

Dear Sir or Madam,

Please find here some suggestions regarding the public consultation on the future EU 2020 strategy on behalf of Dr. Carmen Leicht-Scholten, Head of Integration Team – Human Resources, Gender and Diversity Management at RWTH Aachen University.

- Some general ideas:
  - o Keep in mind the view of the individual citizens. To tackle the challenges of the future, all parts of society – organizations, politics, companies and people – have to cooperate. Don't forget those who have difficulties keeping track with these developments, and provide policies that enable every single citizen to contribute to the European society according to his/her means (diversity approach).
  - o Include the term "equality" of all people in the Commission's goals.
  
- Priority 1:
  - o Emphasize more strongly the importance and rationale of equal opportunities – for the individuals, for social cohesion and societies as well as for the labour markets, who will not be able to afford losing qualified personnel.
  
- Priority 2:
  - o Besides the requirements *towards* the employees, stress the importance of adequate measures provided by the employers to support mobility and flexibility. This would mean mentioning an elaborate work life balance concept that would include aspects like e.g. combining working and family life, health management and facilitating flexible working hours and places. This approach is no longer an individual question, but part of the organizational development of institutions.
  - o Provide concrete ideas how migrants can be supported in their situation in Europe, e.g. in how far it could be facilitated to get working permits (taking into account that there are not only immigrants with low levels of education, but also those highly qualified who are not allowed to work in European member states).
  - o Considerations on "modern social security and pension systems" need to take into account the special requirements of women. Elderly poverty is a significant female problem because of lower wages, disruptions in the employment biographies, etc.

If there are any questions, please don't hesitate to contact us.

With kind regards,

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