



# Women Inspiring Europe

2012 calendar



# Benja Stig Fagerland Denmark

“Women are in many ways more modern in their outlook and they are not afraid to be confrontational”.

– says Benja Stig Fagerland responsible for creating the Female Future project that has become a model for other countries and is also a great incentive for women to be initiative. “Gender is a business issue and should not be a women’s issue!” states Benja Stig Fagerland, the ‘womenomics’ inventor, expert and guru in the field of Women in management and international business circles.



Article on Benja Stig Fagerland on [www.eige.europa.eu/women-inspiring-europe](http://www.eige.europa.eu/women-inspiring-europe)

### Did you know that?

In 2011, women made up only 10% of directors and 3% of chief executive officers in the EU’s largest companies. The number of women on corporate boards increased by around half a percentage point per year. At this rate, it will take another 50 years before corporate boardrooms contain at least 40% of each gender.

In 2009, in the private sector across the EU, women account for less than one third (32.5%) of business leaders.

Only 20% of women were in the highest decision making bodies of the employee representatives in the largest companies.

The top 300 European companies have an average of 11.7% of women on their Boards, compared with 9.7% in 2008.

Only 13 of the 500 largest corporations in the world have a female Chief Executive Officer.

## 2012 JANUARY

week	monday	tuesday	wednesday	thursday	friday	saturday	sunday
52	26	27	28	29	30	31	1
1	2	3	4	5	6	7	8
2	9	10	11	12	13	14	15
3	16	17	18	19	20	21	22
4	23	24	25	26	27	28	29
5	30	31	1	2	3	4	5

International Day of Commemoration in Memory of the Victims of the Holocaust





# Maria Regina Tavares da Silva

## Portugal

“Gender Equality is a requirement both of Democracy and of Human Rights. It can not be left for the ‘day after’ when political and economic stability are fully on the way.”

– says Maria Regina Tavares da Silva. Since the seventies she has defended this principle while working for the UN, CEDAW; the European Union, the Council of Europe, the international civil society and in numerous organizations. “More than 20 years have passed and I am happy to see this view is now fully accepted, at least theoretically, even though in reality it does not always correspond.”

Article on Maria Regina Tavares da Silva on [www.eige.europa.eu/women-inspiring-europe](http://www.eige.europa.eu/women-inspiring-europe)

### Did you know that?

- All over the world, women face a higher risk of poverty than men. 17% of women in the EU (compared to 15% of men) live below the poverty line.
- In 2008, the risk of poverty among elderly women stood at 22% compared to 16% for elderly men.
- On average women have lower pension incomes in the EU.
- Women with disabilities are under-represented in democratic processes and decision-making overall as well as in recreational activities, culture and sport.
- There are consistently fewer employed women with disabilities than employed men with disabilities.
- The unemployment rate of migrant women (14%) is higher than that of migrant men (11.3 %).

## 2012FEBRUARY

week	monday	tuesday	wednesday	thursday	friday	saturday	sunday
5	30	31	1	2	3	4	5
6	6 <small>International Day of Zero Tolerance to Female Genital Mutilation</small>	7	8	9	10 <small>First directive related to gender equality (EU Directive 75/117/EEC equal pay directive, 1975)</small>	11	12
7	13	14	15	16	17	18	19
8	20	21	22	23	24	25	26
22 February – 9 March – The fifty-sixth session of the Commission on the Status of Women							
9	27	28	29	1	2	3	4
22 February – 9 March – The fifty-sixth session of the Commission on the Status of Women							





# Isabella Lenarduzzi Belgium

Isabella Lenarduzzi, a Belgian businesswoman and entrepreneur for women in business, thinks: “Women in leadership positions find themselves with an identity dilemma: if they act like a typical male leader, they are perceived as ‘hard’ or ‘cold’”. The colour pink dominates in her apparel and has become a business colour in her office just as grey, black or blue is.

**“It is always better to have more than one decision making method, of male or female origin, diversity is what matters.”**

– says Isabella, thus provoking changes in the current situation and encouraging women to take action.

