

# 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

Striving for a Union of Equality means a Union where all women and men, girls and boys in all their diversity - are equal. This is a joint undertaking by all stakeholders. The **Gender Equality Strategy 2020-2025** sets out a vision, policy objectives and actions to make concrete progress on gender equality in Europe and towards achieving the Sustainable Development Goals.

# IN A GENDER EQUAL EUROPE...

# ...we are FREE to pursue our chosen path in life.



33% of women in the EU have experienced physical and/or sexual violence

Currently



22% of women in the EU have experienced violence by an intimate partner

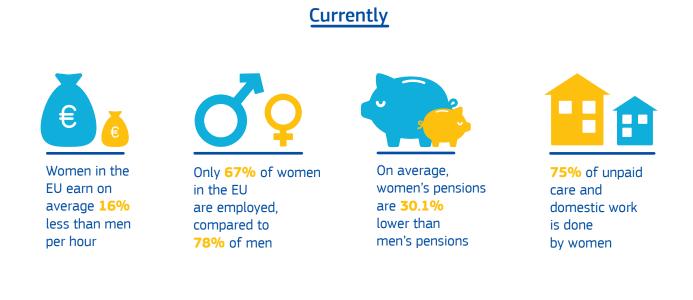


**55% of women** in the EU have been sexually harassed and women are more likely to experience **online sexual harassment** than men

### This will be addressed by concrete actions, including:

- freeing women and girls from gender-based violence and harassment
  - by ensuring that EU accedes the Council of Europe Convention on preventing and combating violence against women and domestic violence, or takes alternative legal measures to achieve the objectives of the Convention
  - by clarifying internet platforms' role in addressing illegal and harmful content to make the internet safe for all their users
- by improving our awareness and collecting EU-wide data on the prevalence of gender-based violence and harassment
- S and challenging gender stereotypes in society
  - by launching an EU-wide awareness raising campaign, focusing on youth

## ...we have equal opportunities to THRIVE in society and the economy.



#### This will be addressed by concrete actions, including:

making sure that women and men receive equal pay for the same work and for work of equal value

- by tabling binding measures on pay transparency by the end of 2020

making EU-rules on work-life balance for women and men work in practice

- by ensuring that Member States transpose and implement the rules
- by promoting equal uptake of family leaves and flexible working arrangements

improving access to high quality and affordable childcare and other care services

- by investing in care services and adopting a Child Guarantee



## ...we can LEAD and equally participate in our economy and society.

Currently



Only **7.5%** of board chairs and **7.7%** of CEOs **are women** 



Only **22%** of AI programmers **are women** 



**39%** of Members of the European Parliament **are women** 

### This will be addressed by concrete actions, including:

- improving the balance between women and men in decision-making positions, including on company boards and in politics
  - by adopting EU-wide targets on gender balance on corporate boards
  - by encouraging the participation of women as voters and candidates in the 2024 European Parliament elections
- encouraging a more balanced participation of women and men in all work sectors for more diversity in the workplace
  - by promoting the EU Platform of Diversity Charters in all sectors
  - by addressing the digital gender gap in the updated Digital Education Action Plan

## THE GENDER EQUALITY STRATEGY ALSO MEANS...

**...gender mainstreaming** = including a gender perspective in all policy areas, at all levels and at all stages of policy-making. **For example:** 

- Specific needs, challenges and opportunities in different sectors, such as transport, energy and agriculture, will be addressed within the Commission's gender mainstreaming actions.
- The Commission will address the gender dimension in its major initiatives responding to European challenges such as climate change and digitalisation.

**...intersectionality** = All women are different and may face discrimination based on several personal characteristics. For instance, a migrant woman with a disability may face discrimination on three grounds.

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...and dedicated funding for a gender equal future

In the next EU budget (2021-2027), gender equality-related projects will be supported and funded through a number of EU programmes: from dedicated grants under the Citizens, Equality, Rights and Values Programme to the big structural, social and cohesive EU funds.

