality or what constitutes an effort to improve the gender sensitivity of physical spaces).

Annex – Data collection questionnaire

Question	Source	Guidelines	Metadata questions	QA guidelines
Area 1: Women and men have equal opportunities to enter the parliament Domain 1 – Electoral system				
1. Does the constitutional law or an equivalent legal framework directly refer to gender equality in political representation?	Constitution, National Constitutional Charts, Constitutional laws, electoral law or equality law.	<p>Data should refer to whether or not the constitutional law directly mentions gender equality in relation to political representation. 'Direct mention' means the legal document (i.e. the single-code constitution or constitutional law) must explicitly set out the principle that women and men have the equal right to political representation or participation. If these rights are in place, but not explicitly included in the constitution, the answer must be 'No'.</p> <p>Note: In some countries there is a written single-code constitution whilst in others the relevant acts are included in the constitutional law.</p>	<p>Please provide a legal citation for the relevant provisions within the law (e.g. article) and a link to the law.</p> <p>1.1. Please provide the wording of the relevant provision in English.</p>	<p>Check wording against definition to ensure there is a mention of gender equality in relation to political representation.</p>
2. Are gender quotas applied to your electoral system?	<p>Please use IPU Parlline. Click here https://data.ipu.org/elections/, then select your Member State from the top right search bar. Details on quotas are available under the section 'Data on women'. Please check the details of which quotas are in place before entering the data as voluntary party quotas, for example, are not to be included here.</p>	<p>This question focuses on whether there are currently any system-wide or gender quotas applied to parliamentary elections which are enforced by legislation. Overall, gender quotas refer to instruments aimed at accelerating the achievement of gender balanced participation and representation by establishing a defined proportion (percentage) or number of candidate places to be filled by, or allocated to, women and/or men.</p> <p>There are two main types of quotas for the electoral system:</p> <p>Legislated 'reserved seats' – These measures regulate by law the gender composition of elected bodies, by reserving a certain number or percentage of seats for women members, implemented through special electoral procedures; they are mandated either through national constitutions or by electoral legislation.</p> <p>Legislated candidate quotas – These quotas regulate the gender composition of the candidate lists and are binding by law for all political parties in the election; they are mandated either through national constitutions or by electoral legislation.</p>	<p>Please describe how the quota system works.</p> <p>2.1. Please provide a legal citation for the relevant provisions in the law (e.g. article), a link to the law and wording of the provision in English.</p>	<p>Check the system described and legislative provision is a gender quota system, according to the definition given.</p>

Annex – Data collection questionnaire

<p>3. Are there any sanctions for not conforming with quotas?</p>	<p>International IDEA Gender Quotas Database (Available at: https://www.idea.int/data-tools/data/gender-quotas).</p>	<p>Sanctions for non-conformity such as financial penalty or rejection of candidate lists are types of measures put in place with the aim to deter political parties from violating the legislated gender quota. This question collects information on the existence of such sanction(s) targeted at political parties in case of non-compliance.</p>	<p>Please provide links to the source (e.g. law, policy document) that outlines the sanctions.</p> <p>3.1. Please provide details of the sanctions such as how they are decided and what sanctions can be imposed.</p> <p>3.2. Please include examples of cases where sanctions have been applied (where possible to identify).</p>	<p>Review the link and description to check it does refer to sanctions targeted at political parties in case of non-compliance with legislated quotas.</p>
<p>4. If the voting system is proportional, how is the gender quota applied?</p> <ul style="list-style-type: none"> • Zipping (alternating women and men candidates throughout the lists) • Requiring that the top two candidates are not of the same sex • 40:60 ratio every five positions in the list • At least 1 out of every group of 3 candidates must be a woman • Other • N/A • Unsure 	<p>National electoral laws and International IDEA Gender Quotas Database (Available at: https://www.idea.int/data-tools/data/gender-quotas). Shows parliamentary and party gender quotas by country. Cross-check this information with the constitutional laws / legislation.</p>	<p>A proportional electoral system is an electoral system in which parties gain seats in proportion to the number of votes cast for them.</p>	<p>Please describe how the quota system is applied.</p> <p>4.1. Please provide a link to a source that indicates how the gender quota system is applied.</p>	<p>Review the link and description to check it is a voting system related to a proportional electoral system and the correct option has been selected.</p>
<p>5. If the voting system is plurality/majority, how is the gender quota applied?</p> <ul style="list-style-type: none"> • 50 % women candidates • 40:60 ratio of different gender candidates • At least 30 % women candidates • Other • N/A • Unsure 	<p>International IDEA Gender quotas database (available here: https://www.idea.int/data-tools/data/gender-quotas). Shows parliamentary and party gender quotas by country. Cross-check this information with the constitutional laws / legislation.</p>	<p>A plurality/majority electoral system is where the candidate with the most votes in each constituency wins the seat.</p>	<p>Please describe how the quota system is applied.</p> <p>5.1. Please provide a link to a source that indicates how the gender quota system is applied.</p>	<p>Review the link and description to check it is a voting system related to a plurality/majority electoral system and the correct option has been selected.</p>

<p>6. Number of women and men candidates in the last political election?</p>	<p>IPU Parline includes data on the number of women and men candidates in the last election for some countries.</p> <p>In many countries, candidates lists are published by the respective electoral authorities and/or can be found in the national official bulletin issued a few weeks before the election day. For example, in Spain this would be the <i>Boletín Oficial del Estado</i> (BOE).</p> <p>Political parties' organisation documents, including from official websites.</p>	<p>Prior to parliamentary elections, each political party submits candidate lists to the national electoral commission. This indicator measures the total number of women and men included in the candidate list in the last parliamentary election.</p> <p>This question covers all parties (not just the major political parties).</p>	
<p>7. Number of women and men members of parliament?</p>	<p>EIGE's Gender Statistics Database on women and men in decision-making (available here: https://eige.europa.eu/gender-statistics/dgs/indicator/wmidm_pol_parl_wmidm_natparl); Shows the number of women and men members of national parliaments.</p>	<p>This question is prepopulated centrally.</p>	
<p>Area 2: Women and men have equal opportunities to influence the parliament's working procedures</p> <p>Domain 1 – Parliamentarians' presence and capacity in parliament</p>			
<p>8. Number of women leading major political parties and number of men leading major political parties?</p>	<p>EIGE's Gender Statistics Database on women and men in decision-making (available here: https://eige.europa.eu/gender-statistics/dgs/indicator/wmidm_pol_part_wmidm_polpart). Shows the number of women and men leaders of major political parties.</p>	<p>This question is prepopulated centrally.</p>	
<p>9. Parliamentary committees chaired by women and men</p>	<p>EIGE's Gender Statistics Database on women and men in decision-making (available here: https://eige.europa.eu/gender-statistics/dgs/indicator/wmidm_pol_parl_burcom_wmidm_parlcom). Shows the number of women and men in parliamentary bureaus and committees.</p>	<p>This question is prepopulated centrally.</p>	
<p>10. Chairs of committees in socio-cultural functions (health, education, social affairs, employment, family, culture, sports)</p>	<p>EIGE's Gender Statistics Database on women and men in decision-making (available here: https://eige.europa.eu/gender-statistics/dgs/indicator/wmidm_pol_parl_burcom_wmidm_parlcom). Shows the number of women and men presidents of committees with socio-cultural functions.</p>	<p>This question is prepopulated centrally.</p>	