Article on Isabella Lenarduzzi on [www.eige.europa.eu/women-inspiring-europe](http://www.eige.europa.eu/women-inspiring-europe)

## Did you know that?

- Today women entrepreneurs in Europe are only 30% of all entrepreneurs.
- In 2008, 59.5% of university qualifications awarded in the EU went to women, whereas women outnumber men in business, management and law faculties, however, the proportion of women in the highest decision-making bodies of the largest publicly listed firms was only 10.9% in 2009.
- More men than women openly state that they prefer self-employment: around 50% of men state this, compared to around 40% of women.
- Female entrepreneurs account for only 33.2 per cent of the self-employed and just 30 per cent of business start-ups.
- Of the 18 million SMEs in the EU, 30% are run by women.

# 2012MARCH

week	monday	tuesday	wednesday	thursday	friday	saturday	sunday
9	27	28	29	1	2	3	4 <small>World Day of the Fight Against Sexual Exploitation</small>
22 February – 9 March – The fifty-sixth session of the Commission on the Status of Women							
10	5	6	7	8 <small>International Women's Day</small>	9	10	11
22 February – 9 March – The fifty-sixth session of the Commission on the Status of Women							
11	12	13	14	15	16	17	18
12	19 <small>First International Women's Day (1911). The International Women's Day was honoured for the first time in Austria, Denmark, Germany and Switzerland</small>	20	21 <small>International Day for the Elimination of Racial Discrimination</small>	22	23	24	25 <small>Provisions to promote equal pay for equal work or work of equal value in the Treaty of Rome (1957)</small>
13	26	27	28	29	30	31	1





# Elena Gorolová

## Czech Republic

“I am Elena Gorolová, I live in the Czech Republic. I could not find a job for 15 years just because I am a Roma woman without a university degree”

This brave woman, fighting for her rights and compensation, has forced a way through the thorny bushes of gender stereotypes and made it an easier one for others. Elena Gorolová, a spokesperson for the Group of Women Harmed by Forced Sterilization in the Czech Republic says: „I want no other women to experience this”.



Article on Elena Gorolová on [www.eige.europa.eu/women-inspiring-europe](http://www.eige.europa.eu/women-inspiring-europe)

### Did you know that?

- Between 10 and 12 million Roma live in the EU candidate and potential candidate countries in the western Balkans.
- Women from minority ethnic groups experience higher poverty risks than men, have worse access to employment, education, health and social services.
- 500,000 girls and women in the EU are affected by female genital mutilation or threatened by this practice. Disabled women, Roma women and transgender persons continue to face forced sterilization.
- Miranda Vuolasranta, a Finnish Romani woman, is the first Romani person to work at the Council of Europe. Lívía Járóka (EPP) is the only Roma member of European Parliament.
- Employment rates for women from non-EU countries are below 50 %, while Roma women are four times more often unemployed.

## 2012APRIL

week	monday	tuesday	wednesday	thursday	friday	saturday	sunday
13	26	27	28	29	30	31	1
14	2	3	4	5	6	7	8 <i>International Romani Day</i>
15	9	10	11	12	13	14	15
16	16	17	18	19	20	21	22
17	23	24	25	26	27	28	29
18	30	1	2	3	4	5	6





# Katherine Zappone and Ann Louise Gilligan Ireland

## “Can love be evil?”

– both women questioned traditional attitudes, when they decided to fight for the registration of a marriage between a lesbian couple, approved in Canada, to be approved in Ireland also. The courage and devotion of these women has inspired people who encounter violation of their rights to fight for them. The belief that the institution of marriage should not be isolated from social, cultural or historic changes and interpretations united people into Marriage Equality group, which continue to lobby the Irish Government for full civil marriage rights.



