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DRAFT REPORT

on gender mainstreaming in the European Parliament – annual report 2025
(2025/2215(INI))

Committee on Women's Rights and Gender Equality

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MOTION FOR A EUROPEAN PARLIAMENT RESOLUTION

on gender mainstreaming in the European Parliament – annual report 2025

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The European Parliament,

- having regard to Articles 2 and 3 of the Treaty on European Union, which lay down the principle of gender equality as a core value of the Union,
- having regard to the Treaty on the Functioning of the European Union, in particular Article 8, which provides that, in all its activities, the Union must aim to eliminate inequalities and promote equality between women and men,
- having regard to Article 10 of the Treaty on the Functioning of the European Union, which aims to combat discrimination based on sex, among other grounds, in defining and implementing EU policies and activities,
- having regard to Articles 21 and 23 of the Charter of Fundamental Rights of the European Union,
- having regard to the UN Convention on the Elimination of All Forms of Discrimination against Women of 1979,
- having regard to the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) of 11 May 2011,
- having regard to the Beijing Declaration and Platform for Action of 1995 and, in particular, its strategic objective H.2 on integrating gender perspectives in legislation, public policies, programmes and projects,
- having regard to its resolution of 18 October 2007 on gender mainstreaming in the work of the committees¹,
- having regard to its resolution of 22 April 2009 on gender mainstreaming in the work of its committees and delegations²,
- having regard to its resolution of 17 November 2011 on gender mainstreaming in the work of the European Parliament³,
- having regard to its resolution of 8 March 2016 on gender mainstreaming in the work of the European Parliament⁴,
- having regard to its resolution of 15 January 2019 on gender mainstreaming in the

¹ OJ C 244 E, 18.10.2007, p.225.

² OJ C 184 E, 8.7.2010, p.18.

³ OJ C 153E, 31.5.2013, p.143.

⁴ OJ C 50, 9.2.2018, p.15.

European Parliament⁵,

- having regard to its resolution of 10 March 2022 on gender mainstreaming in the European Parliament – annual report 2020⁶,
- having regard to its resolution of 17 December 2020 on the need for a dedicated Council configuration on gender equality⁷,
- having regard to its resolution of 1 June 2023 on sexual harassment in the EU and MeToo evaluation⁸,
- having regard to its gender action plan adopted in July 2020 and the implementation roadmap for the action plan adopted in April 2021,
- having regard to its renewed gender action plan adopted in October 2025 and the implementation roadmap for the renewed action plan adopted in April 2026,
- having regard to its roadmap on diversity and inclusion in the European Parliament’s Secretariat 2026-2029,
- having regard to the gender mainstreaming action plans adopted by the parliamentary committees,
- having regard to the guidelines on gender-neutral language in the European Parliament,
- having regard to its brochure of 2026 entitled ‘Women in the European Parliament’,
- having regard to the Staff Regulations of Officials of the European Union and the Conditions of Employment of Other Servants of the Union, laid down in Council Regulation (EEC, Euratom, ECSC) No 259/68⁹, and in particular Articles 1(c) and (d) thereof,
- having regard to the Commission communication of 7 March 2025 entitled ‘A Roadmap for Women’s Rights’ ([COM/2025/0097](#)),
- having regard to the Commission communication of 5 March 2026 entitled ‘Gender Equality Strategy 2026-2030’ ([COM\(2026\)0113](#)),
- having regard to the Council of Europe’s gender equality strategy 2024-2029 (CM(2024)17-final),
- having regard to the European Institute for Gender Equality report of 2024 entitled ‘Gender equality in the European Parliament and in national parliaments in the European Union: 2023 state of play’,
- having regard to the European Parliamentary Research Service (EPRS) study of June

⁵ OJ C 411, 27.11.2020, p.13.

⁶ OJ C 347, 9.9.2022, p.139.

⁷ OJ C 445, 29.10.2021, p.150.

⁸ OJ C, C/2023/1224, 21.12.2023, ELI: <http://data.europa.eu/eli/C/2023/1224/oj>.

⁹ OJ L 56, 4.3.1968, p.1.

2026 entitled ‘Gender mainstreaming in the European Parliament – State of play’,

- having regard to Rule 55 of its Rules of Procedure,
 - having regard to the opinion of the Committee on Budgets,
 - having regard to the report of the Committee on Women’s Rights and Gender Equality (A10-0000/2026),
- A. whereas gender mainstreaming enshrined in the EU Treaties and the Charter of Fundamental Rights of the European Union requires integrating a gender perspective into all EU policies;
- B. whereas gender inequalities intersect with other grounds of discrimination, including age, disability, racial or ethnic origin, socioeconomic status, migration background, sexual orientation and gender identity;
- C. whereas the progress made in addressing sexual harassment and violence within the European Parliament since MeToo remains insufficient;
- D. whereas women account for 60.2 % of Parliament staff but only 35.3 % of Directors-General;
- E. whereas insufficient funds are being allocated to ensure progress in gender mainstreaming;
- F. whereas gender budgeting is a key tool for achieving gender equality;
- G. whereas effective gender mainstreaming requires the collection of sex, gender intersectional and disaggregated data;

