

A Union of Equality

Gender Equality Strategy 2020-2025

Setting the framework



CAVRIAGO
28 NOVEMBER 2024

**Bridging gender equality and
sustainability for local
communities**



Background in the EU

- No Member State has achieved full gender equality and progress is slow
- Unfortunately progress with regard to gender equality is neither inevitable nor irreversible. The EU needs to give a new impetus to gender equality.
- While the gender gap in education is being closed, gender gaps in employment, pay, care, power and pensions persist.
- Too many people still violate the principle of gender equality through sexist hate speech and by blocking action against gender-based violence and gender stereotypes.



Gender Equality Strategy: *objectives and goals*

It frames the European Commission's work on gender equality and sets out the policy objectives and key actions for the **2020-2025** period.

It aims at achieving a gender equal Europe where gender-based violence, sex discrimination and structural inequality between women and men are a thing of the past.

A Europe where women and men, girls and boys, in all their diversity, are equal.

Where they are free to pursue their chosen path in life, where they have equal opportunities to thrive, and where they can equally participate in and lead our European society

5 pillars of the Strategy

The objectives are defined according to 5 pillars:



Being free from violence



Thriving in a gender equal economy



Leading equally throughout the society



Gender mainstreaming in the EU policies



Actions to make progress in a gender equality in the EU



Being free from violence

Ending gender based violence - The EU will do all it can to prevent and combat gender-based violence, support and protect victims of such crimes, and hold perpetrators accountable for their abusive behaviour.

Challenging gender stereotypes - Gender stereotypes are a root cause of gender inequality and affect all areas of society. Stereotypical expectations based on fixed norms for women and men, girls and boys, limit their aspirations, choices and freedom, and therefore need to be dismantled.



Thriving in a gender equal economy

Closing gender gaps in the labour market - Increasing women's participation in the labour market has a strong, positive impact on the economy, notably in the context of a shrinking workforce and skills shortages.

Achieving equal participation across different sectors in the economy - While there are more women university graduates in Europe than men graduates, women remain underrepresented in higher paid professions. More women than men work in low paid jobs and sectors, and in lower positions.

Addressing the gender pay and pension gap - requires addressing all of its root causes, including women's lower participation in the labour market, invisible and unpaid work, their higher use of part-time work and career breaks.

Close gender care gap - Investing in care services is therefore important to support women's participation in paid work and their professional development. It also has potential for job creation for both women and men



**Leading
equally
throughout
the society**

Gender mainstreaming ensures that policies and programmes maximise the potential of all – women and men, girls and boys, in all their diversity. The aim is to redistribute power, influence and resources in a fair and gender-equal way, tackling inequality, promoting fairness, and creating opportunity.

The inclusion of a gender perspective in all EU policies and processes is essential to reach the goal of gender equality including the green and digital transition.



Gender mainstreaming in the EU policies

Achieving gender balance in decision making and politics -

Having both women and men represented is crucial for successful leadership. Inclusive and diverse leadership is needed to solve the complex challenges that decision-makers face today. More inclusion and more diversity is essential to have a balanced leading.

Equal opportunity in participation is essential for representative democracy at all levels – European, national, regional and local.

Gender Equality Index

In 2023 focus on the link between Green Deal and Gender Equality: towards an equal green transition. Four aspects of a gender-sensitive approach to monitoring the leading aspects of the green transition in the EU:

1. Public attitudes and behaviours on climate change and mitigation;
2. Energy and transport use;
3. Employment in energy and transport sectors;
4. Representation of women in decision-making in climate change, energy, and transport.

