

## **D4.2 – ROADMAP TOWARDS A UNION OF EQUALITY**

### **IMPLEMENTATION ROADMAP FOR SOCIAL PARTNERS**

#### **Project 101145648: SD4EU**

##### **1. Objective of the roadmap**

The roadmap translates the results of the project into a structured and operational framework supporting social partners in implementing gender mainstreaming within social dialogue.

It builds on:

- the analytical findings developed under WP2, which identified structural gender-specific risks and inequalities affecting labour markets, social protection systems and pay-setting mechanisms;
- the outcomes of WP3, including the recommendations emerging from thematic committees and transnational seminars, which explored practical challenges and solutions in applying a gender perspective within social dialogue;
- the guidelines developed under Task 4.1 (D4.1), which provide operational directions for integrating gender mainstreaming into collective bargaining and labour market governance.

The roadmap does not introduce new recommendations. Rather, it organises and operationalises the project results into a coherent set of actions that can support implementation at national and sectoral level.

##### **2. Implementation logic**

The roadmap reflects the project's understanding of gender mainstreaming as a continuous and structured process embedded in social dialogue, rather than a one-off intervention.

The approach follows a progressive logic:

1. strengthening awareness and institutional capacity;
2. identifying gender-specific risks and structural vulnerabilities;
3. integrating gender considerations into negotiation and decision-making processes;
4. ensuring monitoring, evaluation and continuous adjustment.

This sequence mirrors the methodological pathway developed throughout the project, ensuring continuity between research, dialogue and operational application.

At the same time, the roadmap is designed as a flexible framework. Its implementation may vary depending on national contexts, institutional settings and sectoral characteristics, while maintaining a common strategic direction.

Social partners are encouraged to define appropriate timelines for the implementation of the identified actions, taking into account national circumstances and sectoral specificities, in order to ensure feasibility and effective delivery.

### 3. Implementation Roadmap

The table below outlines the main areas of intervention, the actors involved, and the operational steps required to implement gender mainstreaming in social dialogue, based on the evidence and guidance developed throughout the project.

Area of Intervention	Main Actors	Operational Steps	Tools / Enablers	Expected Results
<b>Gender pay equality</b>	Social partners, employers, trade unions	Introduce pay transparency measures; integrate gender clauses into collective agreements; develop joint procedures to identify and correct unjustified pay gaps	Pay transparency tools, collective bargaining frameworks, joint assessment committees	Reduction of gender pay gaps and improved fairness in wage-setting systems
<b>Gender-sensitive social protection</b>	Social partners, welfare institutions, policymakers, civil society organisations	Conduct gender-sensitive assessments of coverage and access; address gaps affecting non-standard workers and self-employed professionals; negotiate complementary protection mechanisms	Gender-disaggregated data, audit tools, sectoral schemes, policy dialogue	Increased inclusiveness of social protection systems
<b>Work-life balance and care policies</b>	Social partners, employers, public authorities, civil society organisations	Promote flexible and secure working arrangements; support balanced uptake of parental and care leave; integrate provisions on telework and the right to disconnect	Collective agreements, regulatory frameworks, care-related measures	Improved work-life balance and more equal distribution of care responsibilities
<b>Capacity building and governance</b>	Social partners, organisations	Strengthen institutional capacity through training and exchange; develop tools for gender analysis; establish internal coordination mechanisms	Training programmes, methodological tools, organisational structures	Enhanced ability of social partners to apply gender mainstreaming in practice
<b>Monitoring and evaluation</b>	Social partners, institutions	Introduce monitoring systems; collect and analyse gender-disaggregated data; assess outcomes of negotiated measures	Indicators, reporting tools, evaluation frameworks	Evidence-based adjustments and improved effectiveness of policies
<b>Advocacy and policy</b>	Social partners, EU and national	Promote the integration of gender equality into labour market and social policies;	Policy dialogue, strategic documents, EU funding	Stronger integration of gender equality in policy design and

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integration	institutions	contribute to policy processes and funding frameworks; support alignment with EU priorities	instruments (e.g. ESF+, RRF)	implementation

#### 4. Concluding remarks

The roadmap provides an operational framework that ensures continuity between the analytical work, the social dialogue processes and the practical guidance developed within the project.

By structuring actions across key thematic areas and identifying concrete roles for social partners, it supports the transition from conceptual understanding to implementation.

Its added value lies in translating a multidimensional approach to gender equality into actionable steps that can be embedded in existing social dialogue systems. In this way, the roadmap contributes to strengthening the capacity of social partners to address structural inequalities and to actively support the development of a more inclusive and effective Union of Equality.