Article on Katherine Zappone and Ann Louise Gilligan on [www.eige.europa.eu/women-inspiring-europe](http://www.eige.europa.eu/women-inspiring-europe)

## Did you know that?

- In 45 countries around the world a relationship between women is considered illegal (78 for men to men relationships), in five of them homosexual acts are punished by death.
- Only 4 EU countries – Belgium, the Netherlands, Spain and Sweden – grant the right for same sex marriage.
- LGBT people face obstacles in accessing employment in all EU Member States. Being part of the LGBT community negatively influences promotion, working conditions, salaries and career opportunities.
- Lesbian and bisexual women face targeted sexual harassment and abuse.
- Hate crime against LGBT people is a prevalent phenomenon that has an impact on them in various ways. For instance, in France 57% of lesbians surveyed experienced homophobia. 35% of them declared they have been assaulted or insulted on the streets.

# 2012MAY

week	monday	tuesday	wednesday	thursday	friday	saturday	sunday
18	30	1 <i>International workers' day</i>	2	3 <i>World Press Freedom Day</i>	4	5	6
19	7	8	9 <i>Europe Day</i>	10	11	12	13
20	14	15 <i>International Day of families</i>	16	17 <i>International Day against homophobia</i>	18	19	20
21	21 <i>World Day for Cultural Diversity for Dialogue and Development</i>	22	23	24	25	26	27
22	28	29	30	31	1	2	3



# Lučka Kajfež Bogataj Slovenia

Climate change is the biggest threat to humanity, announces the European Union. Professor Lučka Kajfež Bogataj believes that women are most vulnerable and that they have all the measures in their hands to reduce the effects of climate change. Education and encouragement to seek a scientific and professional career are the things that should be equally accessible to both sexes.

Lučka Kajfež Bogataj is pleased to see the growing amount of females among her students who choose natural sciences much more actively now.



Article on Lučka Kajfež Bogataj on [www.eige.europa.eu/women-inspiring-europe](http://www.eige.europa.eu/women-inspiring-europe)

## Did you know that?

- The percentage of female delegates in the UN Climate Change Conferences varied between 15% in 1997 and 31% in 2008. The percentage of female heads of delegations shows that women were even further underrepresented – 18% in 1997 and 15% in 2008.
- In 16 European countries, men occupy more than 90% of university headships.
- On average in the EU-27, only 22% of board members of universities and research institutes are women.
- Women account for 59% of university graduates, whereas men account for 82% of full professors.
- Women account for only 36 % of graduates in science, maths, informatics and engineering.
- The fields of science, mathematics and computing and particularly engineering, manufacturing and construction is characterized by higher numbers of male PhD holders with women representing less than 25%.

## 2012JUNE

week	monday	tuesday	wednesday	thursday	friday	saturday	sunday
22	28	29	30	31	1	2	3
23	4 <i>International Day of Innocent Children- Victims of Aggression</i>	5	6	7	8	9	10
24	11	12	13	14	15	16	17
25	18	19 <i>UN Security Council Resolution 1820 (SCR 1820): for the first time, sexual violence is not dis- cussed as an inevitable feature of conflict, but as unaccept- able and preventable (2008)</i>	20 <i>World Refugee Day</i>	21	22	23	24
26	25	26 <i>Signing of the UN Charter (1945) International Day against Drug abuse and Illicit Trafficking International Day in Support of Victims of Torture</i>	27	28	29	30	1
27 June – 1 July – EuroGames 2012 in Budapest, Hungary							





# Erato Kozakou-Marcoullis

## Cyprus

The high posts of being the first woman Ambassador for Cyprus in the United States of America and the first female Cypriot Minister of Foreign Affairs allow Dr. Erato Kozakou-Marcoullis to refer to gender equality issues at the highest political level and she has become an example and inspiration not only to Cyprus but also all women of Europe.

She stresses that education has played an important role in the changes of the country and has enabled women to express themselves more actively in traditionally male-dominated fields.

