



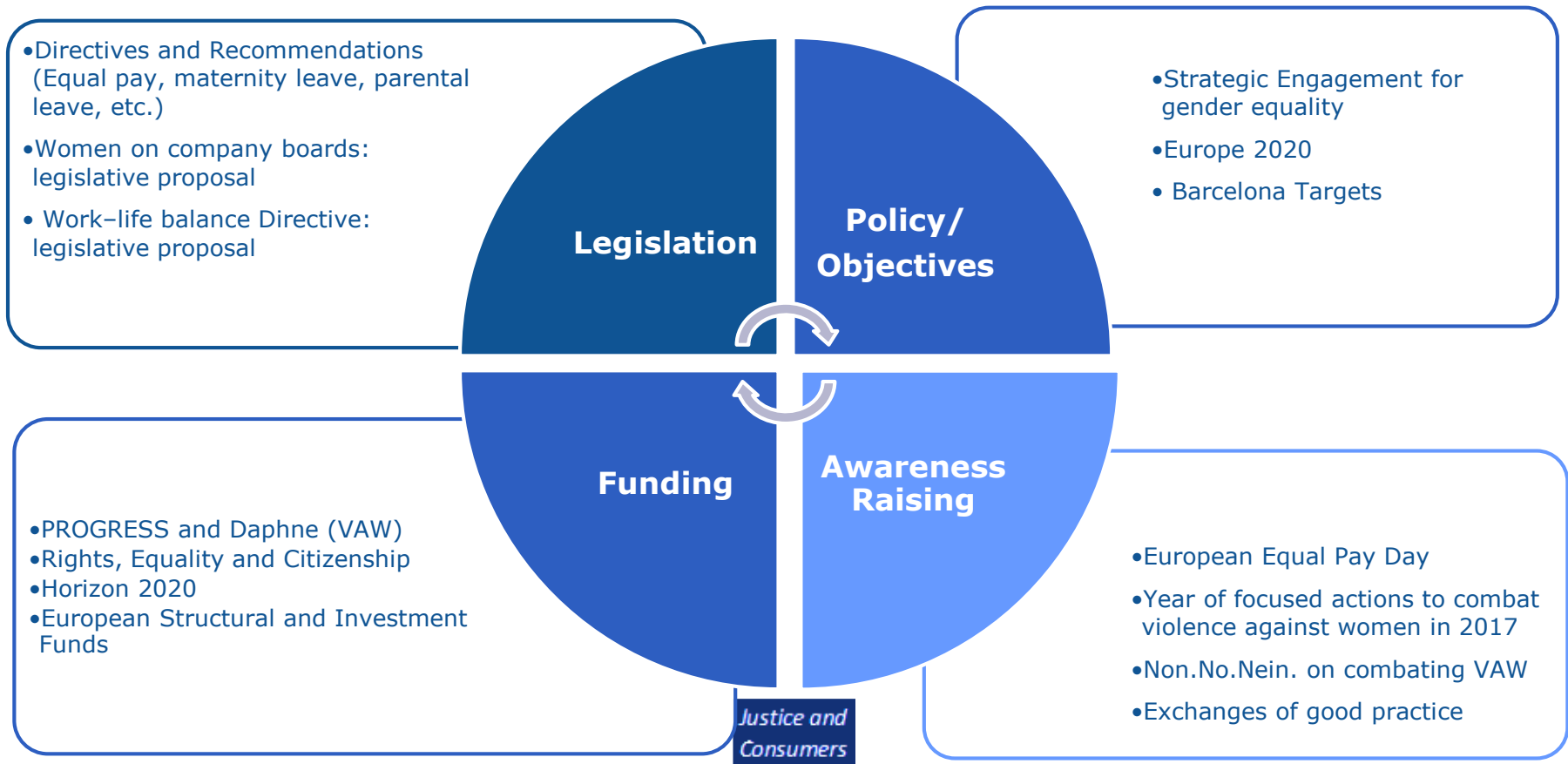
European Commission policies for gender equality

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*Justice and
Consumers*

How does the EU work on gender equality?



Priority areas for action 2016-2019

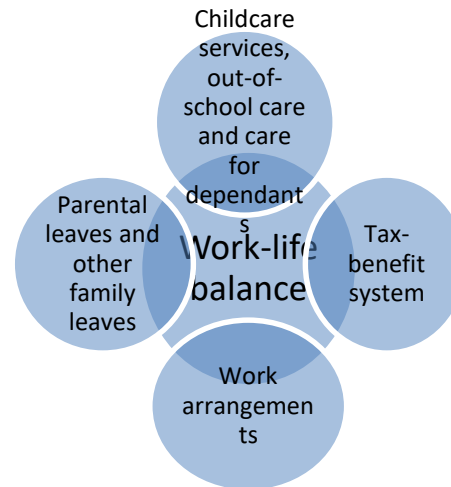
- 1st: Increasing female labour-market participation and the equal economic independence of women and men;
- 2nd: Reducing the gender pay, earnings and pension gaps and thus fighting poverty among women;
- 3rd: Promoting equality between women and men in decision-making;
- 4th: Combating gender-based violence and protecting and supporting victims; and
- 5th: Promoting gender equality and women's rights across the world.

