

EUROPEAN PACT FOR GENDER EQUALITY

Considering the gender equality road map proposed by the Commission and the need to:

- contribute to fulfilling EU ambitions on gender equality as mentioned in the Treaty,
- close the gender gaps in employment and social protection, thus contributing to make full use of the productive potential of the European labour force,
- contribute to meeting the demographic challenges by promoting better work-life balance for women and men,

the European Council has adopted a European Pact for encouraging action on Member State and Union level in the following fields:

Measures to close gender gaps and combat gender stereotypes in the labour market

- promote women's employment in all age brackets and reduce gender gaps in employment, including by combating all forms of discrimination;
- equal pay for equal work;
- combat gender stereotypes, in particular those related to the sex-segregated labour market and in education;
- consider how to make welfare systems more women's employment friendly;
- promote women's empowerment in political and economic life and women's entrepreneurship;
- encourage social partners and enterprises to develop initiatives in favour of gender equality and promote gender equality plans at the workplace;
- mainstreaming the gender perspective into all public activities.

Measures to promote a better work-life balance for all

- achieve the objectives set at the European Council in Barcelona in March 2002 on the provision of childcare facilities;
- improve the provision of care facilities for other dependents;
- promote parental leave for both women and men.

Measures to reinforce governance through gender mainstreaming and better monitoring

- ensure that gender equality effects are taken into account in impact assessments of new EU policies;
- further develop statistics and indicators disaggregated by sex;
- fully utilise opportunities presented by the establishment of the European Institute for Gender Equality.

The European Pact for Gender Equality, as well as the Annual Report on Equality between Women and Men, should be integrated into the established follow-up mechanisms of the Partnership for growth and employment, taking into account the European Youth Pact, and aim to promote the implementation of gender mainstreaming in actions taken within the strategy. When reporting on the implementation of their NRPs for jobs and growth, Member States are encouraged to include a perspective of gender equality, especially concerning Guideline 18. The Commission and the Council are invited to do likewise in the Annual Progress Report on the Partnership for growth and employment.