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<p>11. Chairs of committees in basic functions (foreign and internal affairs, defence, justice)</p>	<p>EIGE's Gender Statistics Database on women and men in decision-making (available here: https://eige.europa.eu/gender-statistics/dgs/indicator/wmidm_pol_parl_burcom_wmidm_parlcom). Shows the number of women and men presidents of committees with basic functions.</p>	<p>This question is prepopulated centrally.</p>	
<p>12. Chairs of committees in infrastructure (transport, communications, environment)</p>	<p>EIGE's Gender Statistics Database on women and men in decision-making (available here: https://eige.europa.eu/gender-statistics/dgs/indicator/wmidm_pol_parl_burcom_wmidm_parlcom). Shows the number of women and men presidents of committees with infrastructure functions.</p>	<p>This question is prepopulated centrally.</p>	
<p>13. Chairs of committees in economy (finance, trade, industry, agriculture)</p>	<p>EIGE's Gender Statistics Database on women and men in decision-making (available here: https://eige.europa.eu/gender-statistics/dgs/indicator/wmidm_pol_parl_burcom_wmidm_parlcom). Shows the number of women and men presidents of committees with economic functions.</p>	<p>This question is prepopulated centrally.</p>	
<p>14. Does the parliament have a code of conduct that includes provisions relating to preventing or combating violence against women?</p>		<p>Code of conduct refers to the principles, values, standards, or rules of behaviour that guide the decisions, procedures and systems of an organisation in a way that contributes to the welfare of its members and respects the rights of all constituents affected by its operations. This question focuses on the existence of provisions, within this policy, on violence against women.</p> <p>Violence against women refers to any form of violence (psychological, physical, economic and sexual) that is perpetuated against a woman because of her gender. It is synonymous with gender-based violence. It can include gender-based violence against men but does not include provisions that are gender neutral.</p> <p>Online or cyber violence is defined as any act of violence that is committed, assisted or aggravated in part or fully by the use of information and communication technologies. This includes violence that happens online, such as cyber harassment or cyber stalking, non-consensual intimate image abuse. Information and communications technology tools may also be misused to stalk, harass, survey and control victims, such as through GPS on smart watches to facilitate stalking.</p>	<p>Please provide a link to the policy.</p>

<p>14.1.1. If yes, does the code of conduct include sanctions for non-complying behaviour in cases of violence against women?</p>	<p>Parliaments' websites, rules and internal documentation, and evaluations.</p>	<p>Sanctions for non-compliance are usually laid out in the parliaments' rules of procedure.</p>	<p>Please indicate with page numbers (or equivalent) where the provisions on violence against women and any sanctions are included. Please provide the text of the provisions in English.</p> <p>14.2. Please describe how provisions in the policy regarding how complaints regarding violence against women are handled (i.e. the complaints mechanisms).</p>	
<p>15. Does the parliament have an anti-harassment policy that covers sexual harassment against MPs?</p>	<p>Parliaments' websites, rules and internal documentation, and evaluations.</p>	<p>This section captures information about anti-harassment policies in place for MPs. The purpose is to assess whether this policy has tailored provisions on issues related to sexual harassment.</p> <p>It is acceptable if this policy is the same as the anti-discrimination policy, for example, but there must be two separate references.</p> <p>Sexual harassment refers to any form of unwanted verbal, non-verbal or physical conduct of a sexual nature, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment (Directive 2006/54/EC). Acts are inclusive of, but not limited to, vulgar actions, requesting sexual favours, threatening or forcing with the purpose of gaining sexual satisfaction and forcibly imposed sexual intimacy.</p>	<p>Please provide a link to the policy.</p> <p>15.1. Please indicate with page numbers (or equivalent) the location of the provisions on sexual harassment within the document and translate the provisions into English.</p>	
<p>15.2. If yes, does the anti-harassment policy include sanctions for non-complying behaviour in cases of sexual harassment?</p>	<p>Parliaments' websites, rules and internal documentation, and evaluations.</p>	<p>Sanctions include disciplinary action taken against the person violating the provisions on anti-sexual harassment, such as suspension of membership, etc.</p>	<p>Please describe the nature of the sanctions, as outlined in the relevant policy.</p>	

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<p>16. Does the parliament have an anti-discrimination policy that covers sex discrimination against MPs?</p>	<p>Parliaments' websites, rules and internal documentation, MPs opinions and evaluations.</p>	<p>This section captures information about anti-discrimination policies in place. The purpose is to assess whether this policy has tailored provisions on issues related to sex discrimination.</p> <p>It is acceptable if this policy is the same as the anti-harassment policy, for example, but there must be two separate references. Discrimination against women is defined as: Any distinction, exclusion or restriction made on the basis of sex and gender that has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, and on a basis of equality between women and men, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field (Source: https://eige.europa.eu/thesaurus/terms/1084).</p>	<p>Please provide links to the policies.</p> <p>16.1. Please indicate with page numbers (or equivalent) the location of the provisions on sex discrimination within the document and translate the provisions into English.</p> <p>16.2. Please specify if there is an anti-discrimination policy covering MPs at all.</p>	
<p>16.1. If yes, does the anti-discrimination policy include sanctions for sex discrimination?</p>		<p>Sanctions include disciplinary action taken against person violating the provisions on anti-discrimination, such as suspension of membership, etc.</p>	<p>Please describe the nature of the sanctions, as outlined in the relevant policy.</p>	
<p>Area 2: Women and men have equal opportunity to influence the parliament's working procedures Domain 2 – Structure and organisation Violence against women</p>				
<p>17. If there is an anti-harassment policy for MPs [see Question 15], does it include within its scope, sexual harassment in online spaces?</p> <ul style="list-style-type: none"> • Yes, directly • Yes, indirectly • No • Unclear • Unsure 		<p>Because of growing online violence against women, we are interested if these policies apply to the online sphere. The questions here relate to harassment that is perpetuated online, such as through social media. If there are specific provisions related to the online sphere (i.e. harassment/description that takes place online) please select 'Yes, directly'. If there are no such provisions but nothing to indicate the policy would not apply online click 'Yes, indirectly'.</p>	<p>If indirectly, please specify reasoning.</p> <p>17.1. Please specify if there is an anti-harassment policy covering MPs at all.</p>	