Increasing female labour market participation and the equal economic independence of women and men

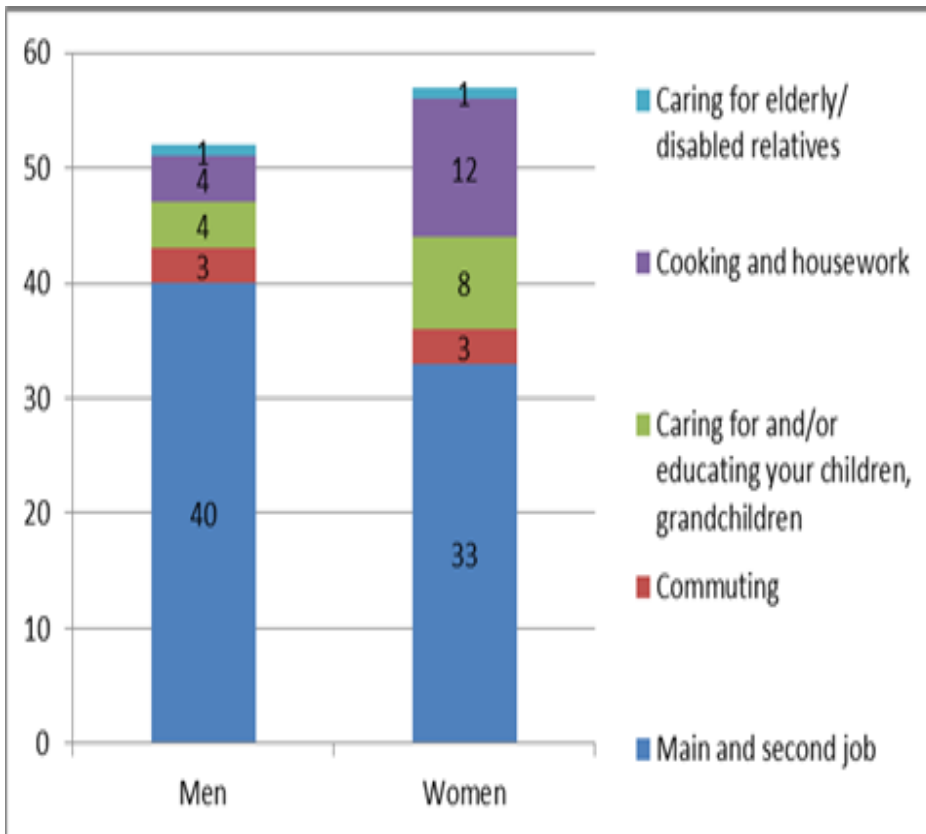
Key actions include in particular:

In April 2017, new and comprehensive initiative to address the **work-life balance** challenges faced by working parents and carers

In May 2018, report on the development of childcare facilities to increase women's labour market participation – **Barcelona Objectives**



Average time spent by workers on paid and unpaid work per week



Source: Eurofound (2015)

Even though men devote more time to paid work, women work in total 54 hours a week, 5 hours more than men, spending on average 21 hours on caring and household activities, compared with 9 hours by men.



The European Semester

- Introduced in 2010, the European Semester enables the EU member countries to **coordinate their economic policies** throughout the year and **address the economic challenges** facing the EU.
- It covers **3 blocks of economic policy coordination**:
 - structural reforms
 - fiscal policies
 - prevention of excessive macroeconomic imbalances
- In the area of Gender Equality, the Commission monitors, inter alia, Member States' efforts to increase female labour market participation, reduce the impact of parenthood and caring responsibility, decrease the earnings and gender pay gap, eliminate tax disincentives for second earners and reduce the poverty risk for older women.

