



Strategy for Equality between women and men

JUST/D/2

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Current Context

Education

- **59% of graduates are women in the EU**
- **Early school leavers are mainly men. 16 % of the male population aged 18-24 has at most lower secondary education and is not in further education or training**

Labour market

- **Employment rate of women (aged 20-64): 62.3% - of men: 74.5% (2012)**
- **Gender pay gap: 16.2 % (2011)**
- **Part time: 32.5 % of women vs only 9.4% of men (2012)**

Decision-making

- **In January 2012, women account for 13,7% of the boards of the largest companies in EU Member States. 3.2% of the chairpersons are women.**
- **National parliaments (upper house): 23 % women in 2012**

A dual approach to gender equality based on 2 pillars

Positive actions

***Measures directly
aimed at supporting equality***

- ✓ Legislation
- ✓ Financial support

Gender mainstreaming

***Integrating a gender perspective in all
policies***

- ✓ Strategy for equality between women
and men
- ✓ Employment Strategy
- ✓ Structural funds

Strategy for Equality between Women and Men 2010-2015

Adopted on 21 September 2010



Strategy for equality between women and men 2010-2015



Equal economic independence



Equal pay for equal work and work of equal value



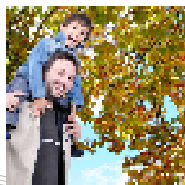
Equality in decision-making



Dignity, integrity and an end to gender-based violence



Gender equality in external actions



Horizontal issues

Gender Equality in the EU: Key Activities 2012-2013

Annual progress reports

2012: Adopted on 8 May 2013

Provide a detailed assessment of the progress being made with regard to equality between women and men in Europe across the Strategy's priority areas.

Take stock of the main policy developments and analyse progress achieved using a robust set of indicators.

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Communication: Zero Tolerance for Female Genital Mutilation (FGM)

- Reiterates EU commitment to eliminating FGM both within and outside the EU
- Outlines Objectives and Actions, with emphasis on prevention of FGM
- Objective in international context: Promote the elimination of FGM globally and enhance protection for women at risk in non-EU countries
- Published on 25 November 2013

Key messages mid-term review of the Strategy

- The Women's Charter and the Strategy for equality between women and men continue to provide an ambitious policy framework for promoting gender equality in the EU.
 - 2010-12: The Commission and the EEAS have acted on their key commitments.
 - 2013-15: The Commission and the EEAS remain strongly committed to the implementation of the Women's Charter and the Strategy.
- Gender mainstreaming is an integral part of the Strategy.

Increasing women's representation on company boards: a priority

- 1) March 2011 - "Women on the Board Pledge for Europe": a call by VP Reding to publicly listed companies in Europe to sign a voluntary commitment to increase women's presence on their corporate boards to 30% by 2015 and 40% by 2020
- 2) March 2012: Progress Report in women in economic decision-making in the EU
- 3) A public consultation (closed 28 May 2012)

Legislative proposal on women on boards: 14 November 2012

- EU legislation to accelerate progress towards a better gender balance on the corporate boards of European companies

Central elements:

- A legally binding instrument: a Directive
- Target of 40% of the 'under-represented sex' for the supervisory boards of the publicly listed companies by 2020 (and 2018 for state owned companies)
- Member States have to implement effective and dissuasive sanctions

Legislative proposal on women on boards: 14 November 2012

Further information, including the press pack and video 'Gender Balance on Corporate Boards' is available on our website:

http://ec.europa.eu/justice/newsroom/gender-equality/news/121114_en.htm

European and national Equal Pay Days

4th European Equal Pay Day: **28 February 2014**

Delay and lack of updated gender pay gap statistics: difficulty for analysis and follow up of national gender policies and for setting the European Equal Pay Day.

Commission actions on gender pay gap:

- Press release: statistics, facts and figures
- Brochure: Tackling the gender pay gap in the European Union
- Factsheet on progress on equality between women and men

Thank you

<http://ec.europa.eu/justice>

