



For a Europe of equality

Demands

- Developing a new dual strategy for gender equality for the period after 2025. Development should be participatory and involve the Member States, the social partners and civil society.
- Adopting the horizontal anti-discrimination directive (Article 19 TFEU)
- Guidance by the Commission for Member States on the implementation of the Pay Transparency Directive (Directive to strengthen application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms)

Background

The gender pay gap (average gross hourly wage) in the EU-27 is 12.7% and as high as 18.4% in Austria. Childcare and care work is predominantly performed by women. Women work part-time significantly more frequently than men. In Austria, 53% of women work part-time and around 60% of their working hours are unpaid.

Reasons and arguments

Gender equality

The [Gender Equality Strategy 2020-2025](#) was an important commitment to actually promoting equality. Developing a strategy for the period after 2025, as well, is therefore especially important and welcome. A participatory development process is essential for successful implementation of the strategy.

In order to achieve gender equality in all fields, a dual strategy is of great importance. Firstly, there needs to be a designated responsible Commissioner and strong core competency concentrated in a Directorate-General of the Commission. At the same time, however, it is important that gender mainstreaming is implemented in all areas of competence of the EU and that all Directorates-General are actively involved in strategy development and implementation.

Horizontal anti-discrimination directive

The Union should lead by example with comprehensive protection against discrimination across all areas of life. The "Article 19 Directive" provides for an urgently needed levelling-up, i.e., the extension of protection against discrimination on the grounds of religion or belief, disability, age or sexual orientation beyond employment. This extension to protection against discrimination has also been under discussion in Austria for a long time. The Article 19 Directive needs therefore finally to be adopted.

Guidance on the implementation of pay transparency

The [Pay Transparency Directive](#) offers a unique opportunity to implement the principle of equal pay throughout Europe. In order to make the most of this opportunity, regular dialogue between all Member States and support from the Commission in interpreting and implementing the directive are needed during the implementation phase.

Contact

AK EUROPA
office@akeuropa.eu

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The Austrian Federal Chamber of Labour (AK) is the legal body which represents the interests of approximately 4 million employees and consumers in Austria. It represents its members on all social, educational, economic and consumer policy-related issues at a national level and in Brussels at an EU level.