<p>18. Does the parliament have an anti-harassment policy that covers sexual harassment against parliamentary staff?</p>	<p>This section captures information about anti-harassment policies in place for parliamentary staff. The purpose is to assess whether this policy has tailored provisions on issues related to sexual harassment.</p> <p>It is acceptable if this policy is the same as the anti-discrimination policy, for example, but there must be two separate references.</p> <p>Sexual harassment refers to any form of unwanted verbal, non-verbal or physical conduct of a sexual nature occurs, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment (Directive 2006/54/EC). Acts are inclusive of, but not limited to, vulgar actions, requesting sexual favours, threatening or forcing with the purpose of gaining sexual satisfaction and forcibly imposed sexual intimacy.</p> <p>Parliamentary staff refers to staff directly employed by the parliament.</p>	<p>Please provide links to the policies.</p> <p>18.1. Please indicate with page numbers (or equivalent) the location of the provisions on sexual harassment within the document and translate the provisions into English.</p>	
<p>18.2. If yes, does the anti-harassment policy include sanctions for non-complying behaviour in cases of sexual harassment?</p>		<p>Please describe the nature of the sanctions, as outlined in the relevant policy.</p>	
<p>18.3. If yes, does the anti-harassment policy set in place a formal procedure for investigating sexual harassment complaints?</p>		<p>Please indicate with page numbers (or equivalent) the location of the provisions on procedures for investigating sexual harassment complaints within the document and translate the provisions into English.</p>	
<p>18.4. If yes, does the anti-harassment policy include, within its scope, sexual harassment in online spaces?</p> <ul style="list-style-type: none"> • Yes, directly • Yes, indirectly • No • Unclear 	<p>Because of growing online violence against women, we are interested if these policies apply to the online sphere. The questions here relate to harassment that is perpetuated online, such as through social media. If there are specific provisions related to the online sphere (i.e. harassment that takes place online) please select 'Yes, directly'. If there are no such provisions but nothing to indicate the policy would not apply online click 'Yes, indirectly'.</p>	<p>If indirectly, please specify reasoning.</p> <p>18.5. Please specify if there is an anti-harassment policy covering parliamentary staff at all.</p>	

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<p>19. If yes [to Question 17], does the anti-discrimination policy for MPs include, within its scope, sex discrimination in online spaces?</p> <ul style="list-style-type: none"> • Yes, directly • Yes, indirectly • No • Unclear • Unsure 		<p>Because of growing online violence against women, we are interested if these policies apply to the online sphere. The questions here relate to discrimination that is perpetuated online, such as through social media. If there are specific provisions related to the online sphere (i.e. discrimination that takes place online) please select 'Yes, directly'. If there are no such provisions but nothing to indicate the policy would not apply online click 'Yes, indirectly'.</p>	<p>if indirectly, please specify reasoning.</p> <p>19.1. Are there provisions in the anti-harassment policy that relate to multiple or intersecting forms of discrimination? If yes, please provide a reference to where in the document the provisions can be found and translate the provisions into English.</p>
<p>20. Does the parliament have an anti-discrimination policy that covers sex discrimination against parliamentary staff?</p>		<p>This section captures information about anti-discrimination policies in place for parliamentary staff. The purpose is to assess whether this policy has tailored provisions on issues related to sex discrimination.</p> <p>It is acceptable if this policy is the same as the anti-harassment policy, for example, but there must be two separate references. Discrimination against women is defined as: Any distinction, exclusion or restriction made on the basis of sex and gender that has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, and on a basis of equality between women and men, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field (Source: https://eige.europa.eu/thesaurus/terms/1084).</p> <p>Parliamentary staff refers to staff directly employed by the parliament.</p>	<p>Please provide links to the policies.</p> <p>20.1. Please indicate with page numbers (or equivalent) the location of the provisions on sex discrimination within the document and translate the provisions into English.</p> <p>20.2. Please specify if there is an anti-discrimination policy covering parliamentary staff at all.</p>
<p>20.3. If yes, does the anti-discrimination policy include sanctions for sex discrimination?</p>			<p>Please describe the nature of the sanctions, as outlined in the relevant policy.</p>
<p>20.4. If yes, does the anti-discrimination policy include, within its scope, sex discrimination in online spaces?</p> <ul style="list-style-type: none"> • Yes, directly • Yes, indirectly • No • Unclear • Unsure 		<p>Because of growing online violence against women, we are interested if these policies apply to the online sphere. The questions here relate to discrimination or harassment that is perpetuated online, such as through social media. If there are specific provisions related to the online sphere (i.e. harassment/description that takes place online) please select 'Yes, directly'. If there are no such provisions but nothing to indicate the policy would not apply online click 'Yes, indirectly'.</p>	<p>if indirectly, please specify reasoning.</p> <p>20.5. Are there provisions in the anti-harassment policy that relate to multiple or intersecting forms of discrimination? Y/N. If yes, please provide a reference to where in the document the provisions can be found and translate the provisions into English.</p>

<p>21. Have any measures been implemented in the last calendar year to prevent or combat violence against women parliamentarians and parliamentary staff?</p>		<p>Purely ad hoc or one-off measures should not be included; only regular, institutionalised measures that occur at least once a year. Measures could include (but are not limited to) a counselling service that is advertised to MPs, training as part of a regular training calendar which must be compulsory (not voluntary), and a dedicated intranet page or information booklets to provide information. For any training, please indicate who provided the training, the content, who attended and how regularly it is held.</p> <p>Parliamentary staff refers to staff directly employed by the parliament.</p> <p>The question includes both online and offline forms of violence against women.</p>	<p>Please provide details of the nature of these measures and links to sources indicating their implementation.</p> <p>21.1. For each measure identified, please specify which forms of violence against women are covered (e.g. only online violence, sexual harassment) and whether it is gender sensitive (i.e. recognises that this issue is because of gender inequality and disproportionately affects women).</p>	
<p>Area 2: Women and men have equal opportunity to influence the parliament's working procedures Domain 2 – Structure and organisation Work-life balance</p>				
<p>22. Which of the following family leave options are available for MPs?</p>		<p>These forms of leave are defined as follows, according to Article 3(1) of the work-life balance directive and Article 8 of Council Directive 92/85/EEC. The name given to the leave is not relevant – please focus on the provisions for individuals in equivalent situations.</p> <p>22.1. Maternity leave means a continuous period of leave of at least 14 weeks allocated before and/or after confinement and must include compulsory maternity leave of at least two weeks allocated before and/or after confinement.</p> <p>22.2. Paternity leave means leave from work for fathers or, where and insofar as recognised by national law, for equivalent second parents, on the occasion of the birth of a child for the purposes of providing care.</p> <p>22.3. Parental leave means leave from work for parents on the grounds of the birth or adoption of a child to take care of that child.</p> <p>22.4. Carers' leave means leave from work for workers in order to provide personal care or support to a relative, or to a person who lives in the same household as the worker, and who is in need of significant care or support for a serious medical reason, as defined by each Member State.</p>	<p>22.1. Please provide links to sources outlining this leave option is available to MPs.</p> <p>22.2. Please provide links to sources outlining this leave option is available to MPs.</p> <p>22.3. Please provide links to sources outlining this leave option is available to MPs.</p> <p>22.4. Please provide links to sources outlining this leave option is available to MPs.</p>	

