



# **European Commission policies for gender equality**

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*Justice and  
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# EU legislation on Gender Equality

***Directive 2010/41*** on Equal treatment between women and men self employed

***Directive 2006/54*** on equal opportunities and equal treatment in employment and occupation

***Directive 2010/18*** on Parental leave

***Directive 2004/113*** on equal treatment between men and women in the access to goods and services

***Directive 92/85*** on safety and health of pregnant workers

# EU legislation on Gender Equality

***Directive 79/7/EEC** on equal treatment for men and women in matters of social security*

***New Directive on Work-Life balance***

# New political impetus

## Political guidelines of the President-elect

- *New anti-discrimination legislation*
- *New European Gender Strategy*
- *Binding pay transparency measures*
- *Quotas for gender balance on company boards*
- *Gender balance in the Commission*
- *Measures against GBV*
- *Violence against women as EU crime*

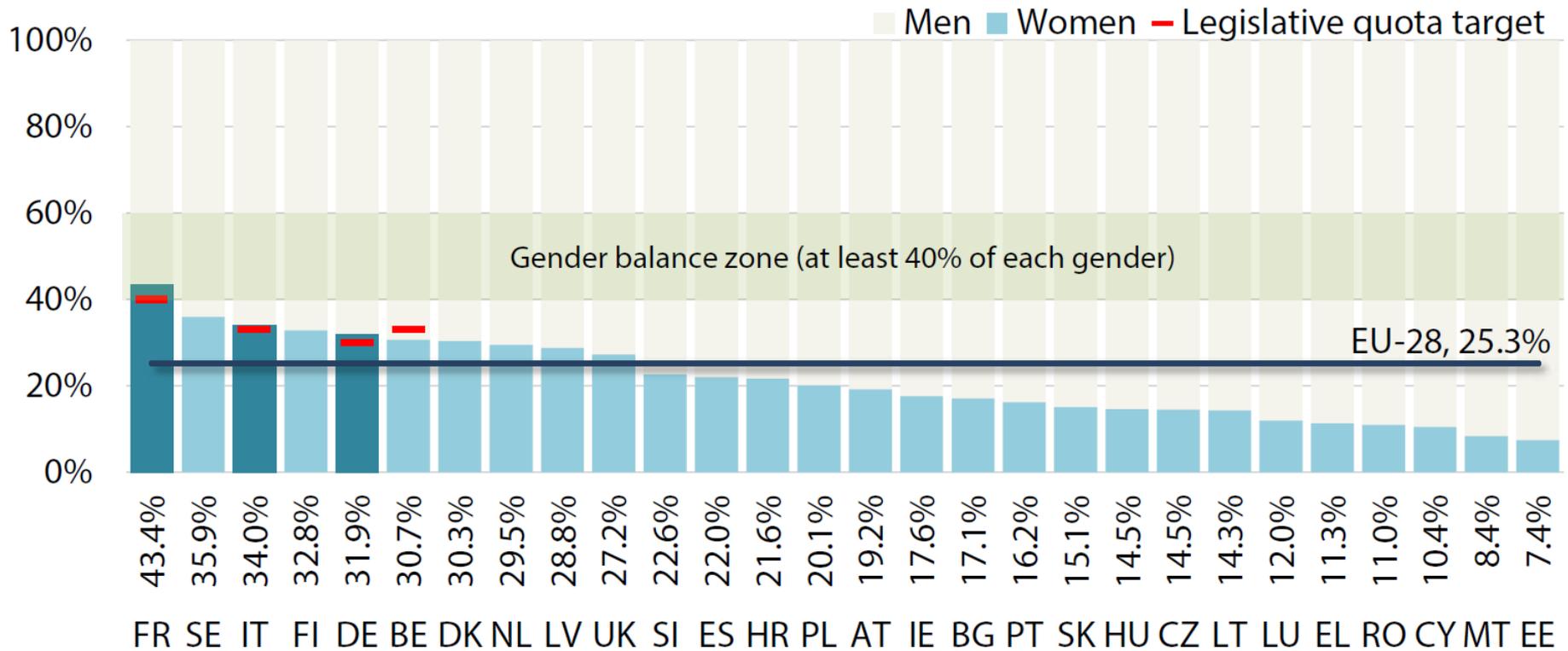
# New Gender Equality Strategy

- *Preparation ongoing*
- *Input through:*
  - *Assessment of the Strategic Engagement 2016-2019*
  - *EU Commissioners on gender mainstreaming*
  - *Member States experts, civil society organisations, social partner representatives*