Reducing gender pay, earnings and pension gaps and thus fighting poverty among women

Persisting gender gaps:



the total earnings gap is 41%...

the gender pension gap is 40%...

and 15.6% of women + 65 are at risk of poverty (11.4% of men)

Reducing gender pay, earnings and pension gaps and thus fighting poverty among women

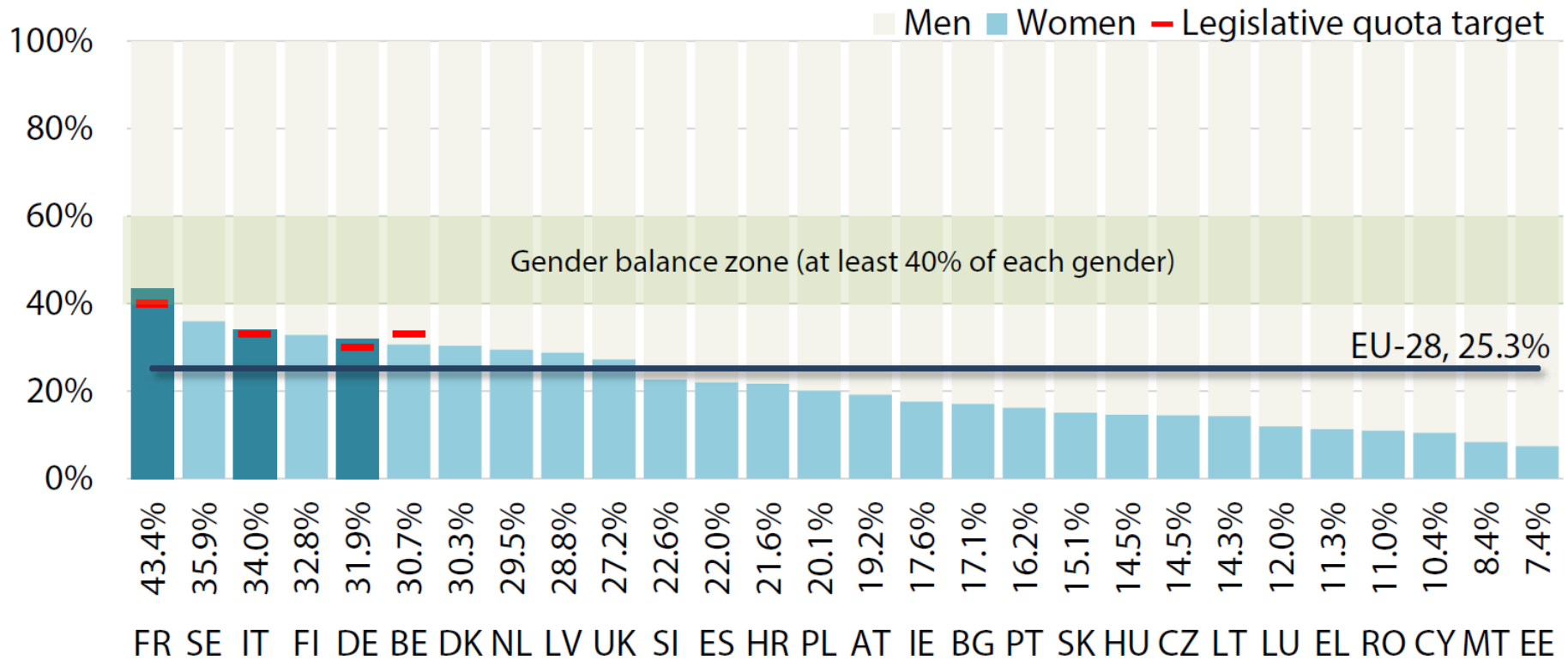
Key actions, for example:

- The Commission adopted an **Action Plan to tackle the gender pay gap** on 20 November 2017. It takes a holistic approach and addresses all different root causes of the gender pay gap
- The Commission's **Recommendation on pay transparency** adopted in 2014 provides Member States and stakeholders with a toolkit of concrete measures to tackle pay inequality and the gender pay gap
- Continuing to mark **European Equal Pay Day** with Europe-wide information activities to reach out to Member States; raising awareness of the link between pay, earnings and pension entitlements in old age

Promoting equality between women and men in decision-making – key actions include for example:

- Continue to support adoption of the **2012 proposal for a Directive** on improving the gender balance among non-executive directors of companies listed on stock exchanges by 2016;
- **The European Gender Equality Institute's (EIGE) online tool for gender-sensitive parliaments** in 2018. The tool's primary function is to allow parliaments in the EU to assess themselves by responding to an online survey that measures the level of gender sensitivity and progress over time;
- Reach the target of **40% women in senior and middle management** positions in the Commission by the end of 2019 (Nov 2017: 37%)