Article on Erato Kozakou-Marcoullis on [www.eige.europa.eu/women-inspiring-europe](http://www.eige.europa.eu/women-inspiring-europe)

### Did you know that?

- Women only make up 35% of members of the European Parliament, and 33% of the European Commission.
- In 2009, 24% of Members of national parliaments were women. The percentage is above 40% only in the Netherlands and Sweden and below 10% in Malta and Hungary.
- 10 of the 27 current European Commissioners are female.
- In the European Court of Auditors out of the 56 directors and heads of division/unit, 13 (23 %) are women.
- Women account for 26% of senior ministers (those with a seat on the cabinet) in governments across the EU-27 countries, 22% of junior ministers and 24% overall.
- In the diplomatic service of the 22 EU Member States, the EU average is 38% of women.
- The EU average of women ambassadors is 13.5%.

## 2012JULY

week	monday	tuesday	wednesday	thursday	friday	saturday	sunday
26	25	26	27	28	29	30	1
27 June – 1 July – EuroGames 2012 in Budapest, Hungary							
27	2	3	4	5	6	7	8
28	9	10	11	12	13	14	15
29	16	17	18	19	20	21	22
30	23	24	25	26	27	28	29
31	30	31	1	2	3	4	5





# Irene Andessner

## Austria

“Art reflects reality,”– says the artist Irene Andessner – and is the way to define and stress gender equality issues, especially when it comes to a woman’s role through the eyes of a man: most men depict women as serving man in one way or another. Real women, strong and active, historically existed.

Stories, roles, images and portraits of undermined women gain a new meaning when evolving through the senses, intuition and talent of the great artist Irene Andessner. The result raises questions and invites discussion.



Article on Irene Andessner on [www.eige.europa.eu/women-inspiring-europe](http://www.eige.europa.eu/women-inspiring-europe)

### Did you know that?

- In 2011 women accounted for 59% of students in cultural fields, compared to 55% in all fields.
- Only 12 women compared to 96 men have been awarded the Nobel Prize for Literature. The first woman to be awarded the Prize in 1909 was Swedish author Selma Lagerlöf (1858-1940).
- Women are twice as likely to appear as news subjects in stories on social issues than in stories on politics or government.
- Only 32% of main TV characters are female.
- Women are more than twice as likely as men to be portrayed as victims.
- 38% of the female characters in video games are scantily clad, 23% baring breasts or cleavage, 31% exposing thighs, another 31% exposing stomachs or midriffs and 15% baring their behinds.

## 2012AUGUST

week	monday	tuesday	wednesday	thursday	friday	saturday	sunday
31	30	31	1	2 <i>Roma and Sinti Genocide Remembrance Day</i>	3	4	5
32	6	7	8	9	10	11	12 <i>International Youth Day</i>
33	13	14	15	16	17	18	19
34	20	21	22	23	24	25	26
35	27	28	29	30	31	1	2





# Bernadette Ségol France

The first woman General Secretary for European Trade Union Confederation (ETUC) – she started a new era of women’s participation in trade union activities. Bernadette Ségol, a recognized negotiator, was able to influence the course of European legislation which would change the Services Directive in such key areas as temporary agency workers.

She states that women presenting themselves have to invest much more effort than their male colleagues: glass ceilings, the difference in wages – are serious problems obscuring gender equality.



Article on Bernadette Ségol on [www.eige.europa.eu/women-inspiring-europe](http://www.eige.europa.eu/women-inspiring-europe)

### Did you know that?

- The average hourly pay gap between women and men in the EU is 17.5%.
- In 2010 female employment rates remained lower than for males in 26 of the 27 EU Member States. The 2010 female employment rate (for 15-64 year olds) at 58.2% is 11.9% lower than the equivalent male employment rate (70.1%).
- Employed women spend 39 hours a week on average on home care activities compared to men’s 26 hours.
- Women are over-represented in health care, education and public administration which are generally sectors receiving lower salaries than typical male professions.
- Gross domestic product (GDP) would rise an estimated 30% in the EU if the gender gaps in employment were eliminated (working patterns (full/part-time) and pay).

