



**EU STRATEGY ON  
GENDER EQUALITY 2020-2025**

**INNOVATION**

**RIGHTS**

**COMPETITIVENESS**

**DIVERSITY**

**FREEDOM**

**THRIVING**

**HIGHER  
PRODUCTIVITY**

**LEADERSHIP**

**MORE JOBS**



**[GENDER]** : socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for women and men.

**[INTERSECTIONALITY]** : an analytical tool for studying, understanding and responding to the ways in which sex and gender intersect with other personal identities and how these intersections contribute to unique experiences of discrimination.



At EU level, **the gender equality policies** are built on a basis of **cooperation** between the **Member States** and the **European Union**.

The European Union and its institutions and bodies establish **strategies and programmes** meant to enhance and fund the gender equality actions put in place at a national level.



Therefore, the **2020-2025 EU Strategy on Gender Equality** aims to establish **a general framework of action**.

## **Gender Equality** is foreseen in different international texts

- Sustainable Development Goals | [SDG5](#)
- Treaty on the Functioning of the European Union | [TFEU art8](#)
- EU Charter of Fundamental Rights | [EUCFR art 23](#)
- European Pillar of Social Rights | [EPSR arts2-3](#)
- European Social Charter | [ESC arts8-20](#)
- Council of Europe Convention on preventing and combating violence against women and domestic violence | [CoEC210 art4](#)
- Beijing Declaration and Platform for Action | [BDPA](#)
- UN Convention on the Rights of Persons with Disabilities | [UNCRPD art3](#)



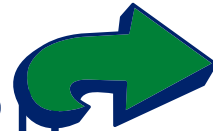
At EU level, there are **6 Directives** covering the equality between women and men

- Workplace | [The Employment Equality Directive](#)
- Self-employment | [The Directive on Self-Employment](#)
- Access to goods and services | [The Directive on Equal Access](#)
- Social security | [The Directive on Equal Treatment on Social Security](#)
- Pregnancy and maternity | [The Directive on Safety and Health during Pregnancy and Maternity Leave](#)
- Leave and flexible working arrangements | [The Work-Life Balance Directive](#)

