

# Public consultation on gender equality

Fields marked with \* are mandatory.

## Introduction

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*Gender equality is a fundamental value of the European Union; the principle of equality between women and men is enshrined in the Treaty on the European Union, the Treaty on the functioning of the European Union and the Charter of Fundamental Rights, and confirmed in EU law. The European Commission promotes gender equality through strategic frameworks. The current Strategic engagement for gender equality 2016-2019 sets the following priorities:*

- Increasing female labour market participation and the equal economic independence of women and men;*
- Reducing the gender pay, earnings and pension gaps and thus fighting poverty among women;*
- Promoting equality between women and men in decision-making;*
- Combating gender-based violence and protecting and supporting victims;*
- Promoting gender equality and women's rights across the world;*

*The Commission is launching this public consultation to gather opinions of different actors of the current situation of gender equality in the EU and priorities for the next five years.*

## About you

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\* Language of my contribution

- Bulgarian
- Croatian
- Czech
- Danish
- Dutch
- English
- Estonian
- Finnish
- French
- Gaelic
- German
- Greek
- Hungarian

- Italian
- Latvian
- Lithuanian
- Maltese
- Polish
- Portuguese
- Romanian
- Slovak
- Slovenian
- Spanish
- Swedish

\* I am giving my contribution as

- Academic/research institution
- Business association
- Company/business organisation
- Consumer organisation
- EU citizen
- Environmental organisation
- Non-EU citizen
- Non-governmental organisation (NGO)
- Public authority
- Trade union
- Other

\* First name

Olalla

\* Surname

MICHELENA

\* Email (this won't be published)

olalla@mmmeurope.org

\* Organisation name

*255 character(s) maximum*

Make Mothers Matter EU Delegation

\* Organisation size

- Micro (1 to 9 employees)
- Small (10 to 49 employees)

- Medium (50 to 249 employees)
- Large (250 or more)

### Transparency register number

255 character(s) maximum

Check if your organisation is on the [transparency register](#). It's a voluntary database for organisations seeking to influence EU decision-making.

68995403035-84

### \*Country of origin

Please add your country of origin, or that of your organisation.