## 2012SEPTEMBER

week	monday	tuesday	wednesday	thursday	friday	saturday	sunday
35	27	28	29	30	31	1	2
36	3	4	5	6	7	8 <i>International Literacy Day</i>	9
37	10	11	12	13	14	15 <i>International Day of Rural Women International day of democracy The Beijing Declaration and Platform for Action (1995)</i>	16
38	17	18	19	20	21 <i>International Day of Peace Adoption of the European Commission's Strategy on equality between women and men 2010-2015 (2010)</i>	22	23
39	24	25	26	27	28	29	30 <i>UN Security Council Resolution 1888 (It urges Member states to implement strategies to halt sexual violence as a tactic of war)</i>



# Margarita Jankauskaitė

## Lithuania

"A woman has two choices - to be a feminist or a masochist. I chose to be a feminist" says Margarita Jankauskaitė – who is a unique example and illustrates perfectly how much influence one individual can have on a country's policy.

**Feminist, gender expert and Doctor of Philosophy for more than 20 years she has dedicated herself to gender equality and human rights issues and was nominated Ambassador of Diversity in Lithuania in 2004 and 2005 by the European Commission.**

Article on Margarita Jankauskaitė on [www.eige.europa.eu/women-inspiring-europe](http://www.eige.europa.eu/women-inspiring-europe)

### Did you know that?

Women are often objectified and valued for their looks, being far more likely to be portrayed at a young age; 79% of women portrayed in media are up to the age of 34.

There are four men for every woman who receive news coverage. In Europe, women are central to a news story only 10% of the time.

Women athletes only secure between 2-9% of television airtime devoted to sports.

Only 10% of European politicians in the news are women.

Women make up only 16% of experts and 14% of spokespersons.

## 2012 OCTOBER

week	monday	tuesday	wednesday	thursday	friday	saturday	sunday
40	1 <i>International Day for the Elderly</i>	2 <i>International Day of Non-Violence</i>	3	4	5	6	7
41	8	9	10	11	12	13	14
42	15	16 <i>World Food Day (The right to food is the inherent human right of every woman, man, girl and boy wherever they live on this planet)</i>	17 <i>International day for the eradication of poverty</i>	18 <i>EU Anti-trafficking Day</i>	19	20	21
43	22	23	24 <i>United Nations Day</i>	25	26	27	28
44	29	30	31	1	2	3	4





# Rosa Logar

## Austria

A co-founder and coordinator of Women Against Violence Europe (WAVE), Europe's largest network of organizations combating violence against women and children in Europe Rosa Logar says: "Complex measures are needed to destroy the roots of violence and assist victims". The founder of the first Austrian women's shelter dedicates her life combating the violation of human rights.

Rosa Logar emphasizes the fact that domestic violence affects children – "preventive work with such children as well as with perpetrator is of great importance".



Article on Rosa Logar on [www.eige.europa.eu/women-inspiring-europe](http://www.eige.europa.eu/women-inspiring-europe)

### Did you know that?

- 45% of women in Europe have suffered violence and abuse from men.
- One in five women has been a victim of domestic violence. 95% of all acts of violence taking place within the home are against women.
- In Europe, 7 women die every day from male domestic violence.
- Between 40 and 50% of women in the European Union report some form of sexual harassment in the workplace.
- Many women-violence survivors have limited access to support through specialist services or refuges that can meet their needs.
- The cost of domestic violence in the EU is estimated at 16 billion Euros per year, amounting to 1 million Euros every half hour. The annual EU member states' budgets for prevention programs of male violence are 1000 times less.