# Pay transparency

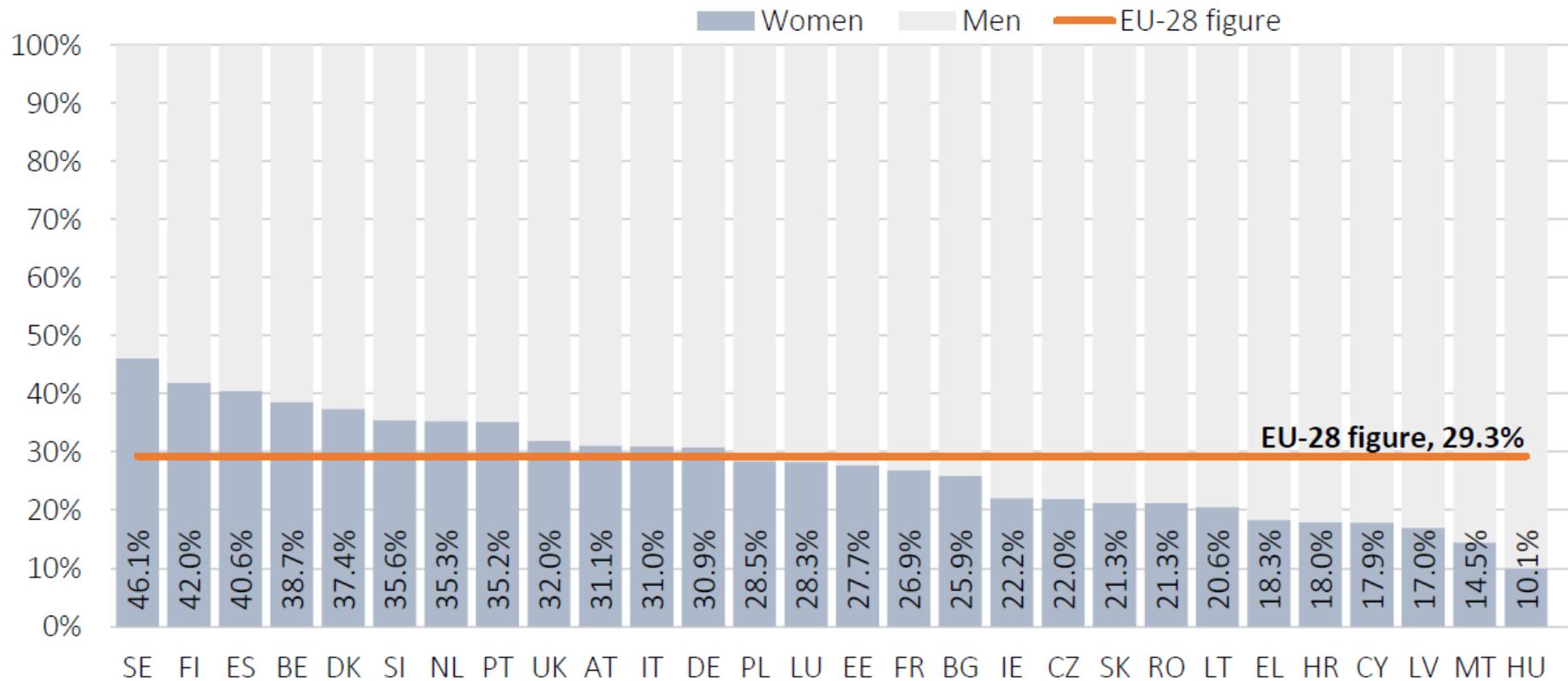
- *Still significant differences between earnings of women and men (16% average gross hourly earnings, 35% pension gap)*
- *Need to increase wage transparency*
- *EU Recommendation on strengthening the principle of equal pay between men and women through transparency*
- *Need for binding measures at EU level*

