

GUIDELINES FOR MAINSTREAMING GENDER IN SOCIAL DIALOGUE

Project 101145648: SD4EU

1. Introduction and Rationale

These Guidelines are based on the analytical findings produced under WP2 and on the recommendations emerging from the WP3 thematic committees and transnational seminars. The WP2 reports provided an overview of the European regulatory framework and identified structural gender inequalities affecting labour markets, social protection systems and pay-setting mechanisms. These findings were further discussed and contextualised through the WP3 committees and seminars, where project partners and stakeholders examined practical challenges and possible responses within social dialogue frameworks.

Gender-specific risks and vulnerabilities in pay, social protection and work–life balance are structurally interconnected and shaped by gender roles, labour market segmentation and care responsibilities. Research and project discussions confirm that these inequalities cannot be addressed effectively by isolated legal measures alone, but require continuous, reflective and integrated processes such as gender mainstreaming embedded within social dialogue.

Social partners play a central role in shaping workplace policies and practices, negotiating collective agreements and influencing national labour market frameworks. Embedding gender mainstreaming in social dialogue strengthens ownership, relevance and sustainability of gender equality outcomes, including pay equity, decent work and equitable social protection.

Gender mainstreaming is a strategy for integrating a gender equality perspective into all policies, programmes and practices at all levels of decision-making, coupled with monitoring and evaluation of impacts on women and men across diverse groups.

2. Strategic Framework: EU Policy Context and Relevance

EU Policy Pillars Supporting Gender Mainstreaming

European Pillar of Social Rights (EPSR)

The EPSR core principles include gender equality, equal opportunities and access to labour markets, fair working conditions and social protection. These provide the normative framework that binds EU policy and informs social dialogue processes towards shared social and economic goals.

EU Gender Equality Strategy 2020–2025 (and beyond)

The Strategy combines gender mainstreaming with targeted actions. It seeks to close gender gaps in employment, pay and decision-making, and stresses intersectionality (gender plus other inequalities). ([European Commission](#))

Gender Mainstreaming in EU Funding and Policy Design

Gender equality has been integrated into the European Commission's performance framework and major funding programmes (e.g. ESF+ and other structural funds), with requirements to promote equality throughout preparation, implementation and evaluation stages. ([European Commission](#))

3. Practical Guidelines – Mainstreaming Gender in Social Dialogue

Each guideline below is phrased as a concrete action or process step, with examples of EU measures where appropriate.

3.1 Gender Pay Gap

3.1.1 Analytical Framing

Building on the analytical synthesis developed under Task 4.1 Step 1, which consolidated WP2 findings and WP3 committee outcomes, the project identified structural gender-specific risks embedded in pay-setting mechanisms and collective bargaining systems that require targeted operational responses by social partners.

3.1.2 Gender-specific risks

A persistent gender pay gap continues to characterise European labour markets. Analyses carried out under WP2 and WP3 highlighted deeply rooted structural risks, including horizontal segregation (the concentration of women in certain sectors and occupations) and vertical segregation (limited access to senior and decision-making positions), as well as the overrepresentation of women in lower-paid and less socially valued sectors.

Another critical factor concerns career penalties linked to maternity and unpaid care responsibilities. Career interruptions, part-time work undertaken for family reasons, and reduced contribution continuity negatively affect wage progression and lifetime earnings. These dynamics are particularly pronounced in professional and self-employed work, where pay-setting mechanisms are less transparent, more individualised, and often lack structured collective benchmarks.

3.1.3 Key vulnerabilities

Vulnerabilities arise from insufficient pay transparency, limited access to collective bargaining coverage, and the uneven implementation of EU-level measures at national level. Minimum wage

policies, where applicable, may also produce gender-differentiated effects if they fail to adequately account for part-time work, discontinuous careers, and sectoral segregation. Without targeted corrective measures, such tools risk failing to address the structural roots of the gender pay gap.

3.1.4 Evidence from WP2 and WP3

WP2 highlighted the evolution of EU legal instruments on equal pay and pay transparency, including a gradual strengthening of enforcement mechanisms and reporting obligations. However, the WP3 committees and the transnational seminar on equal pay confirmed that legal provisions alone are not sufficient.

