Equal treatment: implementing the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation

2008/0140(APP) - 06/12/2010

Ministers adopted **two sets of conclusions** on gender equality.

The first, entitled "Support of the implementation of the European Commission's **Strategy on equality between women and men 2010-2015**" (*see Council Doc.* *16880/10*), welcomes the strategy and underlines its links with the Europe 2020 strategy. It makes the economic case for equality, which is needed to boost growth and employment, and is a prerequisite for reaching the headline target of a 75% employment rate for women and men. By adopting the conclusions, ministers also invited the European Council to adapt and improve the European pact for gender equality. The new strategy replaces the Commission's "Roadmap for equality between women and men (2006-2010)", which was supported by the European Council of March 2006 in the form of a European pact for gender equality.

The second set of conclusions concerns the **fight against inequalities in salaries between women and men** (*see Council Doc.* *16881/10*). By adopting the text, ministers emphasised the need for a more detailed understanding of the gender pay gap, which still averages 18% in the EU. The conclusions invites the Member States to adopt or pursue a comprehensive set of measures to tackle the full range of causes of the gender pay gap linked to labour market inequalities between women and men, coordinating the actions of all relevant key actors, particularly the social partners, at all levels.

Member States and the Commission are invited to take the necessary steps to monitor the gender pay gap and monitor progress on a regular basis by using main indicators, taking into account the methodology of the Structure of Earnings Survey (SES), considering **complementary indicators**.