



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.

Currently



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



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:

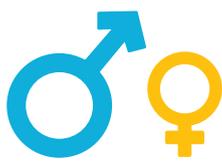
- freeing women and girls from gender-based **violence and harassment**
 - by ensuring that EU accedes the Council of Europe Convention on preventing and combating violence against women and domestic violence, or takes alternative legal measures to achieve the objectives of the Convention
 - by clarifying 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
- 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.

Currently



Women in the EU earn on average **16%** less than men per hour



Only **67%** of women in the EU are employed, compared to **78%** of men



On average, women's pensions are **30.1%** lower than men's pensions



75% of unpaid care and domestic work is done by women

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.

- The intersectionality of gender with other grounds of discrimination will be addressed across EU policies.

...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.