- |  |   |  |  |
|--|---|--|--|
| <input type="radio"/> Afghanistan                      | <input type="radio"/> Djibouti                            | <input type="radio"/> Libya            | <input type="radio"/> Saint Pierre and Miquelon                    |
| <input type="radio"/> Åland Islands                    | <input type="radio"/> Dominica                            | <input type="radio"/> Liechtenstein    | <input type="radio"/> Saint Vincent and the Grenadines             |
| <input type="radio"/> Albania                          | <input type="radio"/> Dominican Republic                  | <input type="radio"/> Lithuania        | <input type="radio"/> Samoa  |
| <input type="radio"/> Algeria                          | <input type="radio"/> Ecuador                             | <input type="radio"/> Luxembourg       | <input type="radio"/> San Marino                                   |
| <input type="radio"/> American Samoa                   | <input type="radio"/> Egypt                               | <input type="radio"/> Macau            | <input type="radio"/> São Tomé and Príncipe                        |
| <input type="radio"/> Andorra                          | <input type="radio"/> El Salvador                         | <input type="radio"/> Madagascar       | <input type="radio"/> Saudi Arabia                                 |
| <input type="radio"/> Angola                           | <input type="radio"/> Equatorial Guinea                   | <input type="radio"/> Malawi           | <input type="radio"/> Senegal                                      |
| <input type="radio"/> Anguilla                         | <input type="radio"/> Eritrea                             | <input type="radio"/> Malaysia         | <input type="radio"/> Serbia                                       |
| <input type="radio"/> Antarctica                       | <input type="radio"/> Estonia                             | <input type="radio"/> Maldives         | <input type="radio"/> Seychelles                                   |
| <input type="radio"/> Antigua and Barbuda              | <input type="radio"/> Ethiopia                            | <input type="radio"/> Mali             | <input type="radio"/> Sierra Leone                                 |
| <input type="radio"/> Argentina                        | <input type="radio"/> Falkland Islands                    | <input type="radio"/> Malta            | <input type="radio"/> Singapore                                    |
| <input type="radio"/> Armenia                          | <input type="radio"/> Faroe Islands                       | <input type="radio"/> Marshall Islands | <input type="radio"/> Sint Maarten                                 |
| <input type="radio"/> Aruba                            | <input type="radio"/> Fiji                                | <input type="radio"/> Martinique       | <input type="radio"/> Slovakia                                     |
| <input type="radio"/> Australia                        | <input type="radio"/> Finland                             | <input type="radio"/> Mauritania       | <input type="radio"/> Slovenia                                     |
| <input type="radio"/> Austria                          | <input type="radio"/> North Macedonia                     | <input type="radio"/> Mauritius        | <input type="radio"/> Solomon Islands                              |
| <input type="radio"/> Azerbaijan                       | <input type="radio"/> France                              | <input type="radio"/> Mayotte          | <input type="radio"/> Somalia                                      |
| <input type="radio"/> Bahamas                          | <input type="radio"/> French Guiana                       | <input type="radio"/> Mexico           | <input type="radio"/> South Africa                                 |
| <input type="radio"/> Bahrain                          | <input type="radio"/> French Polynesia                    | <input type="radio"/> Micronesia       | <input type="radio"/> South Georgia and the South Sandwich Islands |
| <input type="radio"/> Bangladesh                       | <input type="radio"/> French Southern and Antarctic Lands | <input type="radio"/> Moldova          | <input type="radio"/> South Korea                                  |
| <input type="radio"/> Barbados                         | <input type="radio"/> Gabon                               | <input type="radio"/> Monaco           | <input type="radio"/> South Sudan                                  |
| <input type="radio"/> Belarus                          | <input type="radio"/> Georgia                             | <input type="radio"/> Mongolia         | <input type="radio"/> Spain  |
| <input checked="" type="radio"/> Belgium               | <input type="radio"/> Germany                             | <input type="radio"/> Montenegro       | <input type="radio"/> Sri Lanka                                    |
| <input type="radio"/> Belize                           | <input type="radio"/> Ghana                               | <input type="radio"/> Montserrat       | <input type="radio"/> Sudan  |
| <input type="radio"/> Benin                            | <input type="radio"/> Gibraltar                           | <input type="radio"/> Morocco          | <input type="radio"/> Suriname                                     |
| <input type="radio"/> Bermuda                          | <input type="radio"/> Greece                              | <input type="radio"/> Mozambique       | <input type="radio"/> Svalbard and Jan Mayen                       |
| <input type="radio"/> Bhutan                           | <input type="radio"/> Greenland                           | <input type="radio"/> Myanmar/Burma    | <input type="radio"/> Swaziland                                    |
| <input type="radio"/> Bolivia                          | <input type="radio"/> Grenada                             | <input type="radio"/> Namibia          | <input type="radio"/> Sweden                                       |
| <input type="radio"/> Bonaire Saint Eustatius and Saba | <input type="radio"/> Guadeloupe                          | <input type="radio"/> Nauru            | <input type="radio"/> Switzerland                                  |

- Bosnia and Herzegovina
- Botswana
- Bouvet Island
- Brazil
- British Indian Ocean Territory
- British Virgin Islands
- Brunei
- Bulgaria
  
- Burkina Faso
- Burundi
- Cambodia
  
- Cameroon
- Canada
- Cape Verde
- Cayman Islands
  
- Central African Republic
- Chad
- Chile
- China
- Christmas Island
- Clipperton
- Cocos (Keeling) Islands
- Colombia
- Comoros
- Congo
- Cook Islands
- Costa Rica
- Côte d'Ivoire
- Croatia
- Cuba
- Curaçao
- Cyprus
  
- Czech Republic
- Democratic Republic of the Congo
- Denmark
  
- Guam
- Guatemala
- Guernsey
- Guinea
- Guinea-Bissau
- Guyana
- Haiti
- Heard Island and McDonald Islands
- Honduras
- Hong Kong
- Hungary
  
