



Recent EC activities in gender equality law



Álvaro Oliveira

European Commission - DG Justice & Consumers - Unit D2 – Gender Equality

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OUTLINE

- 1 – The Gender Equality Strategy 2020-2025
- 2 – *Pay Transparency proposal*
- 3 – *Work-Life Balance directive*
- 4 – *Violence Against Women*
- 5 – *And also ...*

1- Gender = Strategy 2020-2025

- *adopted on 5/3/2020*
- *general framework for action*

1. *Being free from violence and stereotypes*
2. *Thriving in a gender-equal economy*
3. *Leading equally throughout society*
4. *Gender mainstreaming & intersectionality*

2 - Pay Transparency proposal



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- 2014 - COM recommendation on pay transparency
- 2017-2019 - Gender pay gap action plan – WLB directive

- Pay transparency helps women file pay related claims
- COM is preparing a proposal to be presented soon

- In principle, the proposal will:
 - **introduce binding pay transparency measures**
 - **make pay systems more transparent**
 - **improve public understanding of the relevant legal concepts**
 - **strengthen enforcement mechanisms**

3 - Work-Life Balance Dir. 2019/1158





3 - Work-Life Balance Dir. 2019/1158

A - Content

Provides for the right :

- to paid **paternity leave** of 10 working days, for fathers,
- of each parent to reserved and paid **parental leave** of 2 months (with a further 2 months of leave that is not required to be paid and may be transferred to the other parent);
- To a **carers' leave** of five working days, per year, per worker;
- of parents and carers to request **flexible working arrangements**.

This is an improvement of the current directive 2010/18 on parental leave, which provides only for the right of each worker to 4 months of parental leave, but unpaid.



3 - Work-Life Balance Directive II

B - Transposition

Deadlines

- 2/8/2022 - **general transposition** deadline (then, replacement of directive 2010/18 on parental leave)
- 2/8/2024 - **additional deadline** - pay last 2 weeks of paren. leave

Process

- December 2019 – **implementation meeting** COM & MSs
- Spring 2021 - new implementation meeting is in preparation

4 - Violence against Women



4 - Violence against Women

Priority: EU accession Istanbul Convention, 2021 ECJ opinion



Meanwhile: CWP 2021

- legislative proposal to prevent and combat specific forms of gender-based violence

- Same objective as Convention:
ensuring EU MS have effective measures (within EU competence) to prevent and combat violence against women and domestic violence

- If accession goes ahead :
the legislative proposal will serve to implement it

4 - Violence against Women II

In practice

- **The Commission started the evidence-gathering for its work on gender-based violence during this mandate (also to implement the Gender Equality Strategy)**
- **An evaluation of the relevant EU law ("a Fitness check") together with an Impact Assessment is underway**
- **December 2020 - An open Public Consultation will be launched**

5 – And also ...

Pending EU Court cases :

- **C-624/19, K & others v Tesco**
(claim of pay discrimination based on sex)
Can the salaries of employees working on stores of a company be compared to those working on its own distribution centres?