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<p>23. How do the family leave options for MPs compare to the minimum requirements set out in EU law?</p>		<p>Leave is considered more or less generous only in terms of length. Please compare the leave provisions identified in the previous question to the provisions as outlined below for each form of leave. For example, if MPs are not entitled to maternity leave, this is less generous than the 14 weeks in EU law and thus 'less generous' should be selected.</p>		
<p>23.1. Maternity leave</p> <ul style="list-style-type: none"> • The same • MPs' family leave options are more generous • MPs' family leave options are less generous • Unsure 		<p>Maternity leave is 14 weeks according to Article 8 of Council Directive 92/85/EEC.</p>	<p>Please provide links to sources indicating the length of leave entitlements for MPs. If it is less generous, please also provide an explanation of how this is justified (if any) given the provisions in EU law e.g. because MPs are not considered employees.</p>	
<p>23.2. Paternity leave</p> <ul style="list-style-type: none"> • The same • MPs' family leave options are more generous • MPs' family leave options are less generous • Unsure 		<p>Paternity leave is 10 working days according to the work-life balance directive: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32019L1158#PP1Contents.</p>	<p>Please provide links to sources indicating the length of leave entitlements for MPs. If it is less generous, please also provide an explanation of how this is justified (if any) given the provisions in EU law e.g. because MPs are not considered employees.</p>	
<p>23.3. Parental leave</p> <ul style="list-style-type: none"> • The same • MPs' family leave options are more generous • MPs' family leave options are less generous • Unsure 		<p>Parental leave is 4 months according to the work-life balance directive: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32019L1158#PP1Contents.</p>	<p>Please provide links to sources indicating the length of leave entitlements for MPs. If it is less generous, please also provide an explanation of how this is justified (if any) given the provisions in EU law e.g. because MPs are not considered employees.</p>	
<p>23.4. Carers' leave</p> <ul style="list-style-type: none"> • The same • MPs' family leave options are more generous • MPs' family leave options are less generous • Unsure 		<p>Carers' leave is 5 working days per year according to the work-life balance directive: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32019L1158#PP1Contents.</p>	<p>Please provide links to sources indicating the length of leave entitlements for MPs. If it is less generous, please also provide an explanation of how this is justified (if any) given the provisions in EU law e.g. because MPs are not considered employees.</p>	

<p>24. Which of the following family leave options are available for parliamentary staff?</p>		<p>These forms of leave are defined as follows, according to Article 3(1) of the work-life balance directive and Article 8 of Council Directive 92/85/EEC. The name given to the leave is not relevant – please focus on the provisions for individuals in equivalent situations. Parliamentary staff refers to staff directly employed by the parliament.</p> <p>24.1. Maternity leave means a continuous period of leave of at least 14 weeks allocated before and/or after confinement and must include compulsory maternity leave of at least two weeks allocated before and/or after confinement.</p> <p>24.2. Paternity leave means leave from work for fathers or, where and insofar as recognised by national law, for equivalent second parents, on the occasion of the birth of a child for the purposes of providing care;</p> <p>24.3. Parental leave means leave from work for parents on the grounds of the birth or adoption of a child to take care of that child;</p> <p>24.4. Carers’ Leave means leave from work for workers in order to provide personal care or support to a relative, or to a person who lives in the same household as the worker, and who is in need of significant care or support for a serious medical reason, as defined by each Member State.</p> <p>A leave is considered more or less generous only in terms of length. Please compare the leave provisions identified in the previous question to the provisions as outlined below for each form of leave.</p> <p>Maternity leave is 14 weeks according to Article 8 of Council Directive 92/85/EEC.</p>	<p>24.1. Please provide links to sources outlining this leave option is available to parliamentary staff.</p> <p>24.2. Please provide links to sources outlining this leave option is available to parliamentary staff.</p> <p>24.3. Please provide links to sources outlining this leave option is available to parliamentary staff.</p> <p>24.4. Please provide links to sources outlining this leave option is available to parliamentary staff.</p>	
<p>25. How do the family leave options for parliamentary staff compare to the leave options in EU law?</p> <p>25.1. Maternity leave</p> <ul style="list-style-type: none"> • The same • Family leave options for parliamentary staff are more generous • Family leave options for parliamentary staff are less generous • Unsure 				
			<p>Please provide links to sources indicating the length of leave entitlements for parliamentary staff.</p>	

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<p>25.2. Paternity leave</p> <ul style="list-style-type: none"> • The same • Family leave options for parliamentary staff are more generous • Family leave options for parliamentary staff are less generous • Unsure 		<p>Paternity leave is 10 working days according to the work–life balance directive: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32019L1158#PP1Contents.</p>	<p>Please provide links to sources indicating the length of leave entitlements for parliamentary staff.</p>	
<p>25.3. Parental leave</p> <ul style="list-style-type: none"> • The same • Family leave options for parliamentary staff are more generous • Family leave options for parliamentary staff are less generous • Unsure 		<p>Parental leave is 4 months according to the work–life balance directive: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32019L1158#PP1Contents.</p>	<p>Please provide links to sources indicating the length of leave entitlements for parliamentary staff.</p>	
<p>25.4. Carers' leave</p> <ul style="list-style-type: none"> • The same • Family leave options for parliamentary staff are more generous • Family leave options for parliamentary staff are less generous • Unsure 		<p>Carers' leave is 5 working days per year according to the work–life balance directive: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32019L1158#PP1Contents.</p>	<p>Please provide links to sources indicating the length of leave entitlements for parliamentary staff.</p>	
<p>26. Has substitution / proxy voting for MPs been used in the last calendar year</p> <ul style="list-style-type: none"> • Yes • No • In some cases • Unsure 		<p>Substitution / proxy voting refers to allowing another MP (or equivalent) to vote on one's behalf. Calendar year refers to May 2022–May 2023.</p>	<p>Please provide links to sources outlining that MPs are entitled to request substitution / proxy voting. 26.1. If yes or in some cases, please specify in what situations substitution / proxy voting can take place.</p>	
<p>27. Has remote voting for MPs been used in the last calendar year?</p> <ul style="list-style-type: none"> • Yes • No • In some cases • Unsure 		<p>Remote voting refers to voting with digital tools while not attending physically. Calendar year refers to May 2022–May 2023.</p>	<p>Please provide links to sources outlining that MPs are entitled to request remote voting. 27.1. If yes or in some cases, please specify in what situations remote voting can take place.</p>	

<p>28. Has virtual/online participation in parliamentary sessions by MPs taken place in the last calendar year?</p> <ul style="list-style-type: none"> • Yes • No • In some cases • Unsure 		<p>This question refers to the right of MPs to request to participate in parliamentary sessions online e.g. via online conferencing software. They must be able to participate on equal terms to MPs who are physically present. Calendar year refers to May 2022–May 2023.</p>	<p>Please provide links to sources outlining that MPs are entitled to request virtual/online participation in parliamentary sessions.</p>	
<p>29. Is there an official regulation of working hours for MPs?</p>	<p>This question is likely to require information from the national contact point.</p>	<p>The purpose of this question is to capture regulations that limit working hours i.e. to stop excessive or out of hours working.</p>	<p>Please provide links to the official document that sets out how working hours are regulated. 29.1. Please describe the restrictions on working hours in place.</p>	
<p>29.2. Is there an official regulation of working hours for parliamentary staff?</p>	<p>This question is likely to require information from the national contact point.</p>	<p>The purpose of this question is to capture regulations that limit working hours i.e. to stop excessive or out of hours working. Parliamentary staff refers to staff directly employed by the parliament.</p>	<p>Please provide links to the official document that sets out how working hours are regulated. 29.3. Please describe the restrictions on working hours in place.</p>	
<p>Area 2: Women and men have equal opportunities to influence the parliament's working procedures Domain 3 – Staff organisation and procedures Equal pay</p>				
<p>30. Is there a binding obligation on the parliament to make publicly available data on its gender pay gap for MPs?</p>		<p>The obligation can be in law or policy, but it must be binding on the parliament. The information must be publicly available, if it is not, then please select 'No'. By gender pay gap we mean the difference between the average gross hourly earnings of men and women expressed as a percentage of the average gross hourly earnings of men. To identify whether the obligation is due to national legislation (in the metadata question), please review national legislation on the gender pay gap. If the obligation on the parliament is the same as national legislation, it can be assumed to be the cause and 'yes' should be selected. The purpose of this question is to understand whether parliaments are complying with national legislation or going further on their own initiative.</p>	<p>Please provide a link to the document providing the obligation and the wording of the obligation in English.</p>	

