

# 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 <u>online here</u>







### **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 genderbased 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

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

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

Campaign combatting gender stereotypes – launched 03/2023

Tackling gender biases in Artificial Intelligence

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 genderbalanced 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

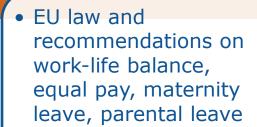


### Annual report on gender equality in the EU

- 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)







- Gender balance on company boards
- EU accession to Istanbul Convention

European Commission

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

**Funding** 

Legislation

Awareness Raising

**Policy** 

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

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

action



### 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 harassement
- 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







### Thank you!