- Iceland
- India
- Indonesia
- Iran
  
- Iraq
- Ireland
- Isle of Man
- Israel
- Italy
- Jamaica
- Japan
  
- Jersey
- Jordan
- Kazakhstan
- Kenya
- Kiribati
- Kosovo
- Kuwait
- Kyrgyzstan
- Laos
- Latvia
  
- Lebanon
- Lesotho
- Liberia
  
- Nepal
- Netherlands
- New Caledonia
- New Zealand
- Nicaragua
  
- Niger
- Nigeria
- Niue
  
- Norfolk Island
- North Korea
- Northern Mariana Islands
- Norway
- Oman
- Pakistan
- Palau
  
- Palestine
- Panama
- Papua New Guinea
- Paraguay
- Peru
- Philippines
- Pitcairn Islands
  
- Poland
- Portugal
- Puerto Rico
- Qatar
- Réunion
- Romania
- Russia
- Rwanda
- Saint Barthélemy
- Saint Helena  
Ascension and  
Tristan da Cunha
- Saint Kitts and Nevis
- Saint Lucia
- Saint Martin
  
- Syria
- Taiwan
- Tajikistan
- Tanzania
- Thailand
  
- The Gambia
- Timor-Leste
- Togo
  
- Tokelau
- Tonga
- Trinidad and Tobago
  
- Tunisia
- Turkey
- Turkmenistan
- Turks and Caicos Islands
- Tuvalu
  
- Uganda
- Ukraine
- United Arab Emirates
- United Kingdom
- United States
- United States Minor Outlying Islands
- Uruguay
- US Virgin Islands
- Uzbekistan
- Vanuatu
- Vatican City
- Venezuela
- Vietnam
- Wallis and Futuna
- Western Sahara
- Yemen
  
- Zambia
- Zimbabwe

\* Publication privacy settings

The Commission will publish the responses to this public consultation. You can choose whether you would like your details to be made public or to remain anonymous.

**Anonymous**

Only your type, country of origin and contribution will be published. All other personal details (name, organisation name and size, transparency register number) will not be published.

**Public**

Your personal details (name, organisation name and size, transparency register number, country of origin) will be published with your contribution.

\* I agree with the [personal data protection provisions](#)

## Public consultation on Gender equality in the EU – current situation and priorities for future

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**1. Do you think that the EU has made progress on gender equality during the last five years?**

- Yes  
 No  
 Don't know

**2. Do you consider the current gender equality priorities still valid for the Commission's work on gender equality after 2019?**

- Yes  
 No  
 Partially

**3. Do you believe that new priorities should be set?**

- Yes  
 No

If yes, which?

*200 character(s) maximum*

Gender Equality in economy should be kept as a priority but also equality in Health including obstetric violence should be addressed. Also education to tackle gender stereotypes .

**4. Gender inequality is a structural and endemic problem with numerous manifestations. In your opinion, which of them should be dealt with most urgently? Please choose no more than five manifestations of inequality, which you would prioritise for EU action. (1 = most important)**

*between 1 and 5 answered rows*

|  | 1                     | 2                     | 3                     | 4                     | 5                                |
|--|-----------------------|-----------------------|-----------------------|-----------------------|----------------------------------|
| Prejudice and unconscious bias based on ideas about the image, role and abilities of women and men | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |

|   |                                  |                                  |                                  |                                  |                       |
|---|----------------------------------|----------------------------------|----------------------------------|----------------------------------|-----------------------|
| The unequal sharing of caring and household tasks between men and women                       | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |
| The under-representation of women in positions of power in politics, business and public life | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |
| Women's unequal access to property (e.g. land, inheritance, bank account)                     | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |
| Women and men working in different sectors and occupations                                    | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |
| The lower employment rate of women  | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |
| Women being paid less than men for the same work or work of equal value                       | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> |
| Women being discriminated against because of their gender at the workplace                    | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |
| Women being more likely than men to live in poverty   | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |
| Women receiving lower pension benefits than men   | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| Specific challenges faced by single parents, more than 90% of whom are mothers                | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |
| Girls' and boys' performance and (gendered) choices in education                              | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |
| Women being more exposed to gender-based and domestic violence than men                       | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |
| Women's exposure to hate speech and violence online   | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |

