



Civil Society Call to Action

Step it up for Gender Equality

On October 15th 2020, representatives of civil society have developed the following calls to action in the context of the international conference "Planet 50:50 - Europe's contribution to SDG's" in four workshops. The conference was organized by UN Women Germany in cooperation with the European Institute for Gender Equality (EIGE) and supported by the German Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) and is part of the German Presidency of the Council of the European Union.

The civil society calls upon the political leaders to promote gender equality in all areas of society and to achieve it fully by 2030.

The following measures are of particular importance in this context:

- 1. Eliminating structural disadvantages, overcoming stereotypical behavioral patterns, improving the framework conditions for the employment-care-model and upward revaluating so called systemically relevant occupations.**

These include among others changes in tax and social legislation (spousal splitting, mini-job regulations), working time-models to implement an earner-carer-model, better pay in the health care sector, retail trade, and social services, and the promotion of a caring conceptualization of masculinity.

- 2. Legal regulations to enforce the principle of equal pay for equal work and work of equal value.**

This includes, among others, the adoption of the EU Transparency Directive, but also legal rules and regulations to establish equal pay and the upward revaluation of the so-called female professions.

- 3. Comprehensive cross-departmental gender equality strategies at all levels.**

Gender equality policy must become a cross-sectional task. To this end, all departments at EU, federal and state level must promote gender equality in their policy areas.

- 4. Equality assessment for all legal measures and for all public funding.**

All measures and public spending must have a positive effect on gender equality. In particular, the Corona reconstruction plans must be designed in a gender-just manner.

- 5. Mandatory gender budgeting and gender reporting.**
Gender-fair budgetary policy and ongoing monitoring of gender equality measures and the status of gender equality are prerequisites for achieving the SDGs by 2030.
- 6. Gender-just regulation of companies on mandatory human rights due diligence along their supply chains.**
Compliance with women's rights needs to be a benchmark in the Supply Chain Act.
- 7. Parity in decision-making bodies and management positions.**
Women are devastatingly underrepresented in all areas of society, such as the private sector, administration, academia, the public sector, culture, charities, public corporations, etc. The adoption of the EU Women on Boards Directive and the expansion of the German law on women in executive positions must finally be passed. The goal of parity must quickly be implemented.
- 8. Parity in the parliaments.**
Parity laws must ensure that half of the population makes up half of the parliaments.
- 9. Condemn violence against women, combating everyday sexism, overcoming role stereotypes.**
Violence against women is not a trivial offense and must be condemned and fought against by all. This includes fighting everyday sexism and overcoming role stereotypes. This also applies to the digital sector.
- 10. Increasing the awareness of the Istanbul Convention and implement it in legal education and training of lawyers**
The Istanbul Convention must be ratified and applied by all EU member states and the EU. Once ratified, the Istanbul Convention is directly applicable law. The regulations have to be made known to the public, to all political actors and to the legal profession in order to increase their applicability.
- 11. Adequate financing of the Istanbul Convention**
The obligations associated with the ratification of the Istanbul Convention must be adequately financed. This applies especially to the allocation of a needs-based aid system and monitoring.