Effective reduction of the gender pay gap requires the active involvement of social partners in monitoring, negotiation, and implementation. Transparency is essential to reveal disparities, but it does not automatically ensure their correction.

3.1.5 Best practices and national examples

Examples discussed within the project include collective agreements introducing gender-neutral job classification systems, pay audits and reporting obligations, as well as negotiated mechanisms to address unjustified pay differentials.

3.1.6 Recommendations from committees and seminars

Committees and seminar participants stressed the importance of reinforcing the effective application of pay transparency tools, integrating a gender perspective into wage-setting mechanisms, and linking equal pay policies to broader career development and work–life balance measures.

- **Promote compensatory mechanisms to address structural inequalities**

Beyond transparency, it is necessary to develop compensatory mechanisms — financial, in-kind, or service-based — aimed at addressing structural inequalities in career paths and the unequal distribution of unpaid care work. Since formal pay equality alone is insufficient to offset the cumulative disadvantages experienced by women, such measures should include the contractual recognition of care periods for pay progression, reintegration support following parental leave, and company- or sector-level welfare services that reduce the income impact of care responsibilities.

- **Revalue gendered labour across sectors**

It is essential to counter the systematic undervaluation of professions with high female participation, such as care, administration, and education, by developing tools to assess their social and economic value and using this evidence to guide fairer cross-sectoral pay-setting mechanisms. At the same time, persistent pay gaps in high-value, male-dominated sectors

should be addressed by promoting greater gender balance and more transparent and equitable pay structures.

- **Ensure fair wage progression across all career paths**

Non-linear and interrupted careers, more common among women due to care responsibilities, negatively affect lifetime earnings. It is therefore necessary to analyse the long-term income impact of career interruptions, introduce compensatory measures within collective agreements, promote wage structures based on skills and responsibilities rather than uninterrupted tenure, and ensure that part-time work undertaken for care reasons does not undermine career prospects. Equal access to opportunities, services, credit, and continuous training must also be strengthened to prevent permanent wage penalties.

- **Improve gender-disaggregated labour data**

Effective policy action requires comprehensive and up-to-date gender-disaggregated data. This includes regularly collecting and publishing pay gap data for both salaried and self-employed workers, disaggregating information by contract type, sector, and working patterns, including emerging forms of work such as platform employment, and integrating data on income, social contributions, working hours, and working conditions to reveal the full scale of the gender pay gap.

- **Challenge cultural biases in the labour market**

Reducing the gender pay gap also requires cultural transformation to overcome stereotypes related to leadership, competence, and the value of work. Structured gender equality education from an early age, awareness-raising initiatives beyond formal education, inclusive language practices, and the active involvement of public institutions and media are all necessary to dismantle deep-rooted biases in the labour market.

3.1.7 Operational Guidelines for Social Partners

Operational Guideline 1 – Mandate Gender Pay Transparency and Reporting in Collective Agreements

Social partners should systematically include pay transparency and reporting obligations within collective agreements.

Objective:

To proactively identify unexplained pay differences and establish corrective measures before disparities become structural.

This guideline supports the implementation of the EU Pay Transparency Directive (2023), which strengthens transparency and reporting obligations to address gender pay disparities.

Actions:

- Negotiate clauses defining reporting cadence and categories of disaggregation.
- Establish bipartite committees to conduct joint pay assessments.
- Develop internal protocols for explaining and adjusting unjustified differences.
- Integrate transparency tools into sectoral bargaining frameworks.

Operational Guideline 2 – Establish Joint Corrective Mechanisms for Unexplained Pay Gaps

Social partners should define structured procedures for corrective action when unjustified gender pay gaps are identified.

Objective:

To move beyond transparency and ensure effective remediation of inequalities.

Actions:

- Agree on thresholds triggering mandatory joint pay assessments.
- Define timelines for corrective action plans.
- Establish monitoring procedures to verify implementation.
- Integrate corrective clauses into sectoral or company-level agreements.