- Other (please specify)
- None
- None (please explain)

(please specify)

*200 character(s) maximum*

The Motherhood penalty, the discrimination of women because they are mothers in the on the labour market and in society. Gender pension gap as a symptom showing the inequalities and discrimination.

**5. Is there any specific group of people that requires more focused attention in the Commission's efforts to ensure gender equality? Please choose no more than five options indicating the order of importance (1 = most important).**

*between 1 and 5 answered rows*

|  | 1                                | 2                                | 3                                | 4                                | 5                                |
|--|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|
| Children and youth   | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            |
| Elderly women and men  | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Rural women and men  | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Women and men with a low educational background  | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Women and men with disabilities  | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            |
| Women and men of a migrant background  | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Refugees and asylum seekers  | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Women and men who suffer from discrimination based on racial or ethnic origin, religion or belief, age or sexual orientation[1] (e.g. LGBTI [2] people or the Roma) – please specify | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> |
| Victims of human trafficking   | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Working parents  | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Women and men working in occupations where one gender is under-represented   | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Women and men in political and corporate decision-making positions   | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |

Women and men who suffer from discrimination based on racial or ethnic origin, religion or belief, age or sexual orientation[1] (e.g. LGBTI[2] people or the Roma) – please specify

racial and ethnic discrimination and age

- Other (please specify)
- None
- None (please explain)

(please specify)

200 character(s) maximum

Single parents, single mothers who represent the majority of single-headed households  
Pregnant women

[1] Treaty on the Functioning of the European Union, Article 19

[2] Lesbian, gay, bisexual, transgender and intersex people

**6. From your perspective, which type of actions should the Commission prioritise in the next 5 years? Please choose no more than five options indicating the order of importance (1 = most important).**

*between 1 and 5 answered rows*

|  | 1                                | 2                                | 3                                | 4                     | 5                     |
|--|----------------------------------|----------------------------------|----------------------------------|-----------------------|-----------------------|
| Improving collection of sex-disaggregated data, monitoring and evaluation                                | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Information and awareness-raising campaigns  | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Training and capacity building of professionals  | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Developing or disseminating informational and training tools and materials for promoting gender equality | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Enforcing and monitoring existing EU gender equality legislation   | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Introducing new or revising existing gender equality legislation (please specify topic)                  | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Ensuring that a gender sensitive approach is adopted throughout all policies at EU and national level    | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Introducing positive action measures aimed at remedying gender imbalances                                | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |

|  |                       |                       |                       |                                  |                       |
|--|-----------------------|-----------------------|-----------------------|----------------------------------|-----------------------|
| Providing funding to European civil society networks working on gender equality                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Providing funding for projects on gender equality  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| Strengthening cooperation and coordination on gender equality policy at EU level and between Member States | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| Providing fora for mutual learning between countries in the EU and outside                                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |

Introducing new or revising existing gender equality legislation (please specify topic)

Review of the gender pay gap legislation / review of the maternity leave legislation

- Other (please specify)
- None
- None (please explain)

(please specify)

*200 character(s) maximum*

Gender budgeting. Tackling gender-based stereotypes in particular of mothers. Conducting impact assessment of measures, policies & legislation which work.

