



II EUROPEAN WOMEN IN POWER SUMMIT

CADIZ DECLARATION

TOWARDS SUCCESSFUL AND SUSTAINABLE SOCIETIES

Recalling the 1st Women in Power Summit held in Athens in 1992, successive declarations made in the EU context, and the current European Pact for Gender Equality, we women Ministers and political leaders of EU Member States, meeting in Cadiz, on the initiative of the Spanish and United Kingdom Governments, are holding the 2nd European Women in Power Summit.

Given that:

These times of crisis offer a unique opportunity for change, and equality between women and men is a prior condition for sustainable growth, employment, innovation, competitiveness, and social cohesion,

In 2010 the European Commission will renew its pledge to promote equality, and adopt a gender equality strategy to replace the current road map for equality between women and men;

The European Union will approve a new growth and employment strategy for the next ten years;

We are commemorating the 15th Anniversary of the Beijing Platform for Action; and,

30 years have passed since the adoption of the Convention on the Elimination of All Forms of Discrimination against Women;



We note that:

- Women's participation and representation at the highest levels of responsibility and decision-making, continues at very low level in all fields, particularly economic, financial and political.
- The improvement in women's educational achievements has not been matched by a proportional presence in decision-making circles, including at the highest levels of leading firms, nor in positions which drive our knowledge society.
- This representational deficit means women's talents are waste in society at a time they are most needed to overcome the economic and financial crisis.
- Younger generations are reproducing sexist behaviours in various areas of life, as evidenced by data on gender violence, on discrimination in access to and promotion in many professions, and on the gender pay gap and social protection discrimination.
- Faced with the serious demographic challenge of an aging population in Europe, caring responsibilities remain almost exclusively in the hands of women.
- Sexist stereotypes persist in promoting different behaviours for women and men which sets the backdrop for discrimination. The media plays a key role in this respect.
- Despite progress towards gender equality, we still have further to go to deliver full and true equality for all women and men.
- Summits such as these, are an important mechanism to advance gender equality.



We declare that:

- Successful democracies require a balanced participation of women and men in the areas of representation and decision-making in all fields and at all levels.
- Violence against women is a violation of human rights which prevents the fulfilment of their full professional and personal potential.
- The balance participation of both women and men is an indispensable element for full personal and collective development and for consolidating inclusive democratic models based on innovation, solidarity and sustainability.
- Incorporating more women in the political decision-making process promotes gender equality across all Governmental policies.
- Incorporating more women in economic decision-making contributes to promoting gender equality.
- Equality between women and men is not only a question of upholding fundamental rights and of social justice but also a prior condition for achieving sustainable growth, full employment, competitiveness, scientific excellence and social cohesion.
- The economic value of gender equality policies is evident in higher levels of employment, a greater contribution to GDP, higher income from taxes, sustainable birth rates and more cohesive societies.
- Sex discrimination in society is structural and consequently requires structural and cultural changes in all areas of life.
- Equality between women and men, as demonstrated by experience, provides a sustainable answer to future challenges, especially those we will face in the next decade.



Therefore, as political leaders at national and EU levels,

- We pledge to support Member State Governments and EU institutions in ensuring a balanced participation of women and men in all areas of responsibility.
- We pledge to support national Governments and EU institutions in promoting the shared responsibility of men and women in the domestic and caring fields, thus contributing toward the equal access of women and men to posts of responsibility and decision-making.
- We pledge to work to make gender equality a priority on the political agendas of Member States and of the EU and to intensify our efforts to identify and address the obstacles which prevent, impede, or limit the participation of women decision-makers, especially in the fields of politics, economics and knowledge society.
- We pledge to stimulate our Governments and EU Institutions to consider possible normative changes, including gender mainstreaming, positive action measures, thresholds and targets in order to promote a more balanced participation of women and men in political, public and economic decision making.
- We pledge to work to include the gender dimension in responses to the economic, financial and employment crises, bearing in mind the different impact of these crises on women and men, so this is reflected in the forthcoming EU 2020 Strategy.
- We pledge that we will place our strategic position and our experience at the service of society in order to eliminate and prevent all types of discrimination.
- We pledge to work for the eradication of all forms of violence against women.
- We pledge to explore with the EU Institutions and Member States the possibility of holding on a regular basis summits of Women Ministers and Women Political leaders.
- We pledge to promote gender equality in the Foreign Action and Development Co-operation of the European Union.
- We pledge to support the future United Nations Gender Entity in advancing the empowerment of women throughout the world and in supporting those who face the greatest difficulties.



We call upon the Governments of the 27 Member States, EU institutions, social and economic partners, the media, academic institutions and all men and women, to remove the obstacles which prevent the full participation of women in all areas of society and their access and progression in decision-making positions, thus contributing towards a fairer, more equal, more inclusive and successful society.

M^a Teresa Fernández de la Vega Sanz
First Deputy Prime Minister. Minister of
Prime Minister's Office and Government
Spokewoman

Harriet Harman
Leader of the House of Commons, Minister
for Women and Equality

Bibiana Aído Almagro
Minister of Equality

Angela Eagle
Minister of State for Pensions and Ageing
Society

Beatriz Corredor Sierra
Minister of Housing

Maria Eagle
Minister of State for Women and Equality

Cristina Garmendia Mendizábal
Minister of Science and Innovation

Dawn Primarolo
Minister of State for Children, Young People
and Families

Vera Baird
Solicitor General for England and Wales



Joëlle Milquet
**Deputy Prime Minister and Minister for Employment
and Equal Opportunities**

Edith Rauh
State Secretary Responsible for Equal Opportunities

Jana Matesova
Deputy Minister of Education

Agnete Andersen
Secretaria de Igualdad

Nora Berra
State Secretary of the Elderly

Mara Carfagna
Ministra para la Igualdad de Oportunidades

Sotiroula Charalambous
Minister of Labour and Social Insurance

Giovanna Debono
Minister for Gozo

Gabriele Heinisch-Hosek
Federal Minister for Women and Civil Service

Elżbieta Radziszewska
Plenipotentiary for the Equal Treatment

Gabriela Canavilhas
Minister of Culture



MINISTERIO
DE IGUALDAD

Presidencia Española de la Unión Europea

Elza Pais
State Secretary for Equality

Ljubica Jelusic
Minister for Defence

Anna Vitteková
State Secretary of the Ministry for Justice

Katariina Poskiparta
State Secretary of Labour

Nyamko Sabuni
Minister for Integration and Gender Equality