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Feedback from: European Federation of Nurses Associations - EFN

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Submitted by

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Organisation

European Federation of Nurses Associations - EFN

Organisation size

Micro (1 to 9 employees)

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Belgium

Initiative[Gender equality & women's rights worldwide – 2021-25 action plan \(/info/law/better-regulation/have-your-say/initiatives/12240-Gender-equality-women-s-rights-worldwide-2021-25-action-plan\)](/info/law/better-regulation/have-your-say/initiatives/12240-Gender-equality-women-s-rights-worldwide-2021-25-action-plan)

Research and innovation coalitions and consortia need to include end-users for better co-creation and co-design, with specific attention to gender. KPIs need to be gender specific. Collecting gender sensitive data for research and innovation with identifying, assessing, and upscaling good clinical practices in health services are key to move research finding towards deployment to close the implementation gap. The expected impact need to be much clearer! Increasing the participation of women in R&I, improvement of their career prospects, especially nurse researchers, are key. Improving the gender balance in decision-making bodies in healthcare and research organisations goes way beyond advisory boards and consultation. All societal challenges can be looked at from a gender dimension in research content and increase in the quality and societal relevance of produced knowledge, technologies and innovations that are fit-for-purpose. But all this means support! It is impossible to ask more and ask more, under the same conditions as before. The EU needs to do more to support women.

As an EU umbrella organisation, the EFN has in membership 36 National Nursing Associations, representing 3 million nurses of which 92% are women. In this context, nurses as end-users are ideally placed to bring in a gender and women perspective to research and innovation. Reducing gender health inequalities between and within Member States by mastering sex and gender in the design of people-centred models is essential to get better health outcomes. Nurses/women are key in the co-design of continuity of care, facilitating the reform of the health and social sector and creating better working conditions. Nurses/women improving nation's health and well-being, through prevention, tackling a complex mix of factors - including personal choices, the opportunities available, and the resources within their communities, determine the context, process and outcomes. Nurses/women see people—not just at different stages of their lives, but also in all of the different places citizens/patients live—therefore it is crucial to use gender specific data and experiences from frontline to develop fit-for-purpose policies/recommendations. In relation to gender and new technologies, including AI and Robotics in care, eHealth solutions that are user-friendly and tailored to women's specific roles and responsibilities, with technology empowering women, can help support the implementation of the roadmap. As such, the gender dimension in entrepreneurship (including SMEs and public procurement) is key to get successful and sustainable solutions. Providing concrete gender input in addressing key challenges such as people-centred care, prevention, addressing the SDGs, embracing innovative health technologies, and improving working conditions has a huge EU added value. Specific EU attention needs to go to the gender equation in the healthcare ecosystems in the EU. In health care, violence is impacted by, among other factors, inappropriate admissions of patients into facilities that are ill-equipped to deal with the patients' acuity/complexity; short

staffing and inappropriate staffing; inadequate or inappropriate security or security measures; inadequate communications protocols/practices with respect to gender violence risks; lack of gender violence-prevention training; isolated work assignments (night shifts, home and community care, long-term care); poorly managed transportation/placement of patients (e.g., lack of secure rooms in emergency) and unrestricted access to health care facilities.

Together with key stakeholders, end-users, frontline, the EU needs to do more and better to promote equal economic independence for women and men, to close the gender pay gap, to advance gender balance in decision-making (especially the board of the hospital, often only men!) and ending all forms of gender based violence (especially in the healthcare sector).

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