



Towards a Gender Equality Mainstreaming Framework

CONSULTATION DOCUMENT

A.1 Strategy and Action Plan

This strategy is to provide a medium-term vision for the enactment of gender equality measures and to establish a framework for the advancement and empowerment of women in society, both vertically and horizontally. It will provide policy direction for Governmental entities and other stakeholders, with the intention of guaranteeing high standards in this area. The strategy will follow others developed by the HRID in conjunction with key partners, namely:

- [Society's Concern: Gender-Based Violence and Domestic Violence Strategy and Action Plan – Vision 2020¹](#);
- [Integration = Belonging: Migrant Integration Strategy & Action Plan – Vision 2020²](#);
and
- [LGBTIQ Equality Strategy & Action Plan 2018 – 2022³](#).

Research and discussions within the CCWR have led to the identification of key areas of work for the advancement of gender equality. This to tackle gender gaps and structural barriers that persist in many areas, which perpetuate gender stereotypes and limit women's ability to reach their full potential.

¹ Implemented by HRID between 2017-2018, and by the Commission on Gender-Based Violence and Domestic Violence as of 2019

² Implemented by the Integration Unit within HRID

³ Implemented by the Sexual Orientation, Gender Identity, Gender Expression and Sex Characteristics (SOGIGESC) Unit within HRID

An agreement for the action plan to focus on eight pillars based on the domains included in the Gender Equality Index (GEI)⁴ of the European Institute for Gender Equality's (EIGE), was reached between CCWR and HRID. These are:

1. Right to equal treatment
2. Equal access and opportunity to the workplace and the combatting of the gender pay gap
3. Financial independence
4. Equal access and opportunity to knowledge and education
5. Co-responsibility and balance of work, private and family life
6. Equal access and opportunity to positions of authority for women and men
7. Equal access and opportunity to health and general wellbeing
8. Intersectionality

In view of the fact that a dedicated strategy and action plan to tackle gender-based violence and domestic violence was adopted in 2017 and remains active until the end of 2020, the issue of violence will not be covered directly by this document.

A.2 The eight pillars

Pillar 1: Right to equal treatment

The aim of this pillar is to improve the anti-discrimination and gender equality framework with a view of guaranteeing equality in practice by adopting a gender mainstreaming approach for the public service and the public sector with clear requirements and obligations. This pillar needs to explore innovative measures to ensure gender equality within companies or organisations' structures and/or the industry in general.

⁴ <https://eige.europa.eu/gender-equality-index>

Pillar 2: Equal access and opportunity to the workplace and the combatting of the gender pay gap

The aim of this pillar is to guarantee equal access and opportunity to employment in all sectors and combat gender segregation and the gender pay gap. This strategy also aims to address the gender imbalance, and to propose solutions for the information, computer and technology (ICT) sector.

Pillar 3: Financial independence

The aim of this pillar is to augment women's economic independence through activity in the formal labour market, and the review of unequal taxation and refund practices. This pillar needs to explore incentive schemes to increase women's participation in the labour market.

Pillar 4: Equal access and opportunity to knowledge and education

The aim of this pillar is to integrate the principle of gender equality mainstreaming in the education system, whether formal and informal, to cater for all members of society. This pillar needs to mainstream gender equality throughout the educational system, and focus on gender sensitisation education so as to help identify and tackle gender stereotypes. In view of female under-representation, this pillar will provide specific focus on science, technology, engineering, and mathematics (STEM) subjects.

Pillar 5: Co-responsibility and balance of work, private and family life

The aim of this pillar is to focus on the balance of work, private and family life, through the sharing of care responsibilities and other duties. This pillar needs to encourage family-friendly policies and practices at the workplace, and explore other services to address gaps in the reconciliation of work and family responsibilities.

Pillar 6: Equal access and opportunity to positions of authority for women and men

The aim of this pillar is to balance the participation of women and men in political and public decision-making. This pillar needs to focus on better representation of women in parliament and government appointed boards. Furthermore, this pillar needs to raise awareness on the need to attain equality of representation and the sharing of power between women and men.

Pillar 7: Equal access and opportunity to health and general wellbeing

The aim of this pillar is to promote gender equality in social wellbeing and healthcare policies. This pillar needs to focus on educational campaigns for the general public and needs to address healthcare practitioners with particular attention to the need to ensure gender equality in their work, including with regard to the attention provided to conditions that affect one gender more than another.

Pillar 8: Intersectionality

The aim of this pillar is to address women's multiple identities and the forms of discrimination against them to ensure that gender equality mainstreaming means substantive equality for all women regardless of other personal characteristics.

B. Legislation

This gender mainstreaming law will aim at amending legislation that currently retains differential treatment for women and men, introduce provisions for the elimination of the gender pay gap and set up a structure to mainstream gender equality in society as a whole.