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<p>30.1. If yes, according to obligation, how regularly must the parliament publish the gender pay gap for MPs?</p> <ul style="list-style-type: none"> • Annually or more frequently than annually • Less than annually on a regular basis (please specify) • Other • Not specified • Unsure 		<p>For metadata question 30.2: The disaggregation must be by gender and other grounds together; it does not include data that is disaggregated by sex and other grounds separately.</p> <p>Disaggregation is interpreted widely to include any grounds of discrimination (e.g. sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation) and other relevant forms of disaggregation, such as level of education.</p>	<p>Please provide a link to the document providing the obligation and indicate where in the document the reference can be found regarding the frequency with which data on the gender pay gap is published. Please provide the wording of the obligation in English.</p> <p>30.2. Is there an obligation to make data on the gender pay gap among MPs publicly available that is further disaggregated (e.g. by age, ethnicity)?</p>
<p>30.3. If yes, does the obligation include the requirement on parliaments, where pay reporting reveals a gender pay gap of at least 5 % and when the employer cannot justify the gap on basis of objective gender-neutral factors, to carry out a pay assessment, in cooperation with workers' representatives?</p>		<p>This question is based on provisions in the proposed EU directive on pay transparency. The purpose of this question is to understand if this provision is applied to parliaments. See: https://ec.europa.eu/commission/presscorner/detail/en/IP_22_7739.</p>	<p>Please provide a link to the document providing the obligation and indicate where in the document the relevant obligation can be found. Please provide the wording of the obligation in English.</p>
<p>31. Is there a binding obligation on the parliament to make publicly available data on its gender pay gap for parliamentary staff?</p>		<p>The obligation can be in law or policy but it must be binding on the parliament. The information must be publicly available, if it not, then please select 'No'.</p> <p>By gender pay gap we mean the difference between the average gross hourly earnings of men and women expressed as a percentage of the average gross hourly earnings of men.</p> <p>To identify whether the obligation is due to national legislation (in the metadata question), please review national legislation on the gender pay gap. If the obligation on the parliament is the same as national legislation, it can be assumed to be the cause and 'yes' should be selected. The purpose of this question is to understand whether parliaments are complying with national legislation or going further on their own initiative.</p> <p>Parliamentary staff refers to staff directly employed by the parliament.</p>	<p>Is the obligation due to national legislation?</p>

<p>31.1. If yes, according to obligation, how regularly must the parliament publish the gender pay gap for parliamentary staff?</p> <ul style="list-style-type: none"> • Annually or more frequently than annually • Less than annually on a regular basis (please specify) • Other • Not specified • Unsure 		<p>31.1. For metadata question: The disaggregation must be by gender and other grounds together, it does not include data that is disaggregated by gender and other grounds separately.</p> <p>Disaggregation is interpreted widely to include any grounds of discrimination (e.g. sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation) and other relevant forms of disaggregation, such as level of education.</p>	<p>Please provide a link to the document providing the obligation and indicate where in the document the reference can be found regarding the frequency with which data on the gender pay gap is published. Please provide the wording of the obligation in English.</p> <p>31.2. Is there an obligation to make data on the gender pay gap among parliamentary staff publicly available that is further disaggregated (e.g. by age, ethnicity)?</p>	
<p>32. In practice, has data on the gender pay gap been made publicly available in the last five years?</p>		<p>The question is because obligations may not be implemented in practice. Note, if the obligation is to publish this data annually, but in practice, it is less often (but still published), the answer should be 'no'. This question is not about if any data is published.</p>	<p>Please provide links to websites or reports publishing this data and specify the page number.</p>	
<p>33. Are employees of the parliament allowed to request information about the average pay levels for employees having the same status of producing work of equal value?</p>			<p>Please provide links to policies indicating this measure is in place and indicate where in the policy the provision can be found. Please provide the wording of specific provision in English.</p>	
<p>Area 2: Women and men have equal opportunities to influence the parliament's working procedures Domain 1 – Parliamentarians' presence and capacity in parliament Leadership</p>				
<p>34. Are there formal rules to establish or improve gender balance across parliamentary leadership positions?</p>		<p>Parliamentary leadership positions refer to positions such as Speaker, Head of Committees and Ministers.</p>	<p>Please provide a link to the document outlining the rules that establish or improve gender balance across parliamentary leadership.</p> <p>34.1. Please provide details of where in the document the provisions can be found and the provisions in English.</p>	

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Area 3: Women's interests and concerns have adequate space on parliamentary agenda				
Domain 1 – Gender mainstreaming structures				
<p>35. Is there a dedicated gender equality body in the parliamentary structures, for example a women's caucus, cross-party network, or committee?</p>	<p>The IPU Parlline database includes information on specialised parliamentary bodies, including gender equality committees (https://data.ipu.org/). Further information can be collected from the parliaments' websites.</p>	<p>A gender equality body can refer to different bodies, such as a gender equality committee or women's caucus.</p> <p>A relevant parliamentary committee is a group of members of parliament who are elected or appointed to work on gender equality policies and promote gender equality work throughout the legislative period in national parliaments.</p> <p>Women's caucuses gather together women members of parliament from across different party lines, with the purpose of providing peer support to foster gender equality legislative and policy agendas. Women's caucuses can engage in a wide range of activities, including gathering data, conducting research, creating partnerships with allies within and outside the parliament, facilitating public discussions, raising awareness of key issues, promoting civic education, and learning from experiences in other countries, among others.</p>	<p>Please provide the body's name in the national language and in English. Please clearly describe which type of body exists (as they are very different), including its name and brief description of its mandate.</p> <p>35.1. Please provide a link to a source indicating the existence and mandate of the body.</p>	<p>Review source and check the body described fits the definition of a women's caucus or gender equality / women's committee.</p>
<p>36. Can the gender equality body hold hearings or formally meet external stakeholders?</p>	<p>Information may be found on the parliament websites if the minutes on the hearings are published. This may not be the case for all parliaments, so please check this and ask for the information from national contact points if not available online.</p>	<p>See definitions of gender equality body in question 35.</p>	<p>Please provide a link to a source justifying your answer.</p> <p>36.1. Please specify which body can hold hearings or formally meet externally.</p>	<p>Review source to check the body identified can hold hearings or formally meet external stakeholders.</p>
<p>37. Did the gender equality body hold hearings or meet external stakeholders in the last calendar year?</p>	<p>Information may be found on the parliament websites if the minutes on the hearings are published. This may not be the case for all parliaments, so please check this and ask for the information from national contact points if not available online.</p>	<p>See definitions of gender equality body in question 35. Last calendar year refers to May 2022–May 2023.</p>	<p>Please provide a link to a source justifying your answer.</p> <p>37.1. Please describe which stakeholders or hearings were consulted and on what topics, where available.</p>	<p>Review source to check the body identified in question 35 has held a meeting with external stakeholders in the last calendar year.</p>

