

The firm grip of gender stereotypes

"They still shape our daily lives, choices, and opportunities"
- Carlien Scheele, EIGE Director



□ Welcome to EIGE's newsletter!

If you're new here, we're glad to have you on board. If you've been following us for a while, welcome back!

We're at peak publication season at the moment. We've recently released [responding to gender-based violence in the context of migration](#) and our methodology report in collecting [women and men in decision-making](#) to name but a few – but here's what's just around the corner to mark your calendars.

Our [Gender Equality Index 2025](#) will release on 2 December. And this year's Index is getting its first major upgrade since 2013. For all the right reasons.

To truly reflect Europe's gender equality realities and challenges, our data is sharper and more comprehensive than ever before.

In this year's Index we are looking at each area of life through the lens of gender

stereotypes – revealing how deeply entrenched gender norms still shape the way we live, the choices we make, and the opportunities available to us.

More to come on those changes via our social media channels and website very soon!

Remember to mark your [calendars](#) for our livestream event!

The staying power of gender stereotypes

[Gender stereotypes continue to influence](#) every corner of our lives. Director Carlien Scheele put compelling evidence on the table at a [recent EPSCO Council meeting](#) under the Danish Presidency to encourage policy action where addressing gender stereotypes are central to advancing gender equality.

“They shape how we raise children, how we organise our labour markets, how we value care, and who decides about our future. They are not biologically predetermined – they are socially constructed. And that means they can be changed,” highlighted Carlien.



In other news, we have our upcoming [Communications Lab](#) webinar and workshop: “Messages Matter: Communicating effectively to help end violence against women. Sign up to follow the livestreamed event on 4 November 2025 at 14:00 CET.

Need to know

Making workplaces safer for everyone

Nearly 1 in 3 women have experienced [sexual harassment at work](#) in their lifetime, with 18% facing it multiple times.



EIGE, in collaboration with the EU Agency for Fundamental Rights, is raising awareness of the scale and nature of this problem.

What is needed to prevent gender-based violence and harassment in the workplace?

- Stronger protection and more accessible support systems.
- Prioritise the voices and experiences of women, in particular young women, ensuring safer environments where their rights are respected and upheld.
- Reinforce employers' commitment to a zero-tolerance culture

Our latest resource package breaks down key findings and offers guidance for employers to create safer, more respectful work environments.

New era, new strategies



To deliver a gender-equal Europe, we need to [act more and talk less](#). For the 2026-2030 Gender Equality Strategy we are urging for bold action over promises to close persistent gender equality gaps.

And while the EU continues to move toward social cohesion, economic resilience, and inclusive growth, the European Commission has been calling for fresh ideas to help guide its next big policy moves.

Alongside the Gender Equality strategy, we have contributed gender-focused insights to several key policy developments. Here's how and where our robust data and insights can help shape a more equitable EU:

- [2026 – 2030 Gender Equality Strategy](#)
- [Action Plan on the European Pillar of Social Rights](#)
- [Anti Poverty Strategy](#)
- [EU Civil Society Strategy](#)
- [European Democracy Shield](#)

- [2026 – 2030 LGBTIQ equality strategy](#)
- [EU Anti-Racism strategy](#)
- [EU Quality jobs roadmap](#)
- [Public procurement directives](#)

Latest evidence

Women on the move most at risk



Throughout history, people have moved across national borders. At the moment migration has not only increased, the risks have as well – which disproportionately impact women. This includes sexual, physical, psychological and economic violence. And women, especially those with insecure status, face higher risks of gender-based violence (GBV) in transit, on arrival, and in crisis situations.

Our [latest report](#) maps current laws, policies, and frameworks across the EU to assess how GBV is addressed in migration and crisis contexts.

The verdict? Responses are often fragmented, under-resourced, and not gender-sensitive enough.

Victim protection across borders

The European Protection Order (EPO) ensures that people protected from violence in one EU country remain protected if they travel or move to another.

This legal safeguard is critical, especially since 1 in 3 women in the EU has experienced physical violence or threats and/or sexual violence in their lifetime.

We published an [Overview for Victim Support Services](#) that provides an overview of the EPO for victim support services.

Why is it important? A cross-border



recognition provides continuity in protection and can prevent future harm.

Gender equality into the future



The future is an ever-present consideration for those engaged in advancing gender equality, that is why we have [published](#) a guide to identify future issues and trends in gender equality for greater preparedness.

The goal? Engage with possible and desirable futures to orient today's actions and decisions towards improving long-term outcomes.

Achieving gender equality in Europe remains a challenge. In changing times. Experts from across sectors helped pinpoint five major themes shaping gender equality in the next 15 years:

1. Digitalisation
2. Green transition
3. Future of work
4. Diversifying inequalities
5. Shifting values

The hands of power: gender balanced?

Our [Gender Statistics Database](#) has been monitoring the numbers of men and women in key decision-making positions since 2003 to provide reliable statistics, used to draw comparisons between European countries and

**Women and Men in
Decision Making
Methodological report**Methodology last updated: 24th October 2023

analyse the current situation and trends through time.

The recently [published methodological report](#) shows in granular detail how we collect data for each area of decision-making. This data is vital for tracking progress and identifying where more work is needed.

Push for progress: government action required



From [reckoning to reforming gender mainstreaming](#) in the EU at the Gender Flagship Capitalisation Conference hosted by SG Reform to participating in a panel hosted by the European Commission on '[Achieving a gender-equal society – turning the roadmap's women's rights principles into a reality](#)'.

Director Carlien Scheele has recently made the rounds putting EIGE's evidence and insights into the hands of those in power. Because: "Progress doesn't sustain itself. Strong strategies, funding, and follow-through are essential."

Thank you for reading! Until next time.



Gender equality is not just a goal; it is a shared responsibility. We can work together to ensure everyone, in all their diversity, can thrive.

☐ Visit [EIGE's website](#) for more updates and resources.

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