

# Principle 2: Gender Equality

## A European Gender Equality Strategy



“ Equality of treatment and opportunities between women and men must be ensured and fostered in all areas, including regarding participation in the labour market... ”

### 1 What are the demands of Social Platform & its Members?

**Mainstream gender equality in all laws and policies** and **use gender budgeting as a tool of gender mainstreaming** to ensure that all EU money is delivering on equality between women and men;

**Apply an intersectional approach**, as discrimination on the basis of sex often intersects with other grounds, such as race or ethnic origin, religion or belief, disability, age, sexual orientation and gender identity, class, and/or migration status;

**Provide a comprehensive framework of binding and non-binding measures** that ensures women have equal opportunities in the labour market, including through binding pay transparency measures and fostering women's representation in executive positions and political life;

**Ensure a strong link to accessible, affordable and quality long-term care and childcare services**, to lift the unequal share of caring responsibilities of women;

**Ratify the Istanbul Convention** without delay.

### 2 Why do we make these demands?

The gender pay gap remains at 16% in the EU and the gender pension gap at 37%;

Women face a disproportionate share of care and household responsibilities;

Gender stereotypes continue to exist and significantly hinder equality between women and men;

1 in 3 women experienced physical and/or sexual violence since the age of 15.

### 3 How should they be implemented at EU level?

Formulate concrete annual targets for closing the gender pay and pension gaps;

Fully integrate a gender perspective in all COVID-19 pandemic recovery measures;

Mainstream gender equality in all laws and policies.

Our chapter on principle 2 also includes more recommendations on the European Equality Strategy, the EU accession to the Istanbul Convention, binding pay transparency measures and quotas for gender balance on company boards. Read more in our [full paper](#).



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