## Representation of women and men on the boards of large listed companies in the EU, October 2017



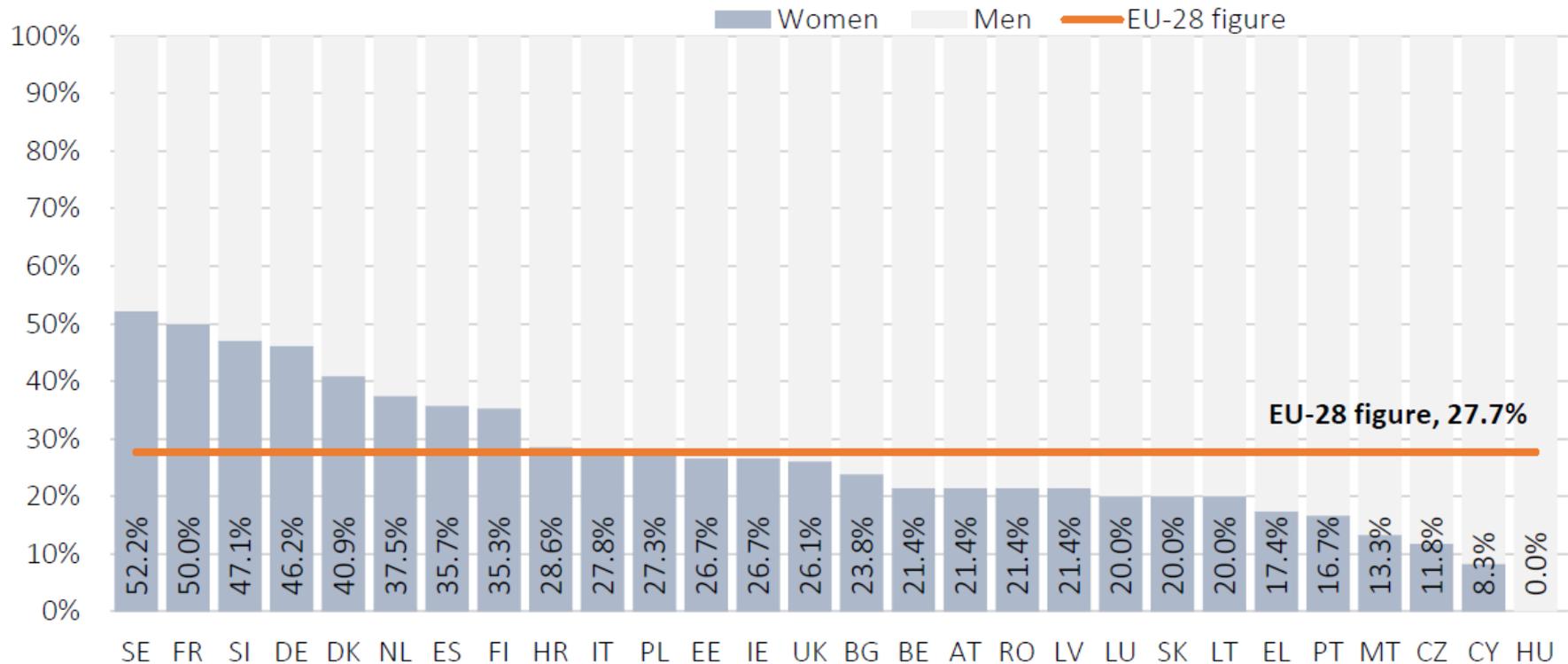
# National parliaments – lower houses

% women, November 2017



# National governments – senior ministers

% women (senior ministers), November 2017



## Women on boards

- *2012: Proposal for a Directive on improving the gender balance among non-executive directors*
- *Main element:*
  - *Quantitative objective of at least 40% representation of each gender among non-executive directors or 33% for all types of directors*
  - *If not reached, procedural commitment for fair and transparent selection procedure*
- *State of play*

# Violence against women

- *EU accession to the Istanbul Convention*
- *Victims' rights Directive*
- *Actions to tackle violence against women online*
- *Criminalising forms of online violence*

## Work-life balance

- *Work-life balance Directive adopted on 13 June*
- *Working fathers will be able to take at least 10 working days of paternity leave around the time of birth of the child. Paternity leave will be compensated at least at the level of sick pay,*
- *At least 4 months per parent, out of which 2 months are non-transferable between parents. Parents can request to take the leave in flexible forms.*

## Work-life balance

- *The 2 non-transferable months of parental leave will be compensated at a level set by Member States.*
- *All workers will have the right to 5 working days of carers' leave per year.*
- *All working parents with children up to at least 8 years old and all carers will have the right to request flexible working arrangements.*

# Gender mainstreaming

- *Strategic tool to achieve gender equality objectives (Article 8 TFEU)*

*Thank you for your attention!*