**7. How could the Commission tackle persistent gender stereotypes, denoting “typical” or “normal” behaviours and choices for girls and women, and for men and boys? Please choose no more than three options indicating the order of importance (1 = most important)**

*between 1 and 3 answered rows*

|  | 1                     | 2                     | 3                                |
|--|-----------------------|-----------------------|----------------------------------|
| Encouraging schools and educational institutions to include gender equality topics in the curricula from a young age | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Raising awareness about stereotypes through public communication campaigns   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            |
| Funding projects and initiatives by civil society and national authorities addressing gender stereotypes             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            |
| Engaging media and online platforms to question gender stereotypes   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            |

|   |                                  |                                  |                       |
|---|----------------------------------|----------------------------------|-----------------------|
| Supporting the involvement of men in gender equality/women's rights movements and as role models for change | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| Collecting data on the prevalence of different gender stereotypes amongst Europeans                         | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> |

- Other (please specify)
- None
- None (please explain)

(please specify)

*200 character(s) maximum*

Impact assessment of what measures are the most effective to tackle gender stereotypes.

**8. One of the EU's objectives is to increase women's participation in the labour market and to tackle gender employment, pay and pension gaps. Which of the following specific goals would you prioritise for action? Please choose no more than five options indicating the order of importance (1 = most important).**

*between 1 and 5 answered rows*

|   | 1                     | 2                                | 3                                | 4                                | 5                     |
|---|-----------------------|----------------------------------|----------------------------------|----------------------------------|-----------------------|
| Introducing measures to further support the principle of 'equal pay for work of equal value', such as gender neutral job classifications and pay transparency | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> |
| Making sure it is beneficial financially for women to work (by changing rules on taxes and social protection rights, where possible and necessary)            | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| Improving women's access to jobs traditionally held by men, such as technical and innovative sectors including STEM [3]                                       | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |
| Making jobs in traditional female dominated sectors, such as health care and education, more attractive for men   | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |
| Providing targeted active labour market measures for specific groups of women (e.g. women of a migrant background, women returning from family leaves, etc.)  | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |
| Empower women to get the same opportunities as men to develop their careers and reach leading positions in companies and in politics                          | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> |

|  |                                  |                       |                       |                       |                                  |
|--|----------------------------------|-----------------------|-----------------------|-----------------------|----------------------------------|
| Introducing incentives or quota for women in decision-making positions such as on company boards               | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            |
| Ensuring awareness of legal rights   | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> |
| Introducing further EU legislation on equality and non-discrimination in the workplace (please specify)        | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            |
| Better enforcing EU legislation, for instance by improving access to justice and by empowering equality bodies | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            |

Introducing further EU legislation on equality and non-discrimination in the workplace (please specify)

Modification of the Directive on equality between men and women in the workplace on equal pay

- Other (please specify)
- None
- None (please explain)

(please specify)

*200 character(s) maximum*

Measures: care credits, increase of pensions linked to n. of children, access to re-skilling, CSR on female employment on EU semester

[3] Science, technology, engineering, mathematics

**9. One of the EU's objectives is to encourage an equal sharing of caring activities between the parents (housework, caring for children and/or dependents). Which of the following specific goals would you prioritise for action? Please choose no more than five options indicating the order of importance (1 = most important).**

*between 1 and 5 answered rows*

|  | 1                     | 2                     | 3                     | 4                                | 5                                |
|--|-----------------------|-----------------------|-----------------------|----------------------------------|----------------------------------|
| Improving the conditions of part-time work, flexible working arrangements and family leaves to make them valid career options for both women and men | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            |
| Making childcare and other dependents' care more available, accessible, affordable and of high quality and give support to informal carers           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> |

|   |                                  |                                  |                                  |                       |                       |
|---|----------------------------------|----------------------------------|----------------------------------|-----------------------|-----------------------|
| Revising and/or introducing targets such as on childcare and elderly care   | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Changing attitudes towards caring activities (housework, caring for children and/or dependants) by men and women and towards educational and professional choices   | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Increasing fathers' uptake of family leaves (e.g. paternity, parental, carer's leaves, adoption leaves)   | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Preventing discrimination of workers with care responsibilities such as dismissal and unfavourable treatment of pregnant workers and workers who take family leaves | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Encouraging companies and public employers to adopt more family friendly workplace practices  | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Ensuring awareness of legal rights  | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Introducing further EU legislation on work-life balance related matters (please specify)  | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |
| Better enforcing EU legislation on work-life balance matters  | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/> |

