

**ANNEX**

**EU Action Plan 2017-2019**

**Tackling the gender pay gap**

**LIST OF ACTIONS WITH THE TIMING AND ACTORS INVOLVED:**

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| Actions | Objectives / Modalities | Timing | Actors involved |
| Action 1 : Improving the application of the equal pay principle | | | |
| 1- Assessment of the possibility of amendments to the Gender Equality Recast Directive 2006/54/EC | Evidence of the need to foster the existing legal framework and enhance its enforcement:  • Strengthen the enforcement role of equality bodies  • Improve sanctions and compensation to victims  • Ensure gender equality in occupational pension schemes  • Ensure pay transparency | Autumn 2018 | European Commission |
| 2- Adoption of a report on the national measures adopted on the basis of Article 157-4 TFEU, providing for specific advantages in order to make it easier for the underrepresented sex to pursue a vocational activity or to prevent or compensate for disadvantages in professional careers | Obligation under Article 31-2 of the Gender Equality Recast Directive | 2019 | European Commission |
| 3- work together with EQUINET, the Advisory Committee on equal opportunities between women and men and the High Level Group on gender mainstreaming | to strengthen the enforcement of the principle of equal pay in Member States. | ongoing | European Commission  EQUINET  National authorities |
| Action 2: Combating segregation in occupation and sectors | | | |
| 4-to support transnational projects to tackle stereotypes and segregation | - The Rights, Equality and Citizenship Programme ("REC programme") 2014-2020,  - ESF  - Erasmus + | 2014-2020 | European Commission  Member States |
| 5- organisation of conferences on the basis of the results of projects combatting stereotypes and segregation | - a stock-taking conference  - a final conference | 2018  2019 | European Commission  National authorities  Key stakeholders |
| 6- to facilitate the EU Platform of Diversity Charters and initiate regular sharing of best practices among companies | - to lead to the elimination of gender segregation | ongoing | European Commission  National authorities  Key stakeholders |
| 7- to fund grass-roots projects questioning stereotypes led by the education and training communities | - Erasmus + | ongoing | European Commission  National authorities  Key stakeholders |
| 8- to provide tools to promote institutional changes that can foster equality in scientific careers and highlight women's achievements in science with the EU prize for women innovators | - the Gender Equality in Academia and Research | ongoing | European Commission  EIGE |
| 9- to launch an EU Platform for change to increase female employment and equal opportunities in the transport sector | - to exchange good practices and make concrete actions in favour of women's employment in transport visible  - to publish a study on the business case to increase female employment in transport | December 2017  2018 | European Commission  National authorities  Key stakeholders |
| 10- to support peer learning between Member States on the careers of teachers and school leaders; to support data collection on teacher wages and encourage Member States to take action in eliminating under-remuneration in this sector | - Education and Training 2020  - European sectorial social dialogue in education  - Eurydice in cooperation with OECD | ongoing  ongoing | European Commission  National authorities  Key stakeholders |
| Action 3: Breaking the glass ceiling: combating vertical segregation | | | |
| 11- to continue working towards the adoption of the Commission proposal for a Directive on improving gender balance among directors of companies listed on stock exchanges and monitor the implementation of board gender diversity policies in the EU's largest listed companies | - To work towards the adoption of the Commission proposal | ongoing | European Commission  Council  European Parliament  National authorities |
| 12- to fund projects aiming to improve the gender balance in economic positions at all management levels | - REC programme | ongoing | European Commission  National authorities  Keys stakeholders |
| 13- to encourage governments to adopt strategies with concrete measures to ensure improved gender balance in decision making, to engage in dialogue with social partners and sectorial regulatory bodies to promote/adopt relevant measures | - To continue to engage in dialogue with social partners   * To implement projects aiming to improve the gender balance in decision making positions. * To support national concrete measures leading to better representation of underrepresented sex in decision making * To engage and support in dialogue with sectorial regulatory bodies | Ongoing | European Commission  Social partners  National authorities  Regulatory bodies |
| Action 4: Tackling the care penalty | | | |
| 14- to implement the Work-Life balance initiative | - To strive towards a swift adoption of the Directive on work-life balance for parents and carers by the co-legislators as well as implementation of the non-legislative actions foreseen in the Communication | ongoing | European Commission  Council  European Parliament |
| Action 5: better valorising women's skills, efforts and responsibilities | | | |
| 15- to work towards the better recognition of skills in all sectors | - New Skills Agenda | ongoing | European Commission  National authorities  Key stakeholders |
| 16- to raise awareness about gender neutral classification systems | - To continue to raise awareness on the importance of gender neutral job classification systems to ensure equal pay  - to publish and widely disseminate an updated Guide on gender neutral job evaluation and classification system | Ongoing  2018 | European Commission  National authorities  Key stakeholders |
| Action 6: Fighting the fog: unveiling inequalities and stereotypes | | | |
| 17- to report regularly about the evolution of the gender pay, earnings, and pensions gap in Europe; include the gender perspective in the 2018 Pension Adequacy Report | - annual Report on equality between women and men  - data on the "adjusted" gender pay gap  - Eurobarometer on the gender pay gap and pay transparency | International Women day  2017/2018  2017 European Equal Pay Day | European Commission |
|  | - Publication of report on enforcement of equal pay  - Publication of the 2018 Pension Adequacy Report | 2017 European Equal Pay Day  2018 |  |
| 18- to launch work to better assess gender equality in the collaborative economy | - To assess gender equality in the collaborative economy | 2018 | European Commission |
| Action 7: alerting and informing about the gender pay gap | | | |
| 19- to raise awareness about the gender pay gap | - European Equal pay day | Every year | European Commission |
| 20- to publish and disseminate in 2018 an updated Guide on the case law on the principle of equal pay | - To update and publish an updated guide on the case law of the CJEU on the principle of equal pay | 2018 | European Commission |
| 21- to prepare and disseminate an updated Guide on best practices | - To prepare and widely disseminate an updated Guide on best practices reflecting the latest actions taken by Member States to ensure the application of equal pay | 2018 | European Commission |
| Action 8: Lending hands: enhancing partnerships to tackle the gender pay gap | | | |
| 22- to dedicate mutual learning seminars on the issue of gender pay gap including targeted support for social partners | - to continue to dedicate mutual learning seminars for governmental representative to the gender pay, earnings, and pensions gap and its root causes  - to support mutual learning and capacity-building of social partners, companies and other stakeholders, to tackle the gender pay gap | ongoing | European Commission  National authorities  Social partners  Key stakeholders |
| 23- to support financial support to Member States willing to reduce the gender pay gap | - REC programme 2014-2020 | ongoing | European Commission  National authorities  Key stakeholders |
| 24 - to continue to follow-up on the gender pay gap in the context of the European Semester | - European Semester | ongoing | European Commission  National authorities |