Operational Guideline 3 – Promote Compensatory Mechanisms for Structural Inequalities

Social partners should promote compensatory mechanisms addressing structural inequalities linked to unpaid care responsibilities and interrupted careers.

Objective:

To address cumulative disadvantages linked to unpaid care work and interrupted careers.

Actions:

- Recognise care periods contractually for pay progression purposes.
- Negotiate reintegration support measures after parental leave.
- Introduce income top-up mechanisms through sectoral funds.
- Ensure part-time work for care reasons does not penalise career prospects.

3.2 Embedding Gender in Social Protection Systems

3.2.1 Social Protection – Analytical Framing

Building on the analytical synthesis developed under Task 4.1 Step 1, which consolidated WP2 findings and WP3 committee outcomes, the project identified structural gender-specific risks in social protection systems that require operational responses by social partners.

3.2.2 Gender-specific risks

Women's fragmented careers, overrepresentation in part-time and non-standard work, and disproportionate care responsibilities generate long-term risks of income insecurity and pension gaps.

3.2.3 Key vulnerabilities

- Contribution-based systems tied to continuous full-time employment, limited caregiver credits, and gaps in coverage for self-employed and atypical workers reproduce structural inequalities.

These vulnerabilities are closely linked to gender pay inequalities and work–life balance constraints identified in other thematic areas.

3.2.4 Evidence from WP2 and WP3

Project discussions highlighted that legal frameworks alone are insufficient without social partner involvement in adapting complementary schemes and improving coverage inclusiveness.

3.2.5 Best practices and national examples

- Supplementary schemes discussed during WP3 seminars
- Sectoral negotiations extending coverage
- Examples of caregiver credit mechanisms

3.2.6 Recommendations from committees and seminars

Discussions held within the WP3 thematic committees and the transnational seminars highlighted the need for a stronger and more structured involvement of social partners in addressing gender-related gaps in social protection systems.

In particular, the following orientations emerged:

- **Strengthening the role of social partners in identifying and addressing coverage gaps.**

Participants stressed that legal frameworks alone are insufficient to tackle structural inequalities in social protection. Social partners were identified as key actors in mapping

access gaps, especially for non-standard workers and self-employed professionals, and in proposing negotiated adjustments at sectoral level.

- **Building institutional capacity for gender-sensitive assessment.**

Committee discussions underlined the need for training and methodological tools enabling social partners to conduct gender-disaggregated analyses of social protection coverage, contribution rules and benefit design.

- **Integrating gender impact assessments into social protection discussions.**

It was recommended that gender impact considerations be systematically incorporated into negotiations concerning supplementary welfare schemes, sectoral funds and complementary protections.

- **Negotiating complementary and inclusive protection schemes.**

Several exchanges emphasised the importance of developing negotiated solutions that extend or adapt coverage for categories insufficiently protected by statutory systems, including mechanisms recognising care-related career interruptions.

These recommendations provide the strategic orientation for translating analytical findings into operational guidance for national social partners.

3.2.7 Operational Guidelines for Social Partners

Operational Guideline 1 – Conduct a Gender-Sensitive Review of Social Protection Coverage and Design

Social partners should conduct a structured, gender-disaggregated review of both access to and design of social protection schemes before entering negotiation or reform discussions.

Objective:

To identify structural gender-specific risks and vulnerabilities arising from fragmented careers, non-standard employment and care-related interruptions.

Scope of assessment:

- Coverage gaps affecting part-time, self-employed and atypical workers.
- Contribution rules tied to continuous full-time employment.
- Recognition (or lack thereof) of caregiving periods in benefit calculations.
- Gendered impacts of eligibility thresholds and benefit formulas.

Example: social partners may analyse whether contribution rules or eligibility thresholds disproportionately affect workers with fragmented careers due to care responsibilities.

Actions:

- Use a standardised audit template with sex-disaggregated data.
- Establish joint assessment committees within sectoral or bipartite bodies.
- Integrate findings into bargaining agendas prior to negotiation cycles.