Introducing further EU legislation on work-life balance related matters (please specify)

Extension of the maternity leave to six months, Better remuneration of parental leave and clarification of what the Directive on work-life balance means by adequate payment

- Other (please specify)
- None
- None (please explain)

(please specify)

*200 character(s) maximum*

Conduct time use surveys regularly & make them compulsory at MS level in order to measure if the adopted policies and legislation have had an impact in redistributing unpaid care work

## Gender-based violence

**10. Which of the following actions should the Commission prioritise in combating gender-based violence? Please choose no more than five options indicating the order of importance (1 = most important).**

*between 1 and 5 answered rows*

|   | 1                                | 2                     | 3                                | 4                                | 5                                |
|---|----------------------------------|-----------------------|----------------------------------|----------------------------------|----------------------------------|
| Prevention work, including by tackling gender stereotypes and promote non-violent conflict resolution   | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Data collection and research on root causes, prevalence, consequences or costs  | <input type="radio"/>            | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            |
| Training and capacity building of professionals, such as support service providers, healthcare and criminal justice professionals (please specify target group) | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Strengthening the rights of victims of gender-based violence, including on specific support, protection measures and compensation                               | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> |
| Developing measures to tackle online hate speech, abuse and violence against women and girls  | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Promoting workplace measures tackling violence and harassment against women   | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            |
| Ensuring that gender-based violence is addressed within relevant EU policies and strategies (education, humanitarian aid, digital agenda, etc.)                 | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Funding projects tackling violence by civil society organisations and national authorities  | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Supporting EU-wide civil society networks   | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Information and awareness-raising campaigns   | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Exchanges of good practice among Member States  | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Implementing the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention)[4]                 | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |

|  |                       |                                  |                       |                       |                       |
|--|-----------------------|----------------------------------|-----------------------|-----------------------|-----------------------|
| Introducing new EU legislation to combat gender-based violence<br>(please specify topic) | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
|--|-----------------------|----------------------------------|-----------------------|-----------------------|-----------------------|

Introducing new EU legislation to combat gender-based violence (please specify topic)

|   |
|---|
| directive on gender-based violence including obstetric violence |
|---|

- Other (please specify)
- None
- None (please explain)

[4] If the EU accedes to the Istanbul Convention following its signature in June 2017.

### EU policy-making

**11. Do you think a gender perspective should be better integrated in some specific EU policy areas? If so, please choose no more than five options indicating the order of importance (1 = most important).**

*between 1 and 5 answered rows*

|   | 1                     | 2                     | 3                     | 4                                | 5                     |
|---|-----------------------|-----------------------|-----------------------|----------------------------------|-----------------------|
| Agricultural and rural policy                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| Asylum and migration policy                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| Business and enterprise policy                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| Climate change                                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input checked="" type="radio"/> | <input type="radio"/> |
| Cohesion and regional policy                        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| Culture and sports policy                           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| Development cooperation and humanitarian aid policy | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| Digital policy                                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |
| Economic and financial policy                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>            | <input type="radio"/> |

|   |                                  |                                  |                                  |                       |                                  |
|---|----------------------------------|----------------------------------|----------------------------------|-----------------------|----------------------------------|
| Education and training policy               | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            |
| Employment and social policy                | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            |
| Energy policy                               | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            |
| Environmental policy                        | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/>            |
| Health policy                               | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            |
| Justice and fundamental rights policy       | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            |
| Neighbourhood and external relations policy | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            |
| Maritime and fisheries policy               | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            |
| Research policy                             | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input checked="" type="radio"/> |
| Security policy                             | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            |
| Trade policy                                | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            |
| Transport policy                            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            |
| Youth policy                                | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/> | <input type="radio"/>            |

- Other (please specify)
- None
- None (please explain)

(please specify)

*200 character(s) maximum*

the impact on women of environmental health

You may also specify which specific elements of the policies chosen you think should be more gender sensitive.