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



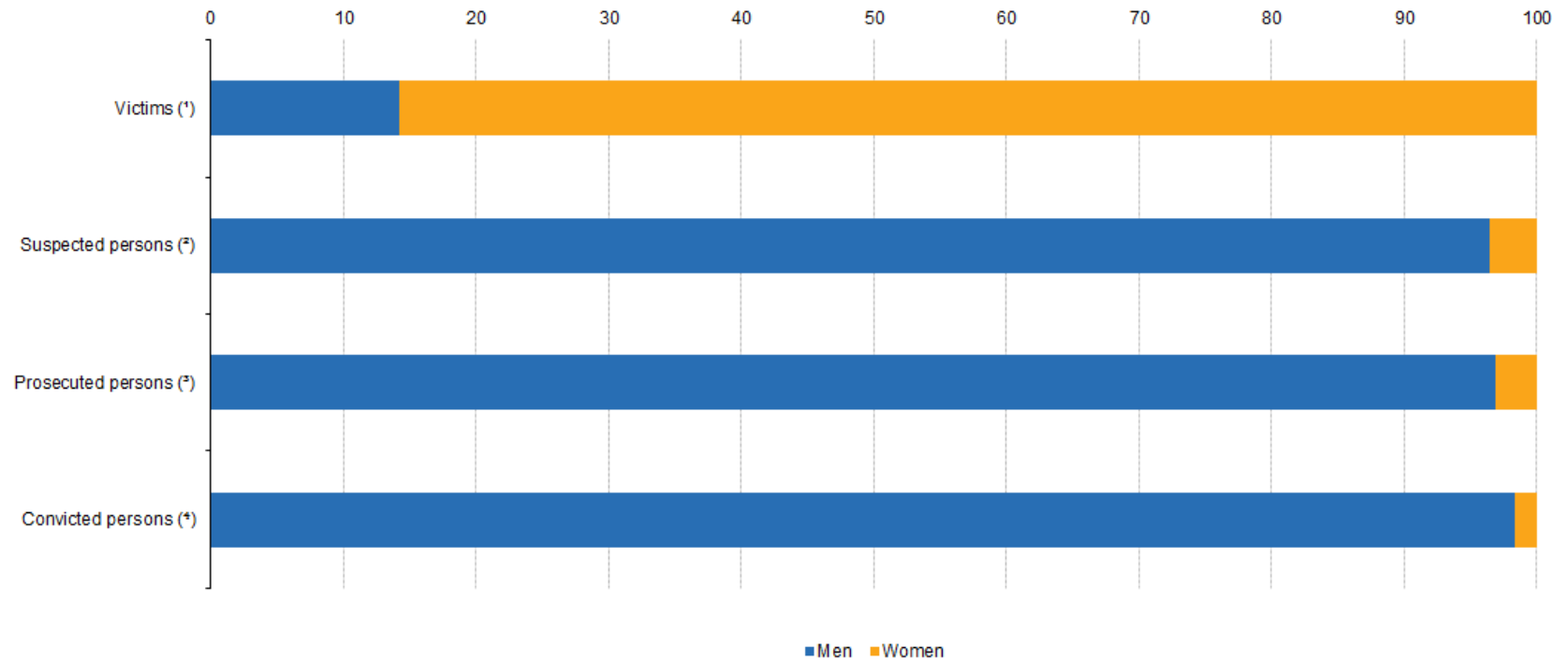
Combating gender-based violence and protecting and supporting victims

- EU accession to the Council of Europe convention on preventing and combating violence against women and domestic violence (**Istanbul Convention**) to the extent of EU competences
- In 2017, the launch of the **Spotlight Initiative** by the European Commission together with the United Nations - one of the largest EU initiatives to address gender-based violence at global level
- Communication campaign Non.No.Nein. on combating VAW runs until the end of 2018. In this context, on 4 December a high-level event on ending VAW – taking stock and next steps
- Implementing the newly adopted **diversity and inclusion strategy** to prevent all forms of harassment inside the Commission

Findings from the Crime and Criminal Justice Statistics (May 2017)

Police-recorded sexual violence offences by legal status and sex, EU-28, 2015

(% of total)



Source: Eurostat (online data code: crim_hom_soff)

Promoting gender equality and women's rights across the world

In cooperation with the European External Action Service and Member States, the Commission is implementing the action plan set out in the joint staff working document on "**Gender equality and women's empowerment: transforming the lives of girls and women through EU external relations (2016-2020)**".

This new framework is divided into four pillars, which include concrete indicators and targets in the following areas:

- Fighting violence of any kind against women and girls;
- Economic and social empowerment;
- Strengthening voice and participation;
- Shifting institutional culture.

Promoting gender equality and women's rights across the world

- Continue implementing the EU-UN **Spotlight Initiative** to eliminate all forms of violence against women and girls, supported with €500 million from the EU.
- Maximise progress towards the **Sustainable Development Goals** (SDGs), which form part of the UN 2030 Agenda for Sustainable Development (SDG 5 is about gender equality).
- Empower women and girls by using digital technology as to fulfil sustainable development goal on gender equality through the digital for development strategy;

Thank you for your attention!

