

GENDER EQUALITY STRATEGY 2026-2030

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#UnionOfEquality

**IN A CHANGING WORLD, THE EU'S COMMITMENT
TO GENDER EQUALITY REMAINS FIRM.**

The Gender Equality Strategy 2026-2030 sets out key steps to achieve gender equality throughout society:

COMBATING gender-based violence, including cyberviolence:

- ▶ Fully implement the **Violence Against Women Directive** (2024) ensuring all Member States criminalise cyberviolence.
- ▶ Combat **domestic violence and femicide**, including by developing guidelines for law enforcement and prosecutorial authorities.
- ▶ Ensure full enforcement of the **Digital Services Act** (2023) for online platforms to remove deepfakes and tackle online abuse.
- ▶ Hold a **structured regulatory dialogue with very large online platforms** (VLOPs).
- ▶ Seek to better address **sexual harassment in the workplace**.

CLOSING gender gaps, namely:

- ▶ **Gender pay gap**, by supporting Member States and social partners to implement the **Pay Transparency Directive**.
- ▶ **Gender pension gap** through addressing its drivers, monitoring its evolution and building on best practices.
- ▶ **Gender care gap**, by presenting a European Care Deal.
- ▶ **Gender financial literacy and investment gaps**, through the Financial Literacy Strategy and support and financing for women entrepreneurs.
- ▶ **Gender health gap** through new projects and gender-sensitive clinical trials.
- ▶ Closing these gaps could lead to **10 million** more jobs in 2050, and a **10% increase** in GDP.

EMPOWERING women and men to together achieve equality:

- ▶ Propose an **Action Plan on Women in Research, Innovation & Startups**.
- ▶ Adopt a "**Boys in HEAL**" approach to encourage men to study and work in sectors like Health, Education, Administration and Literacy, complementing efforts to **attract women to STEM** (Science, Technology, Engineering and Mathematics) sectors.
- ▶ Support **women in politics**, including through a Recommendation on the safety of political candidates and elected representatives.

MAINSTREAMING equality across policies and across the world:

- ▶ Ensuring gender equality is present **across all policies**, for example in health research, employment, and education.
- ▶ Reinforcing **gender mainstreaming across the EU budget**, including in the proposed next multi-annual financial framework.
- ▶ Prioritising gender equality in the EU's **external action** through the **Gender Action Plan IV** and the **EU Action Plan for Women, Peace and Security** for 2028-2034.

In recent years, the EU has made important progress:



► Adopting landmark legislation

From rules on pay transparency and women in leadership, to protecting women and girls from violence and supporting work-life balance and gender equality in care.



► Mainstreaming gender equality

Ensuring a gender equality perspective across EU policies for example in health research, employment, and education.



► Funding actions to make progress in gender equality in the EU

Allocating €271 million to gender equality under the Citizens, Equality, Rights and Values Programme (CERV) (2021–2027), including to combat violence against women, and dedicating €4.3 billion of the European Social Fund Plus (ESF+) to support actions directly targeting gender equality (2021–2027).



► Supporting gender equality and women's empowerment around the world

Promoting gender equality globally, and ensuring that over 78% of all EU external actions are gender-responsive, for example, by increasing political and civic participation of women and girls, and boosting support to women rights' organisations.

BUT

- **1 in 3 women** experience gender-based violence in their lifetime.
- Women in the EU still earn **12% less** than men per hour.
- The gender pension gap still stands at **25%**.
- According to the European Institute for Gender Equality, at the current rate of progress, we are **50+ years** away from fully reaching gender equality.