Operational Guideline 2 – Integrate Recognition of Care Periods into Social Protection and Complementary Schemes

Social partners should promote the systematic recognition of care-related interruptions within statutory and supplementary social protection arrangements.

Objective:

To recognise unpaid work as a socially and economically valuable activity and to address structural vulnerabilities linked to care-related interruptions, which disproportionately affect women and contribute to long-term pension and income gaps.

Actions:

- Negotiate complementary schemes recognising caregiving periods in sectoral funds.
- Propose mechanisms such as caregiver credits in pension calculations.
- Ensure that collective agreements do not penalise temporary care-related reductions in working time.
- Integrate care-related considerations into discussions on contribution thresholds and eligibility rules.
- Promote income top-up mechanisms through bilateral funds to mitigate the short-term income impact of caregiving interruptions.
- Promote contractual provisions recognising the economic and social value of unpaid care work within career progression frameworks.

Operational Guideline 3 – Establish Monitoring and Follow-Up Mechanisms

Social partners should introduce monitoring mechanisms to assess the effectiveness of negotiated social protection adjustments from a gender perspective.

Objective:

To ensure that negotiated solutions produce measurable improvements in coverage, adequacy and inclusiveness.

Actions:

- Collect sex-disaggregated data on access to complementary schemes.

- Periodically review gendered outcomes of negotiated arrangements.
- Include reporting obligations within sectoral agreements.
- Align monitoring cycles with collective bargaining renewal timelines.

3.3 Embedding Gender in Work-Life Balance Initiatives

3.3.1 Gender-specific risks

The findings of the committee dedicated to work-life balance, made up of project partners, highlighted the following main specific risks:

- Despite extensive European and national legislation on the subject, the balance between professional and private life remains a central dimension of gender inequality.
- Women continue to bear a disproportionate share of unpaid care work, which negatively affects their participation in the labor market, career advancement, and income.
- The use of flexible working arrangements, in particular teleworking and smart working, while offering opportunities for work-life balance, can increase the risk that the boundaries between work and private life will become blurred as work intensifies

3.3.2 Key vulnerabilities

The main vulnerabilities include:

- Despite the increase in the duration of parental and care leave for men established by European and national regulations, men's use of these measures still appears to have no impact on work-life balance.
- Insufficient financial compensation for parental leave makes it uneconomical to take advantage of it.
- The limited presence of collective bargaining agreements regulating teleworking, smart working, and the right to disconnect.
- Without adequate safeguards, teleworking can reinforce traditional gender roles and increase unpaid care burdens.

3.3.3 Evidence from WP2 and WP3

WP2 examined the EU regulatory framework on work-life balance, teleworking, and working time, concluding that *the evolution of gender equality in EU law reflects a dynamic and ongoing process, shaped by legal, political, and philosophical debates. While the EU has made significant strides in advancing formal legal equality, the achievement of substantive gender equality remains a work in progress. The shift towards intersectionality and gender mainstreaming represents a promising*

pathway, but continued efforts are needed to address structural inequalities, close gender gaps, and ensure meaningful enforcement of gender equality policies across all areas of life. The effectiveness of EU gender policies ultimately depends on strong political commitment, enhanced enforcement mechanisms, and greater integration of gender perspectives into all aspects of economic, social, and legal governance.

The discussion between partners during the transnational seminars of WP3, particularly during the third seminar, highlighted how challenges relating to work-life balance vary depending on life situations and employment status, particularly in the context of atypical work, changing family models, and demographic aging, which has a particularly strong impact on women with intensive care responsibilities. This requires the continuous development and implementation of work-life balance policies.

3.3.4 Best practices and national examples

Good practices that can be used at the national level to make work-life balance legislation effective were examined and discussed, such as:

- flexible working arrangements negotiated in collective bargaining agreements,
- equal mandatory parental leave schemes for both genders,
- agreements governing teleworking and the right to disconnect in order to protect workers' working hours, health, and well-being.

3.3.5 Recommendations from committees and seminars

Committees and seminar participants emphasised the need to involve men as active subjects of work-life balance policies, to avoid reinforcing gendered patterns.

