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Law

## Feedback from: GMVV & Co. GmbH Think Tank

### Feedback reference

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### Submitted by

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### User type

Academic/research Institution

### Organisation

GMVV & Co. GmbH Think Tank

### Organisation size

Small (10 to 49 employees)

### Transparency register number

117389937064-08 (<http://ec.europa.eu/transparencyregister/public/consultation/displaylobbyist.do?id=117389937064-08&locale=en>)

### Country of origin

Germany

### Initiative

[Equality bodies – binding standards \(/info/law/better-regulation/have-your-say/initiatives/13098-Equality-bodies-binding-standards\\_en\)](#)

EU-Consultation GMVV & Co. GmbH Think Tank: Binding Standards for Equality Bodies The GMVV & Co. GmbH Think Tank welcomes the initiative to create binding standards for equality bodies. A particular focus here is on creating an equality and non-discriminatory reality in the EU labor market. Within the European Union, there is still a significant regulatory gap between socio-political issues and economic policy. Social policy is regulated according to the principle of subsidiarity and hence by the Member States. By contrast, much economic and financial policy has been primary legislation adopted by the Union to achieve economic objectives, including in the areas of company law and financial stability. In the European Union, since the creation of the Community Charter of the Fundamental Social Rights of Workers in 1989, social issues have been considered of equal importance with economic ones, at least in declaratory terms. The second recital in the preamble to the Charter states that combating unemployment and promoting employment are the primary economic and social objectives within the European common market. Equal pay for men and women was enshrined in the Treaty of Amsterdam, now Article 157 TFEU. The Treaty of Nice further defined the respective competencies of the European Union and Member States regarding social issues, without requiring actions by the Member States, now Article 151 TFEU. In fact, however, there is still no true gender equality in the EU labor market. Especially during the Covid-19 pandemic, the impact in the labor market was disproportionately more negative for women than for men. The World Economic Forums Gender Gap Report 2022 shows that the shutdown of childcare facilities and schools during the pandemic meant that childcare was predominantly the responsibility of mothers. Here, there was a clear reversion to traditional patterns of caregiving responsibility. The report states: The decade of austerity that followed the 2008 Global Financial Crisis constrained sectors that provide the core of social infrastructure, affecting outcomes for families and primary caregivers often women during the pandemic. Geopolitical conflict and climate change both impact women disproportionately. In addition, the projected deepening of the current cost-of-living crisis is also likely to impact women more severely than men, as women continue to earn and accumulate wealth at lower levels. Against this background, one focus of the equality bodies, which is reflected in the Proposal Directive of the Commission and the EU Parliament, must be that not only the principle of equal pay for equal work is strengthened, but also mechanisms must be created to establish, among other things, pay transparency. At the same time, the trade unions must be involved to establish the highest social standards throughout the EU in the long term. Finland and Sweden stand as beacons of gender equality among the EU Member States. Global progress at the current rate to close the gender gap would take about 132 years, according to current estimates by the World Economic Forum. The EU, with the

involvement of the European Trade Union Confederation (ETUC), must anchor the equal treatment bodies in law in such a way that the goal of gender equality is implemented without social dumping between individual EU Member States, especially in the EU labor market. The GMVV & Co. GmbH Think Tank is open for further public consultation or individual interviews.

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