This project analyzes how the formation of the European Union has affected women's roles and status in European society. The EU has established a gender equality policy, which originated with an equal pay for equal work article in the 1957 Treaty of Rome and was more recently expanded with the 1997 Treaty of Amsterdam, which called for an end to all discrimination based on sex. However, the EU's gender equality goals have failed to materialize in many member nations. The aim of this research is to determine to what extent the EU has and has not affected women by examining economic indicators, rates of women's participation in government, and information regarding women's roles in their families before and after the passage of EU gender equality policies.

LITERATURE REVIEW

1. The European Union (EU) has professed a goal of promoting gender equality through a number of agreements and resolutions (Rossilli, 1999).
   - The 1957 Treaty of Rome mandated equal pay for equal work.
   - In 1997, the Treaty of Amsterdam took the EU's gender policy beyond economics for the first time with its Social Policy Agreement, which requires the Union to take action against all forms of discrimination on the grounds of sex.
2. Though some changes have occurred since the introduction of these policies, many inequalities remain, according to four studies that Kumari conducted (2001).
   - Europe has achieved equality in "social development indicators" such as literacy and health.
   - More women have entered the labor market.
   - There remains a gender pay gap in all EU member states, despite the equal pay for equal work law.
   - Not as many career fields are open to women as to men, and women do not advance in their careers as far as men do.
   - Tax laws and social security benefits also reflect gender bias.
3. Traditional ideas remain powerful in areas other than the labor market, such as the public arena of politics or women's private lives, as the situation of women in Poland illustrates (Platek, 2004).
   - Women are underrepresented in Polish government.
   - The Polish language lacks vocabulary to describe women in traditional male jobs or men in traditionally female professions.
   - Traditional expectations regarding women's personal goals have not changed, as they are encouraged to focus on the roles of wife and mother above career or education.
4. New goals for change mean the need for new research.
   - Some member states have no research assessing the impact of EU policies on their female citizens.
   - Just as the EU's gender equality policy now addresses areas beyond the economy, more research should examine changes in women's situation not only in the labor market, but also in family, politics, education, and more.

REFERENCES


PASSED CREDITS