



A Union of Equality: Gender Equality Strategy 2020-2025

2 December 2020

Gender Equality a Political Priority

A Union of Equality is one of the major priorities of President von der Leyen's Commission



The Gender Equality Strategy was the first deliverable on Equality by this Commission

*“With the Gender Equality Strategy we are **anchoring gender equality at the core of EU policy development.**”*

Commissioner Helena Dalli

Gender Equality Strategy 2020-2025

- *The principal framework for EC work for gender equality*
- *Policy objectives for gender equality in central areas*
- *Key actions for the next five years*
- *Commits to ensure a gender equality perspective in all EU policy areas.*

To achieve:

*“A **gender equal Europe** where women and men, girls and boys, in all their diversity, are equal. Where they are **free** to pursue their chosen path in life, where they have **equal opportunities to thrive**, and where they can equally **participate in and lead** our European society.”*

Free from Violence & Stereotypes

Policy objectives:

-Ending gender-based violence

-Challenging gender stereotypes



33% of women
in the EU have
experienced
**physical
and/or sexual
violence**

44% of Europeans think that the most important role of a woman is to take care of her home and family.

43% think the most important role of a man is to earn money.

Key Actions – Violence & Stereotypes

- ***EU accession to the 'Istanbul Convention'***
- ***Additional measures to prevent and combat specific forms of gender-based violence, e.g. female genital mutilation***
- ***Create EU network for prevention of gender-based violence and domestic violence***
- ***Addressing potential gender biases in Artificial Intelligence***
- ***A gender equality strategy in the audio-visual industry***
- ***EU-wide communication campaign combatting gender stereotypes***

Thriving in a Gender-equal Economy

Policy objectives:

- Closing gender gaps in the labour market*
- Achieving equal participation across different sectors of the economy*
- Addressing the gender pay and pension gap*
- Closing the gender care gap*



Women in the EU earn on average **16%** less than men per hour



75% of unpaid care and domestic work is done by women



Key Actions – a Gender-equal Economy

- EC will table **binding measures on pay transparency**
- Implementation of the **Work-Life-Balance Directive** in MS
- Support **women-led start-ups** and innovative **small and medium-sized enterprises**

- **Updated Skills Agenda** to address horizontal **segregation, stereotyping & gender gaps** in education and training
- Explore measures to **address the gender pension gap**
- **EU investment support** for **childcare and elderly care** in MS

Leading Equally Throughout Society

Policy objective:

- Achieving gender balance in decision-making and politics



Only **7.5%** of board chairs and **7.7%** of CEOs are women



39% of Members of the European Parliament are women



Key Actions – Leading Equally

- Pursue adoption of the 2012 proposal for a **Directive on improving the gender balance on corporate boards**
- EU wide **data and analysis** of representation of women and men in **decision-making positions**
- Promote **women** to participate as **voters and candidates** in the 2024 **European Parliament elections**
- Support **exchange of good practices** addressing **gender balance** in executive **boards and managerial positions**
- **Gender balance of 50%** at all levels of **EC management** by 2025
- Increase the share of **female managers in EU agencies**

Gender Mainstreaming in Policy Making

Gender mainstreaming in policy and processes essential to reach gender equality objectives

*A more **systematic application** in all stages of **policy design** in all EU policy areas*

Examples of actions:

*- Gender mainstreaming in the **EU budget**; i.e. measuring **expenditures for gender equality in 2021-2027 MFF***

*- Gender aspects in **health policy***



Thank you!

***Secretariat of the Advisory Committee
European Commission***

Directorate-General for Justice and Consumers

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