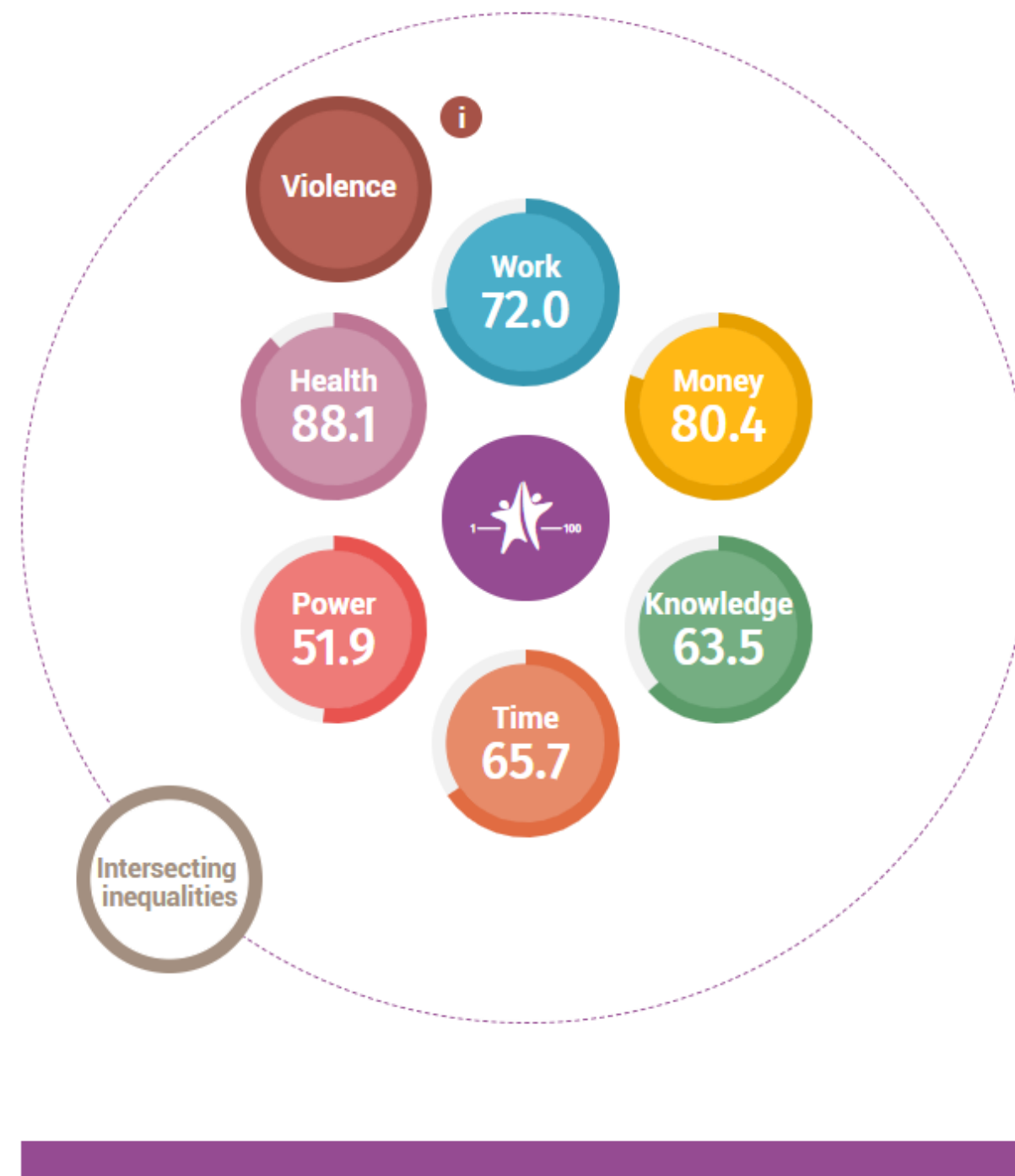