*200 character(s) maximum*

Better assessment of the consequences that health and environmental policies can have on gender equality.

**12. Which of the following measures have had the most impact on improving the integration of a gender perspective within businesses, organisations and public administrations? Please choose no more than three options indicating the order of importance (1 = most important).**

*between 1 and 3 answered rows*

|   | 1                                | 2                                | 3                                |
|---|----------------------------------|----------------------------------|----------------------------------|
| Mandatory training on gender equality for staff   | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Mandatory training on gender equality for high-level decision-makers  | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Integrating the gender perspective better into studies, impact assessments, evaluations and legislative proposals   | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> |
| Setting targets for each policy area and monitoring results   | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            |
| Integrating a gender perspective in the budgetary process, including in the structure and monitoring of revenues and expenditures (so-called “gender budgeting”[5]) | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            |
| Promoting role models amongst male and female managers (showing, for example, that a better work/life balance is possible)  | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |

- Other (please specify)
- None
- None (please explain)

(please specify)

*200 character(s) maximum*

An impact assessment in order to know which of these measures had the most positive effects within businesses, organisations and public administrations. Cover gender data gap

[5] The Council of Europe defines gender budgeting as a “gender based assessment of budgets incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality” Council of Europe (2005), [Final report of the Group of Specialists on Gender Budgeting](#)

**13. Which actors do you believe are the most important partners? Please choose no more than five options indicating the order of importance (1 = most important).**

*between 1 and 5 answered rows*

|  | 1 | 2 | 3 | 4 | 5 |
|--|---|---|---|---|---|
|  |   |   |   |   |   |

|  |                                  |                                  |                                  |                                  |                                  |
|--|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|
| Trade unions and employers' organisations  | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| National governments   | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            |
| National equality bodies   | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Local and regional authorities   | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| EU institutions and agencies   | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            |
| Human rights organisations   | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Women's rights organisations   | <input type="radio"/>            | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Organisations working with men   | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Education and training institutions  | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Social services  | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Youth organisations  | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Private sector (businesses and corporations)   | <input checked="" type="radio"/> | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Think-tanks and lobbyists  | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| Private foundations and individuals (please specify)   | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input checked="" type="radio"/> |
| Other stakeholder organisations, including pan-European ones   | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |
| International organisations (UN, OECD, ILO, Council of Europe, European Investment Bank, World Bank, etc.) | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            | <input type="radio"/>            |

Private foundations and individuals (please specify)

Mothers and families

Other (please specify)

- None
- None (please explain)

(please specify)

*200 character(s) maximum*

family and mother's organisations

### Any other comments

**14. Open question (1500 characters): If you have any additional comments and/or suggestions to improve gender equality in the EU, feel free to use the answer box below or upload a document.**

*1500 character(s) maximum*

Despite the efforts of the European Commission, gender equality is progressing at a snail's pace. EU legislation and adopted policies have only had a limited impact and the "gender pay gap" and the "pension gap" are persisting. From 2005 to 2015, the EU average gender equality index has only improved 4.2 points. Therefore, a new approach is needed.

It is time for the Commission to adopt a strategy and not a strategic engagement with clear targets and indicators showing the progress which can be made. This could be done in accordance to the SDGs, specially goal 5 which also has targets and indicators and it could include how we are implementing those targets in EU policies. For instance, it is time to renew the Barcelona objectives on childcare which have not been met in all MS or we could also have a work-life balance index including the various dimensions it entails (childcare, flexible working, leave policies, taxation etc). This index would show how the presence of women with care responsibilities in the labour market is directly correlated with WLB policies & legislation.

Data collection and impact assessments are a key part of this strategy in order to measure if legislation and policies have had the desired results. The main issue is there is a lack of understanding of what are the root causes of gender inequality:

unequal share of unpaid care work

gender stereotypes and discrimination

Inadequate EU & national legislation to the realities of the XXI century

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\_Annex\_to\_the\_public\_consultation\_on\_gender\_equality.pdf**

### Contact

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