Social partners were encouraged to translate lived experiences into negotiated solutions that integrate flexibility with protection and equal sharing of care responsibilities.

- **Ensure equal and adequately compensated parental leave for both parents**, promoting gender balanced caregiving and enabling fathers to take on a more active role in unpaid care.
- **Promote flexible and adaptable working arrangements**, such as remote work, part-time options, and care-related leave—through legislation and collective agreements, ensuring they meet diverse family and caregiving needs. Particular attention should be given to parents returning from maternity or parental leave, through tailored schedules that support reintegration and respect care demands – such as time for child illness or breastfeeding. In this regard, local policies may also take into account the World Health Organisation's recommendation for exclusive breastfeeding during the first six months of a child's life, ensuring workplace arrangements that support this. Truly flexible work options help prevent

involuntary part-time work, especially for women, and supports sustained labour market participation.

- **Extend eligibility for leave and work-life balance measures** to non-standard workers, freelancers, and the self-employed, closing protection gaps in fragmented labour markets.
- **Recognise unpaid care work as a social and economic contribution**, and reflect this in the design of paid leave schemes, flexible work policies, and public communication. Promote non-transferable, well-paid parental leave for both parents.
- **Invest in accessible, quality public and community-based care services**, particularly in rural and small municipalities, to support working families and reduce unpaid care burdens.
- **Engage social partners actively in policy development and monitoring**, particularly in the strategic use of EU funds (e.g. ESF+, RRF), to ensure inclusive and gender-sensitive work-life balance frameworks.

These recommendations provide the strategic orientation for translating analytical findings into operational guidance for national social partners.

3.3.6 Operational Guidelines for Social Partners

Operational Guideline 1 – Recognise Care Periods and Ensure Equal and Adequately Compensated Parental Leave for both parents

Social partners should promote the systematic recognition of care-related interruptions through collective agreements.

Objective: To address structural vulnerabilities linked to unpaid care responsibilities, which disproportionately affect women, promoting gender balanced caregiving and enabling fathers to take on a more active role in unpaid care.

Actions:

- Negotiate complementary schemes recognising caregiving periods in sectoral funds.
- Propose mechanisms such as caregiver credits in pension calculations.
- Ensure that collective agreements do not penalise temporary care-related reductions in working time.
- Integrate care-related considerations into discussions on contribution thresholds and eligibility rules.
- Promote income top-up mechanisms through bilateral funds to mitigate the short-term income impact of caregiving interruptions.

- Advocate improvements in the duration and compensation of parental leave through social dialogue and policy engagement.
- Negotiate workplaces incentives encouraging equal uptake of parental leave by both parents (e.g. “use it or lose it” leave quotas).

Operational Guideline 2 – Promote flexible and adaptable working arrangements

Social partners should promote, both through legislation and collective bargaining, better flexible working conditions for women engaged in care activities.

Objective

Improve the quality and continuity of women’s employment by enabling workers with care responsibilities to reconcile work and family life through flexible working arrangements without career penalties or fragmented career paths.

Actions

- Include clauses on flexible working time and leave entitlements ensuring they meet diverse family and caregiving needs.
- Extend employer practices beyond minimum legal requirements (e.g. include broader categories of carers).
- Pay attention to parents returning from maternity or parental leave, through tailored schedules that support reintegration and respect care demands such as time for child illness or breastfeeding.
- Negotiate clauses limiting the use of involuntary part-time contracts and ensure equal access to full-time positions, particularly for women returning from care-related interruptions.
- Agree on protocols to manage flexible work requests fairly and transparently.

Example: collective agreements may introduce flexible working schedules, teleworking arrangements or the right to disconnect to support workers with care responsibilities.

Operational Guideline 3 – Promote access to public and community-based quality care services

Social partners should actively advocate the development and improvement of accessible and quality care services through dialogue with public authorities.

Objective

Offering a system of social structures that support working families and reducing unpaid care burdens

Actions

- Use cohesion policy resources (SIE funds) for infrastructure dedicated to care services, particularly for minors and elderly.
- Call for adequate training standards for staff employed in care services.
- Require specific attention to care service provision in rural and small municipalities.
- Require regular public oversight of the quality of care services offered to the community.

