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COVER NOTE

From: Secretary-General of the European Commission,
signed by Mr Jordi AYET PUIGARNAU, Director

date of receipt: 20 November 2017

To: Mr Jeppe TRANHOLM-MIKKELSEN, Secretary-General of the Council of
the European Union

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Subject: ANNEX to the COMMUNICATION FROM THE COMMISSION TO THE
EUROPEAN PARLIAMENT, THE COUNCIL AND THE EUROPEAN
ECONOMIC AND SOCIAL COMMITTEE
EU Action Plan 2017-2019
Tackling the gender pay gap

Delegations will find attached document COM(2017) 678 final ANNEX.

Encl.: COM(2017) 678 final ANNEX



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ANNEX

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to the

**COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN
PARLIAMENT, THE COUNCIL AND THE EUROPEAN ECONOMIC AND SOCIAL
COMMITTEE**

**EU Action Plan 2017-2019
Tackling the gender pay gap**

ANNEX

EU Action Plan 2017-2019

Tackling the gender pay gap

LIST OF ACTIONS WITH THE TIMING AND ACTORS INVOLVED:

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: <ul style="list-style-type: none"> • 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	Obligation under Article 31-2 of the Gender Equality Recast Directive	2019	European Commission

compensate for disadvantages in professional careers			
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

ACTION 3: BREAKING THE GLASS CEILING: COMBATING VERTICAL SEGREGATION

<p>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</p>	<ul style="list-style-type: none"> - To work towards the adoption of the Commission proposal 	<p>ongoing</p>	<p>European Commission</p> <p>Council</p> <p>European Parliament</p> <p>National authorities</p>
<p>12- to fund projects aiming to improve the gender balance in economic positions at all management levels</p>	<ul style="list-style-type: none"> - REC programme 	<p>ongoing</p>	<p>European Commission</p> <p>National authorities</p> <p>Keys stakeholders</p>
<p>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</p>	<ul style="list-style-type: none"> - 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 	<p>Ongoing</p>	<p>European Commission</p> <p>Social partners</p> <p>National authorities</p> <p>Regulatory bodies</p>

	- To engage and support in dialogue with sectorial 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	Ongoing 2018	European Commission National authorities Key stakeholders

	neutral job evaluation and classification system		
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	<ul style="list-style-type: none"> - annual Report on equality between women and men - data on the "adjusted" gender pay gap - Eurobarometer on the gender pay gap and pay transparency 	<p>International Women day</p> <p>2017/2018</p> <p>2017 European Equal Pay Day</p>	European Commission
	<ul style="list-style-type: none"> - Publication of report on enforcement of equal pay - Publication of the 2018 Pension Adequacy Report 	<p>2017 European Equal Pay Day</p> <p>2018</p>	
18- to launch work to better assess gender equality in the collaborative economy	<ul style="list-style-type: none"> - 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	<ul style="list-style-type: none"> - 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	<ul style="list-style-type: none"> - To update and publish an updated guide on the case law of the CJEU on the principle of equal pay 	2018	European Commission

<p>21- to prepare and disseminate an updated Guide on best practices</p>	<p>- 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</p>	<p>2018</p>	<p>European Commission</p>
<p>ACTION 8: LENDING HANDS: ENHANCING PARTNERSHIPS TO TACKLE THE GENDER PAY GAP</p>			
<p>22- to dedicate mutual learning seminars on the issue of gender pay gap including targeted support for social partners</p>	<p>- to continue to dedicate mutual learning seminars for governmental representative to the gender pay, earnings, and pensions gap and its root causes</p> <p>- to support mutual learning and capacity-building of social partners, companies and other stakeholders, to tackle the gender pay gap</p>	<p>ongoing</p>	<p>European Commission</p> <p>National authorities</p> <p>Social partners</p> <p>Key stakeholders</p>
<p>23- to support financial support to Member States willing to reduce the gender pay gap</p>	<p>- REC programme 2014-2020</p>	<p>ongoing</p>	<p>European Commission</p> <p>National authorities</p> <p>Key stakeholders</p>
<p>24 - to continue to follow-up on the gender pay gap in the context of the</p>	<p>- European Semester</p>	<p>ongoing</p>	<p>European Commission</p>