38. Does the parliament's strategic plan explicitly mention gender equality?	Information found on parliament websites.	A parliamentary strategic plan (also known as a strategy or action plan) informs the work of the parliament as an organisation. It can include an explanation of what the parliament is seeking to achieve, how the parliament works internally and with external partners, and the culture it wants to create. It guides the parliament's business planning process and sets the direction for its operational activity. This question is about whether the strategic plan explicitly contains provisions on gender equality. This question does not refer to a dedicated gender equality plan.	Please provide a link to the parliament strategic plan and indicate where in the document there is a reference to gender equality. Please provide the relevant provisions in English (or a summary). 38.1. Please indicate whether or not the parliament has a strategic plan.	Check the contents of the policy to ensure an explicit reference to gender equality.
39. Has the national parliament implemented gender budgeting in relation to the national budget in the last five years?	Relevant legislation or documentation on the national budget. Studies on gender budgeting. National contact points.	For further information about how gender budgeting can be applied by parliaments, see: UN Women's GRB & Parliaments action kit: https://www.unwomen.org/en/digital-library/publications/2022/11/action-kit-engaging-parliaments-in-gender-responsive-budgeting .	Please provide link to a source clearly specifying that gender budgeting was applied to the most recent national budget. 39.1. Please describe how gender budgeting is applied to the national budget, including the tools used and when in the budget cycle is it applied.	
40. Is there an internal body in charge of gender budgeting?	Relevant legislation on the national budget. National contact points.	Gender budgeting should be included if it is a part of the legislative process of the budget approval. Relevant legislation should therefore be checked first.	Please provide source for answer provided.	This is the body responsible for applying gender budgeting.
Area 3: Women's interests and concerns have adequate space on parliamentary agenda Domain 2 – Gender mainstreaming tools				
41. Does the parliament have binding rules that require a gender impact assessment or gender analysis of draft legislation (or equivalent)?		For an explanation of gender impact assessments, see: https://eige.europa.eu/gender-mainstreaming/toolkits/gender-impact-assessment . Draft legislation can also include draft budgets.	Please provide a link to the document containing the obligation and the wording of the obligation in English. 41.1. Please describe the procedure for how gender impact assessments are applied to draft legislation.	
42. Has training, that includes a focus on gender equality, been delivered by the parliament – as an institution – to MPs in the current legislature?	Information may be required from national contact point as information about training may not be publicly available.		Please indicate who provided the training, the content, who attended (among MPs) and how regularly it is held. 42.1. Please provide information on the content of the training, i.e. what topics are covered.	

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<p>42.2 If yes, is the training mandatory?</p>			<p>Please provide source for answer provided.</p>	
<p>43. Does the parliament have a gender equality plan?</p>		<p>Different terms for this can be used, including gender equality action plan, gender action plan and gender mainstreaming plan. An action plan sets out targets to achieve and measures to achieve these targets, with progress monitored over time. This question is about plans that cover the internal practices of the parliaments either political or administrative – it is not a national policy to promote gender equality in wider society; it must be focused on gender equality within the national parliament. It must be a dedicated plan on gender equality or on non-discrimination, equality or inclusion more broadly. It does not include plans that only mention gender equality. It must be adopted as of May 2023.</p>	<p>Please provide a link to the relevant plan and its name in the national language and English. 43.1. If there is not a current plan, is there an expired plan? If yes, please provide a link to the relevant plan and its name in the national language and English.</p>	
<p>44. Does the parliament have a gender equality policy?</p>			<p>44.1. If there is not a current plan, is there an expired plan? If yes, please provide a link to the relevant plan and its name in the national language and English.</p>	
<p>45. Is there a legal obligation to undertake gender budgeting in relation to the national budget?</p>		<p>For an explanation of gender budgeting see: https://eige.europa.eu/gender-mainstreaming/methods-tools/gender-budgeting. Forms of gender budgeting vary but if any form of gender budgeting is obligated, please select 'Yes'.</p>	<p>Please provide a link to the document providing the obligation and the wording of the obligation in English. 45.1. Please specify which part of the budget gender budgeting is applied to e.g. parliament's own budget, national budget, EU related budget.</p>	

<p>46. Has the parliament taken any measures to improve the gender sensitivity of its public procurement activities?</p>		<p>Gender responsive public procurement is procurement that promotes gender equality through the purchase of works, supplies or services by public sector bodies. This means that buyers and suppliers look at the impact of all of the contracted activities related to women's and men's interests and concerns and design and deliver contracts in a way that reduces gender inequalities. It applies to the pre-procurement stage (i.e. preparing tender documents), procurement stage (i.e. how tenders are selected) and post-procurement stage (i.e. how the contract will be implemented). This question does not require an assessment of specific tenders or contracts, only policies and other measures in place.</p> <p>Measures can include:</p> <ul style="list-style-type: none"> Public procurement or gender equality policies or strategies that promote GRPP. Practical guidance, training or other capacity building for procurement officers on GRPP. Measures to encourage the participation of women entrepreneurs in the public procurement process. <p>For further information, see EIGE's resources on Gender-responsive Public Procurement in the EU: https://eige.europa.eu/gender-mainstreaming/toolkits/grpp?language_content_entity=en.</p>	<p>Please evidence the measures taken.</p> <p>46.1. Please describe the nature of the measures taken.</p>	
<p>47. Are formal rules and standing orders written in gender-sensitive language?</p> <ul style="list-style-type: none"> • Yes • No • Partially • Unsure 		<p>This question does not require an assessment of the text of formal rules and standings orders. It is about whether there are specific rules or other provisions that mean they have to be written using gender-sensitive language.</p> <p>In this data collection, the use of gender-sensitive language refers to:</p> <ul style="list-style-type: none"> • avoidance of unnecessary use of gendered pronouns e.g. default use of 'he' • avoidance of gendered nouns such as 'chairman' • avoidance of use of gendered phrases such as 'man-hour'. <p>For further information, see EIGE's toolkit on gender-sensitive communication: https://eige.europa.eu/publications/gender-sensitive-communication/overview.</p>	<p>Please provide evidence that there are rules or provisions in place to ensure gender-sensitive language is used.</p> <p>47.1. Please provide a link to the rules or other provisions that state formal rules and standing orders must be written in gender-sensitive language.</p>	