General remarks

1. Reaffirms its strong commitment to gender equality by implementing gender mainstreaming across all EU policies, budgets and administrative levels amid a growing backlash that threatens further progress;
2. Welcomes Parliament’s progress in collecting gender mainstreaming data beyond representation, while stressing that significant gaps persist in analysing power dynamics;
3. Welcomes the adoption of the its gender action plan (GAP) and the renewal of the GAP roadmap in 2026; stresses the importance of making it public, establishing clear implementation timelines and responsibilities;

Opportunities to enter Parliament

4. Regrets that for the first time the proportion of female Members of Parliament (MEPs) has decreased from 39.7 % to 38.5 %¹⁰; stresses the need for continued efforts to ensure women’s equal representation in Parliament;

¹⁰ See gender mainstreaming study EPRS (p.49) and <https://facts-and-figures.europarl.europa.eu/snapshot/term->

5. Welcomes the fact that Parliament is still leading on female political representation, which is higher than the 32.3 % average across the national parliaments of the Member States;
6. Welcomes the fact that some Member States and political parties have introduced rules to ensure gender balance in their electoral lists; calls for the introduction of zipped lists in the EU electoral law;

Opportunities to influence Parliament's working procedures

7. Stresses that gender-sensitive parliaments require not only equal numerical representation, but also equal access to political influence, decision-making and resources;
8. Welcomes the adoption of Rules 216 and 219 of Parliament's Rules of Procedure on fair gender representation in the composition of committees and their bureaux; regrets the fact that five committees requested a derogation from Rule 219;
9. Welcomes the fully gender-balanced Parliament Bureau with seven female Vice-Presidents out of 14 and two female Quaestors out of five¹¹; regrets that the proportion of female chairs has decreased from 55 % to only 42.3 % in 2026;
10. Welcomes the progress made in promoting gender equality at all management levels of Parliament's administration, with women accounting for 51.7 % of Directors and 48.3 % of Heads of Unit; regrets that the 50-50-50% target was not reached for directorates-general, with women holding only six out of 17 posts¹²;
11. Welcomes the introduction of a mandatory anti-harassment training for all MEPs and staff and the revised rules on prevention; stresses the underreporting of harassment by victims and the need for greater protection;
12. Stresses that gender-based violence, including online sexism and hate speech, hinders women's equal political participation, remains insufficiently addressed, undermines democracy and fuels gender disinformation; calls for urgent action by Parliament;
13. Welcomes its decision to strengthen maternity rules for MEPs via proxy voting and calls for this voting option to be extended to paternity leave;

Prominence of the gender perspective in parliamentary activities

14. Calls for the development of a standardised gender impact assessment and gender mainstreaming methodology for parliamentary work;
15. Regrets that only 24 % of FEMM amendments were incorporated into lead committee reports and 16 % into text adopted in plenary¹³; calls for the reinstatement of the gender mainstreaming amendments;

9/current#Women-MEPs-by-Member-State, May 2026.

¹¹ See gender mainstreaming study EPRS (p.50).

¹² See gender mainstreaming study EPRS (p.56).

¹³ See gender mainstreaming study EPRS (p.44).

16. Reaffirms the importance of the FEMM Committee as the key body for promoting gender mainstreaming;
17. Welcomes the fact that all of its committees have adopted a gender action plan; regrets their lack of implementation and revision;
18. Urges the Commission to carry out a gender impact assessment for each legislative proposal, and include gender-related objectives and performance indicators in its proposals;

Gender budgeting

19. Calls for the development of gender-responsive budgeting in Parliament's budgetary procedures and for the tracking of and reporting on expenditure contributing to gender equality;
20. Welcomes the fact that the GAP and its roadmap propose measures to strengthen gender budgeting;
21. Calls for the strengthening of gender mainstreaming in the implementation of the next 2028-2034 multiannual financial framework in the EU budget, and stresses the need to further develop the Commission gender tracking methodology;
22. Welcomes the Performance Regulation's¹⁴ establishment of gender equality as a horizontal principle across most EU funding programmes; regrets the lack of specific gender equality objectives and earmarking in most programmes, preventing effective tracking of gender equality spending;

Gender mainstreaming in other EU institutions

23. Regrets that gender mainstreaming across policy areas remains weak at the Commission, despite the Task Force on Equality; calls on the Commission to strengthen the capacity of equality coordinators in all directorates-general through clear mandates and adequate resources;
24. Regrets that only 7 % of the Commission's impact assessments included gender impacts in the previous term¹⁵ and calls for urgent action to address this;
25. Regrets the absence of a dedicated Council configuration on gender equality;
26. Regrets that negotiations within the Council have at times delayed agreement on key legislative instruments linked to gender equality;

Concluding remarks

27. Reiterates its call for an audit to be carried out to map the current situation in terms of gender equality and gender mainstreaming and to make recommendations accordingly;

¹⁴ Proposal for a Regulation of the European Parliament and of the Council establishing a budget expenditure tracking and performance framework and other horizontal rules for the Union programmes and activities (COM/2025/0545).