## 2012NOVEMBER

week	monday	tuesday	wednesday	thursday	friday	saturday	sunday
44	29	30	31	1	2	3	4
45	5	6	7	8	9	10	11
				8-9 November – Conference on Violence against Women, Cyprus			
46	12	13	14	15	16 <i>International Day for Tolerance</i>	17	18
47	19	20 <i>Universal Children's day</i> <i>Adoption of the UN Convention on the Rights of a Child (1989)</i>	21	22	23	24	25 <i>International Day for the Elimination of Violence against Women</i>
48	26	27	28	29	30	1	2
25 November – 10 December – 16 Days of Activism against Gender Violence							



# Marianne Heimbach-Steins

## Germany

“Women were the first witnesses of the greatest Christian miracle – the resurrection of Christ.” Raising gender equality and gender justice issues in theology, feminist Professor of Theology Marianne Heimbach-Steins has been among the pioneers looking at the issue of the relations between genders from the Christian position. She invites the church to change together with the changing society.

Marianne Heimbach-Steins was one of the founders of the women theologians forum “Agenda” – a place where European feminist theology prospers.

Article on Marianne Heimbach-Steins on [www.eige.europa.eu/women-inspiring-europe](http://www.eige.europa.eu/women-inspiring-europe)

### Did you know that?

The first ordinations of women took place in 1853 in the Congregationalist Church, in 1863 in the Universalists denomination, in 1865 in the Salvation Army and in 1866 in the Methodist Protestant Church.

There is a universal agreement by clergywomen that glass ceilings do exist.

Female clergy are notably more open towards homosexual couples’ rights in the Church. In Finland attitudes towards same-sex couples became more positive during the period 2002–2010, especially among female clergy.

Qualified women in Germany have found it hard to get positions in theological institutions, and the ratio between the large number of female students and few or none female teachers is most striking.

## 2012 DECEMBER

week	monday	tuesday	wednesday	thursday	friday	saturday	sunday
48	26	27	28	29	30	1	2 <i>International Day for the Abolition of Slavery</i>
25 November – 10 December – 16 Days of Activism against Gender Violence							
49	3 <i>International Day of Disabled Persons</i>	4	5	6	7 <i>Signing and proclaiming of the Charter of Fundamental Rights of the European Union (2000)</i>	8	9
25 November – 10 December – 16 Days of Activism against Gender Violence							
50	10 <i>Human Rights Day</i>	11	12	13 <i>Adoption of the UN Convention on the Rights of Persons with Disabilities (2006)</i>	14	15	16
51	17	18 <i>International Migrants’ Day Adoption of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979)</i>	19	20 <i>International Human Day of Solidarity  * More on day events see below</i>	21	22 <i>Entry into force of the UN Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (2000)</i>	23
52	24	25	26	27	28	29	30
1	31	1	2	3	4	5	6

More events and dates [www.eige.europa.eu/calendar](http://www.eige.europa.eu/calendar)

Adoption of the UN Declaration on the Elimination of Violence against Women (1993)  
The establishment of The European Institute for Gender Equality by the Council Regulation (EC) No 1922/2006





The European Institute for Gender Equality, or EIGE, is a European agency which supports the EU and its Member States in their efforts to promote gender equality, to fight discrimination based on sex and to raise awareness about gender equality issues.

Its tasks are to collect, analyse and disseminate comparable data on gender equality, to develop and disseminate methodological tools, in particular for the integration of gender dimension in the European Union policies, to facilitate the exchange of good practices and dialogue among stakeholders, and to raise awareness among EU citizens.

On the 8th of March 2010, on the occasion of the International Women's Day, EIGE announced the launch of the "Women of Europe" resource pool. Aiming to highlight their achievements, promote positive examples and pay homage to some of Europe's most remarkable women this resource pool collects information about women acting as role-models and as sources of inspiration for others. The resource pool will be used by EIGE and its stakeholders in search of realistic evidence of success in the form of testimonials, expert or speaker interventions.

Among the women who have applied or have been nominated for the resource pool, every year 12 women figure in this "Women Inspiring Europe" Calendar. It provides visibility and portrays women from all countries of the EU, from every walk of life highlighting their experiences and success stories. The 2012 calendar is the second calendar under this initiative.

For further information about the activity and for 2013 nominations please consult the following web page: [www.eige.europa.eu/women-inspiring-europe](http://www.eige.europa.eu/women-inspiring-europe)

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