

22/01/2020

GENDER EQUALITY STRATEGY 2020-2024

CEEP CONTRIBUTION TO THE ROADMAP

CEEP represents employers and enterprises providing public services, or services of general interest (SGIs) in Europe. CEEP is an actor in the European social dialogue, having a voice in the European bipartite – in negotiating with trade unions – and tripartite – with social partners and representatives of the EU institutions – social dialogue at the highest level. CEEP represents the interests of its members before the European institutions.

CEEP believes that it is important to have a multiannual European strategy for Gender Equality in place in order to keep these issues high on the European agenda.

CEEP's opinion on gender equality in brief:

- CEEP and its members are committed to promoting gender equality both in their role as employers and as service providers.
- CEEP emphasises how important it is for the Commission to acknowledge the role of CEEP and the social partners' and their work on gender quality. We also stress the importance of safeguarding and strengthening our autonomy at both European and national level.
- A way forward to meet the gender equality challenges would be to take a holistic approach: tackling gender norms, gender stereotypes, educational, professional and career choices, opportunities for parental leave and the sharing of caring and unpaid domestic activities, access to childcare and other care services are aspects that influence both women's and men's situation in the labour market..
- To achieve gender equality in the labour market there must be a range of effective and well-funded public services in place such as child- and elderly care, transport, education etc.
- The interconnection between work-life conditions greatly influence women's and men's situation at the labour market as well as their private life.
- CEEP wants to stress the important role played by social partners in tackling the gender pay gap and promoting equal pay through collective bargaining.
- There is a need for increased awareness of the consequences that different kinds of leave and flexible working have on income and subsequently pensions.

- The business case for gender equality needs to be developed and shared widely.
- The current European legislative framework on gender equality is robust and provides protection. There is no need, therefore, to amend the current European legislation or to introduce new instruments. It is better to focus on the implementation on existing regulations.
- CEEP agrees with the Commission that pay should be transparent but wants to emphasise that all policies that touch upon wage setting are, and must remain national policies and hence a competence of the Member States and the national social partners.
- It's important to be aware of the consequences for men and women of climate change and artificial intelligence.
- CEEP supports the dual approach – gender mainstreaming and specific actions to promote gender equality
- Sex disaggregated statistics is a necessary tool to discover inequalities and to monitor progress. CEEP promotes exchanges of good practices and peer-learning between its members as well as together with the other European social partners.