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Area 4: The parliament produces gender-sensitive legislation Domain 1 – Gender equality laws and policies				
<p>48. Are there any laws or legislative quotas in force to enhance gender equality in your country?</p>	<p>A useful starting point is the UN's minimum set of gender indicators: https://www.un-ilibrary.org/content/databases/25206087#:~:text=The%20Minimum%20Set%20of%20Gender,International%20Compilation%20of%20Gender%20statistics.</p> <p>Search national laws on gender equality, policy documents, reports and studies referring to the implementation of laws and policies.</p> <p>The European Parliament has commissioned specific in-depth analyses on Member States' policies on Gender equality (available in the Supporting analyses section of the FEMM Committee web page: http://www.europarl.europa.eu/committees/en/femm/supporting-analyses.html?action=0#supporting-analyses).</p>	<p>The aim of this question is to discover whether there are any gender equality laws or relevant legislative quotas in force.</p> <p>Legislative quotas refer to an output of the parliament's legislation to improve gender representation e.g. quotas for women on corporate boards, quotas for work-life balance measures, etc.</p> <p>This does not refer to the rules under which the parliament is being composed, e.g. electoral quotas.</p> <p>For laws to enhance gender equality, areas to pay attention to: constitution; gender equality law; law against gender-based violence; law on work-life balance; anti-discrimination at work law; women's participation in decision-making; women's participation in education; women's participation in research technology and innovation; women's representation and participation in media; if there is a legal obligation to gender mainstream legislation at national level (for instance, some countries have adopted laws on gender mainstreaming).</p> <p>Laws must be focused on gender equality issues, not only a reference to gender equality in a law focused on another policy area such as innovation or education.</p> <p>Laws must be focused on gender equality issues, not only a reference to gender equality in a law focused on another policy area such as innovation or education.</p>	<p>Please provide a legal citation for the law / legislative quota and link to the law.</p> <p>48.1. Please describe how the law relates to gender equality [details about which policy areas it covers are captured under question 49].</p>	<p>Review the description and link to ensure it is a legislative quota to improve gender equality (according to definition given) or law that is focused on gender equality.</p>
<p>49. If the country has laws enhancing gender equality, what are the main policy areas addressed with these laws?</p> <p>49.1. Gender mainstreaming</p> <p>49.2. Gender-based violence</p> <p>49.3. Work-life balance</p> <p>49.4. Women and the economy</p> <p>49.5. Women in decision - making</p> <p>49.6. Gender and education, research, technology and innovation</p> <p>49.7. Gender and media</p>	<p>Online search of national laws on gender equality.</p>	<p>Laws must be focused on gender equality issues, not only a reference to gender equality in a law focused on another policy area such as innovation or education.</p>	<p>Please provide a legal citation for the law / legislative quota and link to the law.</p> <p>49.8. Please indicate which policy areas from the list it relates to.</p>	<p>Review the description and link to ensure it relates to the policy area identified.</p>

50. Has the country ratified the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)?	UN (2019), Convention on the Elimination of All Forms of Discrimination against Women. Available at: https://www.un.org/womenwatch/daw/cedaw/ .	This question is prepopulated centrally.		
51. Has the country signed the Beijing Declaration and Platform for Action (BPfA)?	UN (1995), Beijing Declaration and Platform for Action. Available at: https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/CSW/PFA_E_Final_WEB.pdf	This question is prepopulated centrally.		
52. Has the country ratified the Istanbul Convention?	Council of Europe (2019), 'Chart of signatures and ratifications of Treaty 210'. Available at: https://www.coe.int/en/web/conventions/full-list/-/conventions/treaty/210/signatures .	This question is prepopulated centrally.		
53. Has the country developed a national strategy for the implementation of the Beijing Declaration and Platform for Action (BPfA)?	<p>Starting point of countries which had developed such plans as of April 2000 (however, the links to the plans are broken and therefore require an online search) – https://www.un.org/womenwatch/daw/country/national/natplans.htm.</p> <p>Starting point of countries in Western Europe which had developed such plans as of April 1997 – https://www.un.org/womenwatch/daw/country/national/westsum.htm.</p> <p>Starting point of countries in Eastern Europe which had developed such plans as of April 1997 – https://www.un.org/womenwatch/daw/country/national/eursum.htm.</p>	<p>This question captures any national level strategies (or action plans or equivalent) to implement BPfA.</p> <p>The strategy must make clear, such as in accompanying document, that it is informed by the BPfA and covers most of the twelve critical areas of concern requiring particular action towards the advancement of women:</p> <ul style="list-style-type: none"> • Women and Poverty (A) • Education and Training of Women (B) • Women and Health (C) • Violence Against Women (D) • Women and Armed Conflict (E) • Women and the Economy (F) • Women in Power and Decision-making (G) • Institutional Mechanisms for the Advancement of Women (H) • Human Rights of Women (I) • Women and the Media (J) • Women and the Environment (K) • The Girl Child (L) 	Please provide a link to the document. 53.1. Please explain if it relates to the BPfA and/or SGDs and justify why you consider it to be implementing these commitments.	Review the link and justification to ensure it does monitor either the BPfA or SDGs.

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		<p>Since 2015 and the adoption of the UN Sustainable Development Goals, international action has focused on these goals, rather than the Beijing Platform for Action directly. Therefore, strategies that seek to implement the following SDGs can also be included under this question:</p> <ul style="list-style-type: none"> • gender equality, including gender-based violence; good-quality employment for both women and men; and gender equality in decision-making positions (SDG 5); • ending poverty (SDG 1); • equal access to education and training (SDG 4); • improving health, including universal access to sexual and reproductive healthcare (SDG 3); • equal access to justice (SDG 16); <p>Similarly, this strategy must make clear, such as in accompanying document, that it is informed by the SDGs and implement at least SDG 5 on gender equality.</p>		
<p>54. Has the parliament officially promoted a gender action plan or a national programme for enhancing gender equality in the current legislature?</p>	<p>Information found on parliament websites.</p>	<p>This question refers to national-level gender equality action plans to promote gender equality within society. It must be formally adopted and published. It does not include gender equality action plans which are currently being drafted, or which are no longer active (i.e. cover a previous time period up to and including 2022). It does not include action plans that advance gender equality within the parliament.</p>	<p>Please provide a link to the policy and its name in English and the national language.</p>	<p>Check the link to the policy and review it to check it meets the definition of gender action plan.</p>
<p>55. What are the main policy areas addressed in the gender action plan?</p> <p>55.1. Gender mainstreaming</p> <p>55.2. Gender-based violence</p> <p>55.3. Work–life balance</p> <p>55.4. Women and the economy</p> <p>55.5. Women in decision-making</p> <p>55.6. Gender and education, research, technology and innovation</p> <p>55.7. Gender and media</p>	<p>Information found on parliament websites.</p>			<p>Review the description and link in question 54 to ensure it relates to the policy area identified in question 55.</p>

