

EWLA

General Assembly Resolution

on

**Changing Attitudes and Approaches to
Anti-Discrimination and Gender Equality
Laws in Europe**

July 5, 2008

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The General Assembly of the European Women Lawyers Association (EWLA), held in London, United Kingdom, on 5 July 2008, adopted the following

RESOLUTION ON CHANGING ATTITUDES AND APPROACHES TO ANTI-DISCRIMINATION AND GENDER EQUALITY LAWS IN EUROPE

Having regard to

- The principle of equality of men and women in all areas of EU law, as expressed in the European Treaties, in particular in Articles 2 and 3(2) EC, which is of crucial importance both as fundamental value of the EU and an objective to be pursued in all its activities;
- the power of the European Union, under Article 13 EC, to combat discrimination based on sex, race or ethnic origin, religion or belief, disability, age or sexual orientation;
- the recognition of gender equality and non-discrimination as fundamental rights that constitute general principles of EU law and are enshrined in Articles 23 and 21, respectively, of the European Charter of Fundamental Rights;¹
- the existing EU legislation in the field of gender equality and non-discrimination;
- EWLA's previous resolutions and statements in the area of gender equality and non-discrimination;²
- the persistent discrimination against and under-representation of women in many walks of life;
- the fundamental need to positively change the hearts and minds of society in general to understand the benefits of a diverse and discrimination-free Europe;
- hold to account media's stereotypical images of women and the purported need to increase their qualifications so that they can participate in decision-making at all levels;

EWLA calls upon all Union bodies, especially the European Parliament, the Council, the Commission, and the ECJ, as well as all Member States

- to enact effective responses, including legal measures, to the endemic structural gender discrimination prevalent throughout many public bodies, in the private sector, especially in industries and small companies;
- to convince society at large of the values enshrined in gender equality and anti-discrimination laws;

In the latter regard, EWLA expects the European legislators

- To ensure that any future European legislation, especially current proposals, take up gender equality as a key issue;
- To ensure gender equality is guaranteed in all fields not yet covered by EU equal treatment directives, in particular regarding social advantages and education;

In addition, EWLA calls on the European Commission, the European Parliament and Member States

- To create an accessible and transparent database of those willing to sit on company boards and public bodies as one measure to ensure suitable candidates are available;

And calls on the Media

- To ensure a fair, balanced and non-stereotypical presentation of women and men, especially in the news and coverage of matters of public interest.

¹ Of 7 December 2000, [2000] O.J. C 364/1.

² In particular its General Assembly Resolutions on Gender Mainstreaming, and on Age Discrimination, both of 12 May 2007, as well as its Statement on the Roadmap towards Gender Equality for the period 2006-2010, of April 2006, all available at www.ewla.org.