Cross-cutting Operational Guidelines

Cross-cutting Operational Guideline 1: Strengthen Institutional Capacity for Gender-Sensitive Governance

Objective

To embed gender equality considerations systematically in collective bargaining and policy dialogue across social protection, work–life balance and pay-setting mechanisms.

Actions

- Provide joint training for negotiators on gender impact analysis.
- Develop shared methodological tools for gender-disaggregated assessment.
- Establish gender focal points within bipartite bodies.
- Align monitoring cycles with collective bargaining renewal timelines.

Cross-cutting Operational Guideline 2: Promote Inclusive Protection for Non-Standard and Self-Employed Workers

Social partners should actively address structural gaps affecting non-standard workers, self-employed professionals and other categories with limited access to employment protections and social rights.

Objective

To reduce gender-specific vulnerabilities linked to fragmented careers, atypical employment arrangements and discontinuous labour market participation.

Actions:

- Map access conditions for part-time, temporary, platform and self-employed workers across collective agreements and sectoral schemes.

- Negotiate complementary protections or sectoral schemes extending coverage to under-protected categories.
- Promote recognition of discontinuous careers and care-related interruptions within labour market and social protection frameworks.
- Include inclusion clauses in collective agreements addressing atypical employment patterns.

Cross-cutting Operational Guideline 3: Strengthen Social Partner Engagement in Gender Equality Governance

Objective: To ensure that social partners actively contribute to the design, implementation and monitoring of gender equality policies across employment, social protection and labour market governance.

Actions

- Participate in socio-economic partnership framework to contribute to the strategic use of EU funds (e.g. ESF+, RRF) supporting gender equality and work-life balance policies.
- Promote gender equality policies and provide targeted training for their members and representatives.
- Ensure consistency of gender equality objectives across collective bargaining and sectoral agreements.
- Contribute to monitoring and evaluation mechanism for gender-related policies and programmes.

6. Member State Transposition

- Recent EU legislation provides an important framework for the implementation of gender equality policies. The Pay Transparency Directive (2023) strengthens equal pay for equal work through transparency, reporting and action obligations ([Consilium](#)), and must be transposed by Member States by June 2026. Similarly, the Work-Life Balance Directive (2019) introduces minimum standards on paternity leave, parental leave, carers' leave and flexible working arrangements ([Employment, Social Affairs and Inclusion](#)). While Member States are progressing in the transposition of these instruments at different speeds, project discussions highlighted that legal provisions alone are not sufficient and require active engagement of social partners to ensure effective implementation.

7. Conclusion

To address entrenched gender inequalities in pay, social protection and work–life balance, social partners must move beyond “compliance” with legislative frameworks and embed gender mainstreaming as a reflective, continuous and collaborative process within social dialogue. This requires strategic integration of gender perspectives in bargaining, robust monitoring tools, shared data, capacity building and explicit accountability mechanisms.

By implementing these Guidelines within collective bargaining and labour market policy forums, social partners can drive deep, sustainable changes that reduce gender inequalities and contribute to more equitable, productive and resilient labour markets across Member States.

Annex 1 – Relevant EESC Opinions on Gender Equality

Gender Equality: SOC 731 – 13 July 2022

The EESC:

- underlines that success in enhancing gender equality in a sustainable way lies in nurturing a **life-long gender equality culture (LLGEC)** that goes through the whole life cycle and provides measures tailored to the specific characteristics and needs of every stage of life;
- calls on Member States, through their education policy, to enhance **gender-neutral teaching** with respect to both knowledge and social skills, as well as learning contexts free from gender stereotypes;
- recommends that Member States, supported by the Commission and the EESC, together with social partners and relevant civil society organisations, launch a **wide-ranging awareness-raising and information campaign to promote LLGEC**;
- is of the view that the removal of any obstacles for the overall participation of women in labour markets is crucial. In addition to legislative frameworks, the practical modalities should be laid down using the possibilities of **collective bargaining between the social partners**;
- finds it vital to promote women's leadership in businesses, public organisations and it calls on MSs, business organisations and social partners to launch **training and mentoring programmes targeted at female leaders**;
- believes that any obstacles to female entrepreneurship must also be removed. As **access to finance** is a prerequisite for entrepreneurship, equal access by women to both private financing and public funding must be ensured;
- calls for proper attention to be paid to gender equality when addressing the issue of **Ukrainian refugees**. This applies to support for children to access care and schooling, integration of women in labour markets via quality employment, and access to sexual and reproductive health services.