¹⁵ See gender mainstreaming study EPRS (p.74).

28. Calls for stronger structured cooperation between EU institutions in applying gender mainstreaming and joint efforts by Parliament and political groups in facing the gender equality backlash and anti-feminist movements;

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29. Instructs its President to forward this resolution to the Council and the Commission.

EXPLANATORY STATEMENT

Gender mainstreaming was established as the principal global strategy for gender equality at the United Nations Fourth World Conference on Women in Beijing in 1995. It is both a strategy and a set of instruments aimed at integrating gender equality concerns into policymaking.

Gender mainstreaming is firmly embedded in the European Union Treaties and the EU Charter of Fundamental Rights. Article 8 of the Treaty on the Functioning of the European Union commits the European Union (EU) and its Member States to eliminating inequalities and promoting the principle of equality between women and men in all their actions. Therefore, it commits the EU and its Member States to ensuring that a gender equality perspective is integrated into policymaking, so that both women's and men's experiences and concerns inform the design, implementation, monitoring and evaluation of policy, legislation and funding programmes. Achieving gender equality is a joint responsibility to all EU Institution, Member States, EU agencies, in cooperation with the private sector, social partners and women's organisations.

Since 2003, when the European Parliament formally launched gender mainstreaming activities within the institution, the Committee on Women's Rights and Gender Equality (FEMM) has been regularly preparing monitoring reports on the state of gender mainstreaming in the European Parliament and adopted resolutions in 2007, 2009, 2011, 2016, 2019 and 2022. Since March 2019, the EU rules stated that the European Parliament via its Bureau, must adopt a Gender Action Plan, which constitutes, with its implementation roadmap, an instrument to set objectives and concrete actions for the parliament's political side and administrative dimension.

The co-rapporteurs in charge of gender mainstreaming aimed with this report to examine the current state of play of gender mainstreaming in the European Parliament, both in terms of policymaking and in terms of working environment, culture, and representation. It analyses also gender mainstreaming in other EU Institutions and national parliaments. A lot of reforms and decisions have been taken and implemented within the European Parliament, but considerable efforts need to be done to ensure a gender perspective in delivering legislation, ensure a safe and equal environment for women within the European Parliament, which offer the same opportunities for women and men.

Therefore, the co-rapporteurs call for concrete reforms to strengthen gender mainstreaming across Parliament and the EU institutions, including, among other measures, the mandatory implementation of Committees' Gender Action Plans; the reinstatement of gender-mainstreaming amendments; standardised gender impact assessments and methodologies for parliamentary work; stronger gender-responsive budgeting and expenditure tracking; improved gender balance at all levels of political and administrative decision-making; and better work-life balance measures including a longer paternity leave, supported by stronger interinstitutional cooperation, monitoring and accountability.

The next phase of Parliament's gender-mainstreaming policy should therefore move beyond decisions and ensure that gender mainstreaming is effectively embedded across all policies, legislation and decision-making, with clear responsibilities, timelines, measurable impact, monitoring and accountability.

At a time when women's rights are under direct and coordinated attack, anti-gender movements increasingly challenge established standards on gender equality. With one in four countries reporting setbacks in 2024, the European Parliament cannot afford to stand still. Advancing gender equality and inclusion is essential to a strong and resilient democracy and requires an intersectional approach that takes into account disability, racial or ethnic origin, sexual orientation, gender identity, age and migration background. The European Parliament must therefore lead and step up its action, put gender equality, diversity and inclusion at the centre of its work, safeguard fundamental rights and gains, prevent any regression and drive further progress, ensuring that no one is left behind.

ANNEX: DECLARATIONS OF INPUT

Pursuant to Article 8 of Annex I to the Rules of Procedure, the rapporteurs declare that they included in their report input on matters pertaining to the subject of the file that they received, in the preparation of the draft report, from the following interest representatives falling within the scope of the Interinstitutional Agreement on a mandatory transparency register¹, or from the following representatives of public authorities of third countries, including their diplomatic missions and embassies:

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| 1. Interest representatives falling within the scope of the Interinstitutional Agreement on a mandatory transparency register |
| 2. Representatives of public authorities of third countries, including their diplomatic missions and embassies |

The list above is drawn up under the exclusive responsibility of the rapporteurs.

Where natural persons are identified in the list by their name, by their function or by both, the rapporteurs declare that they have submitted to the natural persons concerned the European Parliament's Data Protection Notice No 484 (<https://www.europarl.europa.eu/data-protect/index.do>), which sets out the conditions applicable to the processing of their personal data and the rights linked to that processing.

¹ Interinstitutional Agreement of May 2021 between the European Parliament, the Council of the European Union and the European Commission on a mandatory transparency register (OJ L 207, 11.6.2021, p. 1, ELI:http://data.europa.eu/eli/agree_interinstit/2021/611/oj).