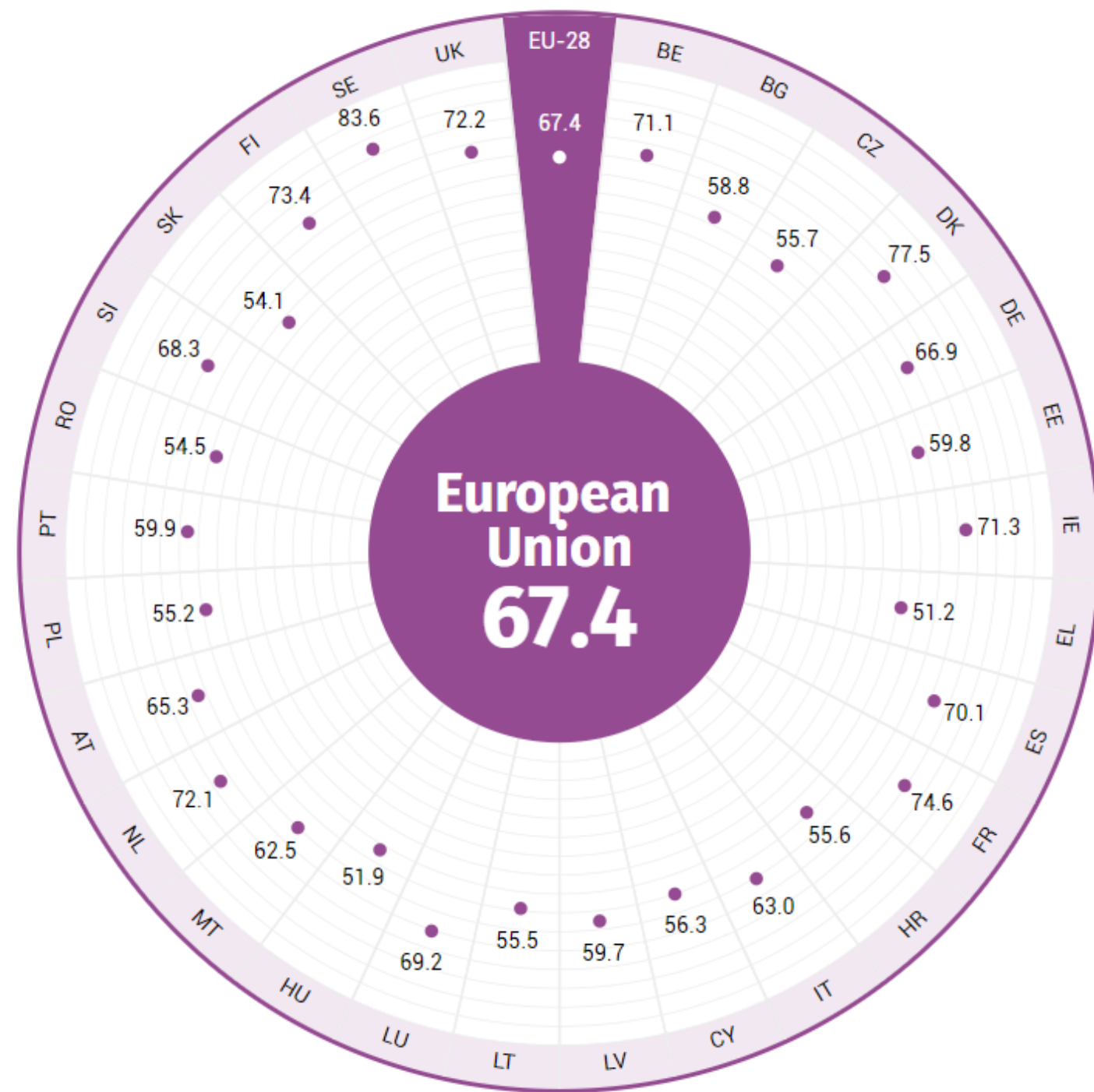


