

## ROADMAP

Roadmaps aim to inform citizens and stakeholders about the Commission's work in order to allow them to provide feedback and to participate effectively in future consultation activities. Citizens and stakeholders are in particular invited to provide views on the Commission's understanding of the problem and possible solutions and to make available any relevant information that they may have.

<b>TITLE OF THE INITIATIVE</b>	Gender equality strategy 2020-2024
<b>LEAD DG – RESPONSIBLE UNIT</b>	JUST – D2 Gender Equality
<b>LIKELY TYPE OF INITIATIVE</b>	Communication
<b>INDICATIVE PLANNING</b>	Q1 2020
<b>ADDITIONAL INFORMATION</b>	<a href="https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality_en">https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality_en</a>

This Roadmap is provided for information purposes only and its content might change. It does not prejudice the final decision of the Commission on whether this initiative will be pursued or on its final content. All elements of the initiative described by the Roadmap, including its timing, are subject to change.

### A. Context, Problem definition and Subsidiarity check

#### **Context**

A Union of Equality is one of the major priorities of Ursula von der Leyen's Commission, based on the principle of equality for all and equality in all of its senses. In her political guidelines, President von der Leyen announced a new European Gender Equality Strategy, and the mission letter of Commissioner Dalli tasks her with the development of this Strategy to address areas in which women still face barriers.

The Commission's current framework for promoting gender equality, the Strategic Engagement for Gender Equality, was adopted in 2015 and is ending in 2019. Adoption of the new Gender Equality Strategy during the first months of 2020 will ensure that there is no gap in the transition from one gender equality framework to its successor.

#### **Problem the initiative aims to tackle<sup>1</sup>**

In the 2019 [Gender Equality Index](#), the EU scores 67.4 out of 100 and no Member State scores 100.

While women across the EU are increasingly well qualified and tend to out-perform men in terms of educational achievement, their participation in the labour market remains lower than that of men: in 2017, the gender employment gap was 11.6%. One of the main drivers of the gap is the unequal distribution of caring responsibilities between women and men. Women spend 22 hours a week on unpaid care work and household chores; men spend 9. The loss due to the employment gap is about €370 billion a year (2.8% of the EU GDP).

Women earn on average 16% less than men across the EU, the gender pension gap is 35.7% and the earnings gap close to 40%. The gender pay gap is a consequence of a segmentation into women's and men's occupations and sectors, under-presentation of women in top positions, persisting inequalities and (un)conscious biases women face at work, home and in society.

Women on average account for 36.4% of Members of the European Parliament, 30.7% of the members of national parliaments, 30.5% of senior ministers, and 10.7% of prime ministers. The average share of women on boards of the largest publicly listed companies registered in the Member States is 27%. From 2010 to 2018, the average share of women on company boards increased by 15 percentage points — most improvements occurred in Member States that have taken legislative action to increase the share of women on boards.

One in three women in the EU has experienced physical and/or sexual violence since the age of 15.

Gender inequality is a global problem, and in several parts of the world, the promotion of gender equality and women's rights remains a challenge. As a global actor, the EU often plays the role of catalyst for gender equality worldwide.

<sup>1</sup> Data sources: Eurostat and European Institute for Gender Equality EIGE

## **Basis for EU intervention (legal basis and subsidiarity check)**

Gender equality is a fundamental value of the EU enshrined in the European Union Treaties and the Charter of Fundamental Rights. Since 1957, the Treaties provide a legal basis for legislation, policy and funding for gender equality. Equality between women and men, and non-discrimination are "fundamental values" (Article 2 TEU) and "objectives" (Article 3 TEU) of the EU. The EU shall promote equality between men and women in all its activities (Article 8 TFEU) and combat discrimination in defining and implementing its policies (Article 10 TFEU). Each Member State shall ensure that the principle of equal pay for male and female workers for equal work or work of equal value is applied (Article 157 TFEU).

The Strategy will not replace Member States' and other stakeholders' actions; it will support, coordinate and complement them. The Strategy will provide orientation on policy priorities, set common targets and define specific actions to be undertaken at EU level. It will identify areas where mainstreaming gender equality considerations into the policies will be necessary to progress towards gender equality.

## **B. What does the initiative aim to achieve and how**

The Strategic engagement for gender equality 2016-2019 had five priorities: increasing female labour market participation and the equal economic independence of women and men; reducing the gender pay, earnings and pension gaps and thus fighting poverty among women; promoting equality between women and men in decision-making; combating gender-based violence and protecting and supporting victims; promoting gender equality and women's rights across the world. The Commission has monitored progress in its [Annual reports on gender equality](#) published on the International women's day on 8 March. These reports show that although there has been progress in some areas, equality has not been achieved.

The Strategy will address the topics highlighted in President von der Leyen's political guidelines (violence against women, pay transparency and the gender pay gap, gender balance on company boards, and work-life balance). It will address emerging issues, such as online violence against women, and the gender perspective in climate change and artificial intelligence. It will be based on the dual approach of specific actions to promote equality and gender mainstreaming, as well as address intersectionality, combating stereotypes and involving men and boys; thus covering all policy areas, including development cooperation and external relations, clearly defining policy priorities, future actions, precise timelines for delivery and monitoring. It will support, coordinate and complement Member States' and other stakeholders' actions on gender equality and gender mainstreaming. It will provide an institutional framework with orientation on policy priorities, set common targets and define specific actions to be undertaken at EU level.

## **C. Better regulation**

### **Consultation of citizens and stakeholders**

The new policy framework is being developed in cooperation with and consultation of Member States, civil society, social partners and other relevant stakeholders.

An [online public consultation](#) on gender equality in the EU took place on 8 March-31 May 2019. It gathered over 1300 replies, showing that current priorities remain valid but more focus should be put on tackling gender stereotypes, unconscious biases, and online hate speech, abuse and violence.

Targeted consultations have complemented the public consultation. The Advisory Committee on equal opportunities between women and men adopted an [opinion](#) on post-2019 gender equality priorities in December 2018. The opinion called for strengthening gender mainstreaming and budgeting in all policy areas and an intersectional approach to tackle the combination of different grounds of discrimination. The High-level Group on Gender Mainstreaming discussed future priorities in its meetings in July 2018, February 2019 and September 2019, calling for a stronger political commitment to gender equality. The European Parliaments' Committee on Women's Rights and Gender Equality organised on 4 December 2019 a public hearing on the EU Strategy for Gender Equality (2020-2024). The hearing stated support for a gender equality Strategy, consisting of specific actions and gender mainstreaming in all policies.

These consultations have given the Commission a good understanding of the concerns of the Member States and stakeholders that the new Strategy should address.

### **Evidence base and data collection**

Data sources include Eurostat (such as [Social scoreboard](#) data on gender gaps in employment, pay and poverty and access to childcare), the European network of legal experts in gender equality and non-discrimination law, the network of national gender equality experts, the European network of Equality Bodies (EQUINET), European Gender equality Institute (EIGE), European Union Agency for Fundamental Rights (FRA). The Sustainable Development Goals under the Agenda 2030 and the Beijing Platform of Action also provide valuable information on progress and challenges in the EU and elsewhere. Information on developments outside the EU will be gathered through collaboration with the European External Action Service (EEAS). The new Task Force on Equality will contribute with information on developments and gender mainstreaming in different policy areas. The Strategy will be a broad policy communication for which impacts cannot be clearly identified ex ante. An impact assessment is therefore not feasible but any new concrete initiatives having significant impacts resulting

from the Strategy will follow the Better regulation principles.