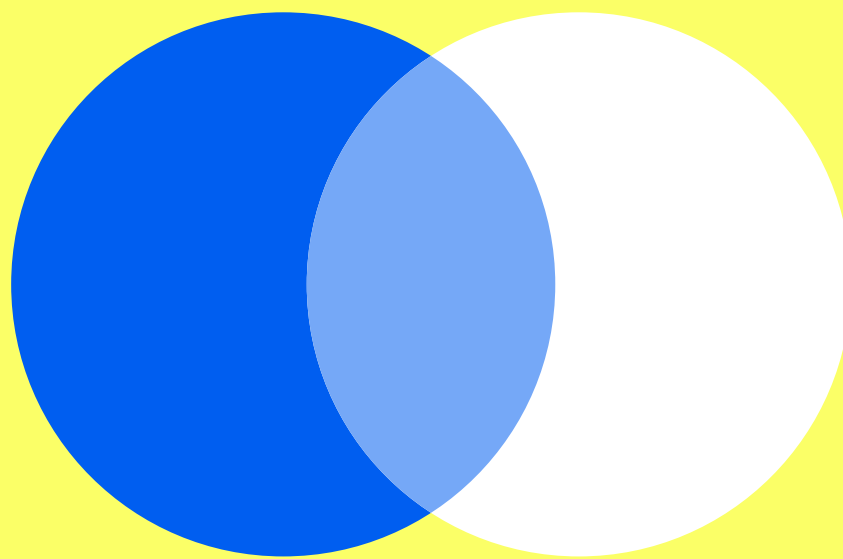




FUNDED BY THE EUROPEAN UNION'S
RIGHTS, EQUALITY AND CITIZENSHIP
PROGRAMME (2014-2020)



Factsheet

Intersectionality of discriminations in EU legislation

EU anti-discrimination Directives

Directives are binding EU legislative instruments that must be transposed by Member States with domestic legislative Acts. EU anti-discrimination law is segmented in different Directives, different in material scope and focusing on different grounds of discrimination. This approach represents a hurdle in the adoption of an intersectional approach to discriminations, since some grounds of discrimination benefit from a wider protection compared to others.

Scope of EU Anti-Discrimination Directives

	Employment and vocational training	Workers' and employers' organizations	Social protection incl. social security	Social protection incl. healthcare	Social advantages	Education	Public Goods and services, incl. housing
Racial or ethnic origin	Dir. 2000/43	Dir. 2000/43	Dir. 2000/43	Dir. 2000/43	Dir. 2000/43	Dir. 2000/43	Dir. 2000/43
Gender	Dir. 2006/54 Dir. 2010/41 (self-employment)	Dir. 2006/54	Dir. 79/7 (statutory social security only) Dir. 2006/54 (occupational social security only)				Dir. 2004/113
Sexual orientation	Dir. 2000/78	Dir. 2000/78					
Religion or belief	Dir. 2000/78	Dir. 2000/78					
Disability	Dir. 2000/78	Dir. 2000/78					
Age	Dir. 2000/78	Dir. 2000/78					

Source: Fredman, S. (2016)

EU Gender Equality Strategy 2020-2025

The EU Gender Equality Strategy 2020-2025 is a strategic document adopted by the EU Commission, presenting policy objectives and actions to make significant progress by 2025 towards a gender-equal Europe.

The key objectives include ending gender-based violence; closing gender gaps in the labour market; achieving equal participation across different sectors of the economy; addressing the gender pay and pension gaps. The Strategy pursues a dual approach of gender mainstreaming combined with targeted actions, and intersectionality is a horizontal principle for its implementation. In fact, the Strategy explicitly recognizes that the intersectionality of gender with other grounds of discrimination must be addressed across EU policies.

EU Commission Gender Equality Strategy 2020-2025

KEY ACTIONS

- 1. Freedom from gender-based violence and gender stereotypes**
- 2. Thriving in a gender equal economy**
- 3. Leading and participating equally throughout society**
- 4. Key external actions on gender equality**
(including, third Action Plan on Gender Equality and Women's Empowerment in External Relations; the Action Plan on Human Rights and Democracy)

However, the Gender Equality Strategy also means:

- **Gender mainstreaming = including a gender perspective in all policy areas, at all levels and at all stages of policymaking.**
- **Intersectionality = All women are different and may face discrimination based on several personal characteristics. For instance, a migrant woman with a disability may face discrimination on three grounds. The intersectionality of gender with other grounds of discrimination will be addressed across EU policies.**
- **Dedicated funding for a gender equal future.**