Nevertheless, the **2019 EU Gender Equality Index** shows a European average of **67.4/100**.

## Why?

It is shown that intersectionality, accumulative gender gaps and gender biases (career breaks, maternity leave, women in a position of sole caretaker, segregation...) have led to the current situation. 

# Index score for European Union for 2019

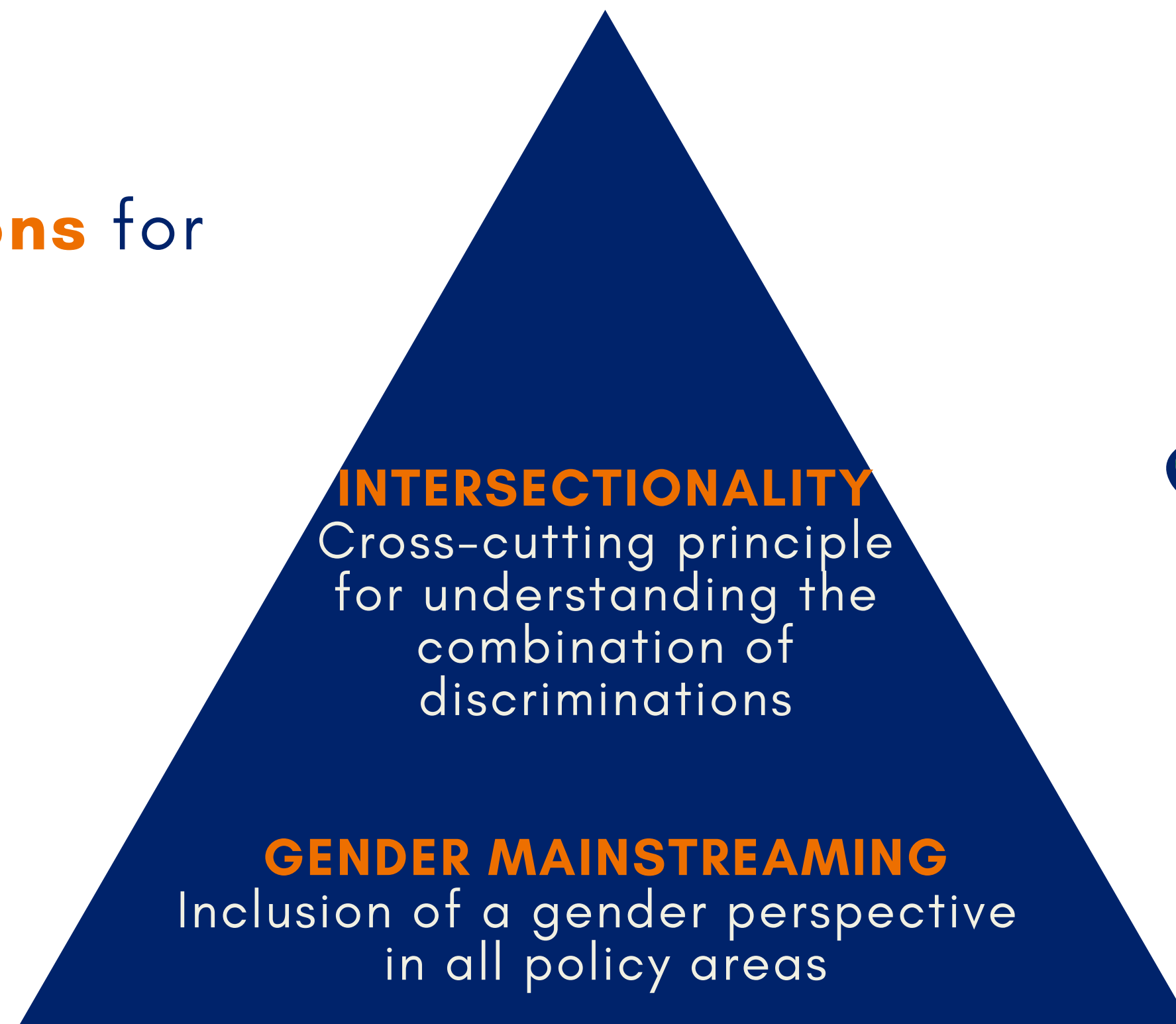




## What approach?

### Preventive + Reactive Actions for

- Gender-based violences
- Gender-equal societies
- Structural inequalities





# Being free from violence and stereotypes: initiatives



# 1.a Ending gender-based violence

The accession of the EU to the **Council of Europe Convention** on preventing and combating violence against women and domestic violence

The extension of the areas of crime to forms of gender-based violence with a cross-border dimension in the **Eurocrimes framework** (art 83.1 of TFEU)

The **Victims' Rights Strategy** (2020)

The **Network on prevention of gender-based violence and domestic violence**

The **Digital Services Act** with the goal to fight online violence targetting women

The **Strategy on the eradication of trafficking in human beings**

The **Strategy on a more effective fight against child sexual abuse**

The **Survey on violence against women** by Eurostat (2023)



# 1.b Challenging gender stereotypes

**Commission White Paper on AI** as a key driver of economic progress and equality

**Horizon Europe** as a source of insights and solutions to fight gender stereotypes

**Creative Europe** as a framework programme supporting projects promoting gender equality



**Gender equality strategy in the audio-visual industry** within the MEDIA sub-programme

**Communication campaign combating gender stereotypes**



# Thriving in a gender-equal economy: initiatives



## 2.a Closing gender gaps in the labour market

Verifying transposition and implementation of the Work-Life Balance Directive

Ensuring, through the European Semester:

- **national coordination** of economic policies
- monitoring of the gender equality challenges in the **European Pillar of Social Rights**

Developing under European Innovation Council a pilot to promote women-led startups and innovative SMEs (2020)

Including gender diversified portfolios through the InvestEU Programme to promote women's presence in private equity and venture capital funds and support funds investing



