



A Union of Equality: Gender Equality Strategy 2020-2025

**UDITE round table
13 October 2023**

Gender Equality a Political Priority

Striving for a Union of Equality

The Gender Equality Strategy 2020-2025

March 2020
#UnionOfEquality



“Gender equality is a core principle of the European Union, but it is not yet a reality. In business, politics and society as a whole, we can only reach our full potential if we use all of our talent and diversity. Using only half of the population, half of the ideas or half of the energy is not good enough.”

President Ursula von der Leyen

Political priority & legal obligation

- A **Union of Equality** a major priority and political commitment
- Helena Dalli EU's first **Commissioner for Equality** supported by a dedicated Task Force
- **Legal obligation** from EU Treaties
- Check the Gender Equality Strategy [online here](#)





Gender Equality Strategy 2020-2025

Sets out objectives and main actions for work on gender equality until 2025

Monitored through

- **Annual report on Gender Equality**
- **A dedicated Monitoring Portal**

<https://composite-indicators.jrc.ec.europa.eu/ges-monitor>

Main dimensions & core principles



***Free from violence
and stereotypes***



***Thriving in
a gender-equal
economy***



***Leading equally
throughout society***

Gender Mainstreaming

Intersectionality

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**

Key actions – violence & stereotypes

EU accession to the
'Istanbul Convention' –
entry into force 1/10/2023

Campaign combatting
gender stereotypes –
launched 03/2023

Directive on combating
violence against women and
domestic violence –
proposal 03/2022

Tackling gender
biases in Artificial
Intelligence

EU network for prevention
of gender-based violence
Launch 11/2023

Work with platforms
to combat gender
cyber violence

Thriving in a gender-equal economy



Women earn on average per hour **13%** less than men

Only **67%** of women in the EU are in paid employment compared to **78%** of men

Women receive on average **29%** less pension than men.

Women do **75%** of unpaid care and household work.



Objectives and actions – a gender-equal economy

Policy objectives:

Closing gender gaps
in the labour market
(employment, pay,
pension, care)

Achieving equal
participation across
different sectors of
the economy

Key actions

Binding measures on pay
transparency
adopted 05/2023

2019 Work-Life-Balance
Directive

DL for transposition 08/2022

European Care Strategy -
childcare and long term
care – 09/2022

Leading equally throughout society

Policy objective:

- Achieving gender balance in decision-making and politics



Only 30% of board chairs and 8,5% of CEOs **are women**



29% of members of the national parliaments **are women**



Key actions – leading equally

Directive on improving gender balance on corporate boards, October 2022

Striving to reach gender-balanced management in the European Commission

Promoting women's participation in European Parliament elections 2024

Gender Mainstreaming in Policy Making

More systematic application in all stages of policy design in all EU policy areas

Appointment of the first **Commissioner for Equality**, as a stand-alone portfolio, and creation of a **Task Force for Equality**

Examples of a gender mainstreaming:

EU budget; i.e. pilot methodology to track gender equality expenditure in 2021-2027 MFF

Horizon Europe sets gender equality plans as eligibility criterion for funding

Annual report on gender equality in the EU

- The 2023 report – third progress report under the Strategy
- State of play on gender equality in the EU and its Member States
- EU actions, examples from MS and EU funded projects
- [2023 Report on Gender Equality in the EU | European Commission \(europa.eu\)](https://european-council.europa.eu/media/e3000000/1/press/2023/03/230314_report_on_gender_equality_in_the_eu_en.pdf)





- EU law and recommendations on work-life balance, equal pay, maternity leave, parental leave
- Gender balance on company boards
- EU accession to Istanbul Convention

Legislation

- SDG5 (UN 2030)
- Gender Equality Strategy
- European Semester
- Barcelona Targets on childcare

Policy

Citizens, Equality, Rights and Values Programme
Funding for gender equality in external action

Funding

- International Women's Day
- International Day of Eliminating Violence against Women
- European Equal Pay Day
- Stereotypes campaign

Awareness Raising



How can regions and municipalities advance gender equality?

- *Free from violence: support services for victims of GBV; gender-responsive urban planning; zero tolerance policy against sexual harassment*
- *Thrive: quality childcare & after-school care services; tackling gender stereotypes in education*
- *Lead: gender-balance/parity in management; projects to gauge girls' interest in politics*



European
Commission

Justice
and Consumers



Thank you!