



Parlamentul României Senat

Bucharest, June 21, 2020

Courtesy translation

OPINION of the SENATE of ROMANIA

**on the Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions - A Union of Equality: Gender Equality Strategy 2020-2025
COM (2020) 152 final
and
the Report from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on the implementation of the EU Action Plan 2017-2019 on tackling the gender pay gap
COM(2020) 101 final**

The Romanian Senate examined the Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions - A Union of Equality: Gender Equality Strategy 2020-2025 - COM (2020) 152 final and the Report from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on the implementation of the EU Action Plan 2017-2019 on tackling the gender pay gap - COM(2020) 101 final, according to the provisions of the Treaty of Lisbon (Protocol no. 1).

Taking into account the report of April 23, 2020 of the Committee for European Affairs, **the Plenum of the Senate**, during its session of June 12, 2020

1. Notes that:

- a) the promotion of equality between women and men is a task for the Union in all its activities, as laid down in Article 8 of the Treaty on the Functioning of the European Union: "In all its activities, the Union shall aim to eliminate inequalities, and to promote equality, between men and women.";
- b) the assessment in the Action Plan of the existing provisions on equal pay has shown that improved and accessible information on pay levels can reveal potential gender bias or discrimination in remuneration structures of business or industry;

- c) no EU Member State has fully achieved gender equality. The progress on gender equality is slow and gender gaps in terms of employment, pay, care and pensions persist;
 - d) the Commission will strengthen gender mainstreaming by systematically including a gender perspective in all stages of policy design in all EU policy areas, internal and external, and intersectionality – the combination of gender with other personal characteristics or identities and how these intersections contribute to unique experiences of discrimination – will be a cross-cutting principle used in this strategy implementation.
2. Appreciates and supports:
- a) the idea of launching the Gender Equality Strategy 2020-2025 at the EU level;
 - b) the approach to gender stereotypes in order to eliminate or reduce the pay gap between women and men through transparent pay measures;
 - c) the Commission's aim for Europe at becoming an area of gender equality, where gender-based violence, sex discrimination and structural inequality between women and men are a thing of the past.
3. Regrets that:
- a) the EU Gender Equality Strategy 2020-2025 does not emphasise the contribution to peace made by the non-conflict / non-violence vision that women can bring;
 - b) the proposed Strategy focuses on increasing labour productivity by ensuring equal opportunities on the labour market for all sectors, thus distorting the role and contribution of women. So, the pay remains unfair and specific male occupations remain at a higher level of pay than mostly female occupations.
4. Recommends:
- a) the Government of Romania to move from the normative stage - which is already completed, by ratifying the Istanbul Convention - to the stage of implementing the objectives in the field of equal opportunities and treatment for women and men;
 - b) that the Executive and the European institutions to focus more on preventing and combating gender-based violence by implementing early education programs for both girls and boys.
 - c) the European institutions, and in particular the European Commission, to focus on ensuring equal treatment between women and men in all stages of policy-making;
 - d) further pay measures in sectors where women are traditionally overrepresented in order to eliminate gender pay gap, care and pensions.

**p. President of the Senate
Robert-Marius CAZANCIUC**