Area 4: The parliament produces gender-sensitive legislation			
Domain 3 – Oversight of gender equality			
58. Is there a dedicated body that oversees gender equality in government action?	Websites of national ministries or government departments overseeing gender equality.	<p>A body refers to a formally convened group of people with a mandate for the relevant task. This must be a body that is specifically mandated to promote gender equality within government action.</p> <p>The body must be focused on the work of the government. Its mandate can include: to monitor the implementation of international conventions and agreements; to monitor the gender impact of legislation and arrange gender-oriented stakeholder consultation.</p> <p>Oversight can be defined as any activity that involves examining the expenditure, administration and policies of the government. Oversight activities include, for example, questioning ministers, holding public hearings, reviewing reports from government departments, and examining audit reports.</p> <p>The body does not include governmental equality bodies that promote gender equality within the government hierarchy (for a list of these bodies see: https://eige.europa.eu/gender-mainstreaming/institutions-and-structures/eu-member-states).</p>	<p>Please provide the name of the body in the national language and English and briefly describe its mandate.</p> <p>58.1. Please provide a source indicating the existence of the body and its mandate.</p>
59. Is there a budget for oversight of gender equality?	<p>Check if information is published online on the national budget and its allocations.</p> <p>National contact points.</p>	<p>The budget does not relate specifically to parliaments, but to government action in general.</p> <p>Oversight function is a means for holding the executive bodies accountable for their actions, and for ensuring that they implement policies in accordance with the laws and budget passed by the parliament.</p>	<p>Please indicate if there is no allocated budget to gender equality because it is mainstreamed across different budgets.</p>
Area 5: The parliament complies with its symbolic function			
Domain 1 – Symbolic meanings of physical spaces			
60. Does the parliament have any childcare facilities, such as nursing or family rooms?		<p>'Childcare facilities' refer to professional 'day care' style provisions. 'Nursing' refers to rooms for breastfeeding; nursing rooms may have additional functions as well (e.g. female prayer room) but they must be clearly designated for breastfeeding with suitable privacy, be hygienic (i.e. not toilets) and have facilities such as a fridge to store breastmilk. Family rooms refer to rooms for use by older children that are unsupervised, such as to do homework.</p>	<p>Please specify exactly which facilities available (childcare facilities; nursing rooms; family rooms). Please provide evidence for the answers given.</p>

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<p>61. Are there any official policies or efforts to enhance gender sensitivity of physical spaces?</p>	<p>Online policy documents on the parliament website.</p>	<p>Gender sensitivity refers to the aim of understanding and taking account of the societal and cultural factors involved in gender-based exclusion and discrimination in the most diverse spheres of public and private life. It focuses mainly on instances of structural disadvantage in the positions and roles of women.</p> <p>The effort must be aimed at improving the gender sensitivity of the parliament itself, not wider society.</p> <p>Physical spaces 'pertains to the physical features of the parliament building, such as its location, architecture, office spaces, art and physical facilities'. Examples include consideration of the size and location of men's and women's lavatories or gender representation in art displayed within the parliament.</p>	<p>Please describe the initiative or policy and how it improves the gender sensitivity of the physical space within parliament.</p> <p>61. Please provide a link indicating the existence of the initiative.</p>	<p>Review the links and description to ensure it relates to initiatives that address the physical space within parliament to make it more gender sensitive.</p>
<p>Area 5: The parliament complies with its symbolic function Domain 2 – Gender equality in external communication and representation</p>				
<p>62. Have there been any initiatives dedicated to gender equality issues / women's rights in the last calendar year on the parliament's premises?</p>	<p>Information found on parliament websites.</p>	<p>The focus of such initiatives must be to promote or inform about gender equality within parliament. The initiative could be aimed at MPs, parliamentary staff and/or the wider public. They must be held on the parliament premises.</p> <p>Such initiatives would include, for example, guided tours describing the history of women in the parliament; exhibitions dedicated to famous women in the country's history, etc.</p>	<p>Please describe the nature of the initiative and when was it held.</p> <p>62.1. Please provide links that indicate the existence of the initiative.</p>	<p>Review description and link to ensure it is an initiative held between May 2022 and May 2023 that promotes gender equality within the parliament and was held on parliament premises.</p>
<p>63. Does the parliament's website have a section for citizens that addresses gender equality?</p>	<p>Information found on parliament websites.</p>	<p>The web page or section of a website must be aimed at citizens (i.e. outward facing) and indicate what the parliament is doing to address gender equality within the parliament itself (e.g. increase the number of women MPs) and/or within government action (e.g. use of gender impact assessments). It is not about gender equality in society.</p> <p>The web page or section of a website can include other equality or non-discrimination topics but must be primarily about gender equality. It cannot be a reference to gender equality on a general web page. It must be a dedicated web page or section of a website, and not a collection of different news articles, for example, about gender equality</p>	<p>Please provide a link to the section of the website.</p>	<p>Review the website link to check it is a dedicated web page or section of a website and about gender equality efforts within the parliament and/or government action.</p>

<p>64. Is information about gender equality related initiatives of the parliament systematically disseminated to the public and civil society?</p>	<p>Information found on parliament websites.</p>	<p>'Systematically' means information that is regularly disseminated such as weekly, monthly, or annually. Ad hoc information, such as one-off reports or social media posts should not be included.</p> <p>As the information is public facing, the information must be publicly available.</p> <p>Dissemination can take place through channels other than just the parliament's website, such as newsletters, reports, social media, civil society organisations, etc.</p> <p>The focus must be on what the parliament is doing to address gender equality within the parliament itself (e.g. the improve the number of women MPs) and/or within government action (e.g. use of gender impact assessments). It is not about gender equality in society.</p>	<p>Please provide links to the information disseminated.</p> <p>64.1. Please indicate how regularly it is disseminated.</p>	<p>Check the links provided to ensure it is regularly disseminated (i.e. weekly, monthly or annually) with at least two previous editions.</p> <p>Check they refer to dissemination of information about gender equality initiatives within the parliament.</p>
<p>Other: availability of disaggregated data by sex and other variables on MPs' characteristics</p>				
<p>65. Does the parliament publish any disaggregated data on the characteristics of MPs?</p> <p>65.1. Age</p> <p>65.2. Race and ethnicity</p> <p>65.3. Education level</p> <p>65.4. Migration status</p> <p>65.5. Disability</p> <p>65.6. Sexual orientation</p> <p>65.7. Gender identity</p> <ul style="list-style-type: none"> • Yes – alone • Yes – combined • No • Unsure 	<p>This question asks about the availability of publicly available data disaggregated by sex and characteristics such as age, race and ethnicity, migration status, education level, disability, sexual orientation, gender identity.</p> <p>Please specify if the data is disaggregated alone or combined with sex. Alone means that, for example, there are data on the number of MPs with disabilities but there is no way to know their gender. Combined with sex would mean that there are data on the total number of MPs with disabilities of whom x are women and y men.</p> <p>Please provide a link to where the data is available. Please specify how regularly is this data updated / when they were last updated?</p>			

NB: FEMM Committee, Committee on Women's Rights and Gender Equality; GRB, gender-responsive budgeting; GRPP, gender-responsive public procurement; International IDEA, Institute for Democracy and Electoral Assistance; N/A, not applicable; QA, quality assurance; SDG, sustainable development goal; Y/N, yes/no.

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