SOC 723 - Gender lens investing as a way to improve gender equality in the European Union - 14 Dec 2022

This opinion underlines that by creating a fertile ground for women entrepreneurship and the adequate financial and legislative instruments, such as gender budgeting, we can create an inclusive financial ecosystem in the EU and Member States and advance faster towards gender equality. It suggests that diversity of teams with a specific focus on women should be a criterion for receiving public funding. This Opinion also calls for an ambitious vision from the European Commission and the European institutions on gender budgeting and gender lens investing. It suggests that the EC publishes a gender impact assessment of the annual EU budget and creates a task force to include gender mainstreaming EU objectives in the next MFF and in the mid-term review of the current MFF.

Gender Equality Strategy SOC 633 – 15 July 2020

The EESC:

- calls on the Commission to implement the Gender Equality Strategy;
- recommends adopting gender mainstreaming strategies and advocates an intersectional approach to gender equality;
- encourages the Commission and Member States to ensure that the gender perspective is integrated in COVID-19 recovery measures;
- calls for a stronger commitment to gender equality in the Multiannual Financial Framework 2021-2027, in the implementation of the European Pillar of Social Rights, in the Commission's six priorities for 2019-2024, as well as in the recommendations of the European Semester;
- calls upon the Member States to adopt specific measures to improve educational and careers' guidance to counter gender segregation in education and employment;
- calls for action to remove the digital gender gap and to embed the gender perspective in the digital and artificial intelligence agendas;
- calls on the Commission to urgently proceed with the proposal to introduce binding measures on gender pay transparency;
- urges the Commission to adopt initiatives to eradicate violence against women;
- recommends a systematic approach to care policies (including pay transparency, public services, infrastructure, taxation, transport, the digital and artificial intelligence agendas and EU funds);
- calls the Commission to support the labour market participation of women with disabilities, Roma and migrant women;
- finds that positive actions based on legislative, budgetary, voluntary, organisational and cultural measures are necessary to counter the low representation and participation of women in decision-making bodies;
- asks the Council to proceed with the discussion on the directive on gender balance on corporate boards;
- encourages the media and advertising sector to adopt codes of conduct and ensure gender balance in decision-making bodies;
- asks the European Institute for Gender Equality to include in the Gender Equality Index a focus on gender equality in the media

Gender Equality issues - SOC 610 15 May 2019

Gender equality is not only a human rights issue; it is a social and economic necessity for the EU, its Member States and businesses, as it hugely impacts on sustainable growth and GDP, while allowing to use the potential of 51% of the EU population. The EU needs to elevate gender equality to a stand-alone goal with a binding strategy, centred in the following measures: fighting the economic inequality affecting women and the current backlash of their rights; ratifying and implementing the Istanbul Convention on all forms of violence against women (including harassment); addressing once and for all gendered stereotypes, namely through the media; and supporting civil society organisations working for greater gender equality.

SOC/586 - Gender equality in European labour markets - Input session and 1st study group meeting
12 Dec 2018

This opinion responds to a request from European Parliament for an exploratory opinion on gender equality in European labour markets, which had put a special emphasis on the pay situation and care obligations.

The opinion considers it necessary to draw up an **integrated and ambitious European strategy** to tackle systemic and structural obstacles and lead to policies for improving equality between women and men and to help **implementing the European Pillar of Social Rights**. It reiterates the EESC positions on the gender pay gap and work-life balance and recommends gender neutral pay systems. It pleads to fight gender segregation in education, training and the labour market, in particular of women belonging to vulnerable groups.