## 2.b Achieving equal participation across different sectors of the economy

Maximising the opportunities given by the **digital transition of the economy and the labour market:**

- an updated [Digital Education Action Plan](#)
- the implementation of the Ministerial declaration of commitment on "[Women in Digital](#)"



Addressing **gender gaps in education and training:**

- an updated [Skills Agenda for Europe](#)
- a reinforced [Youth Guarantee](#)
- Commission's Communication on the [European Education Area](#)

Promoting **women's and girls' participation in sport:**

- a renewed **Strategic framework for gender equality in sport**

## 2.c Addressing the gender pay and pension gap

Eliminating **the gender pay gap** by:

- tabling **binding measures on pay transparency** (2020)
- engagement of a **consultation process with Member States and Social partners**

Protecting **equal pension rights** through:

- the **Pension Adequacy Report** (2021)
- the possibility to create a provision of **pension credits** for care-related career breaks





## 2.d Closing the gender care gap

Improving the **availability of childcare, social and household services:**

- the **Child Guarantee** (2021)
- support to **Member States' actions** in the related policies
- the **Green Paper on Ageing** (2020) for care, pensions and active ageing



3

**Leading equally throughout society and  
achieving gender balance in decision-making  
and policies: initiatives**



Promoting **inclusive and diverse leadership**:

- approval of the **Directive on improving the gender balance on corporate boards**
- creation of the **EU Platform of Diversity Charters**
- acceleration of the **European Gender Diversity Index Programme**
- promotion of women as voters and candidates in the **2024 European Parliament elections**
- reach of larger shares of **female managers within the EU Institutions**
- implementation of actions through the **Mutual Learning Programme in gender equality**
- cooperation on data and analysis with the **European Institute for Gender Equality**



4

**Gender mainstreaming and an  
intersectional perspective in EU policies:  
initiatives**



Integrating a gender perspective in **EU major initiatives**:

- creation of a **Task Force for Equality**

Considering **the climate change impact on women** as there are more women in energy poverty:

- **Building Renovation Wave**
- **EU Strategy on Climate Adaptation**

Analysing **the impact of digitisation** on the new generations:

- **enabling girls to acquire IT skills**



Adapting policies to the **gender-specific health risks**:

- integration of a gender dimension into the **EU Beating Cancer Plan**
- **2021-2025 EU Drugs Agenda** (2020)

Including intersectionality of gender with other grounds of discrimination:

- **Action Plan on Integration and Inclusion** (2020)
- **EU strategic frameworks on disability**
- **LGBTI+**
- **Roma inclusion**
- **Children's rights**

5

**Funding actions to make progress  
in gender equality in the EU:  
initiatives**



**Dedicated funds** for gender related projects:

- Citizens, Equality, Rights and Values Programme
- Asylum and Migration Fund

Integration of the gender dimension throughout **the Multi-Annual Financial Framework 2021-2027:**

- European Social Fund Plus
- European Regional Development Fund
- Creative Europe
- European Maritime and Fisheries Fund (+ a call for women in the "blue economy")
- European Agricultural Fund for Rural Development (+ increase women participation)
- Cohesion Fund
- InvestEU Programme
- Horizon Europe (+ requiring a gender equality plan from applicants)
- Erasmus+ Programme (+ integrating an Inclusion and Diversity Strategy)



## Objectives:

- promotion of **women's participation** in the labour market
- ensurance of the **work-life balance**
- investment in **care facilities**
- support of **female entrepreneurship**
- fight against **gender segregation** in certain professions
- guarantee of a balanced representation of **girls and boys in education and training**



In order to access **funds in projects meant to improve gender balance**, Member States must:

- have in place a **national gender equality strategic framework**
- have an active implementation of the **Charter of Fundamental Rights**



**Want to know how you can integrate the EU Strategy on Gender Equality actions and objectives?**



**SEND US AN E-MAIL**



# #8BillionSolutions

**Building together social and green projects  
for the common good  
in the European Union and abroad**