



Working Paper

Charta for the Promotion of Equality

Gender equality is a principle of the European Union to which we are particularly committed as a European network, which strengthens the European social dialogue through its educational work. 'The promotion of equality between women and men is a task for the Union, in all its activities, required by the Treaties. Gender equality is a core value of the EU, a fundamental right and key principle of the European Pillar of Social Rights.'¹ With the following standards for our work, we contribute to the implementation of the right to equal opportunities.

- Both women and men are involved in the planning of our annual educational offer.
- Women and men are equally scheduled as speakers at all seminars.
- Our public presence and seminars have a gender-equitable address in words and pictures.
- Everyone has an equal chance to be heard at the seminars.
- Many of our topics particularly or primarily affect women and we will state this clearly: e.g. discrimination and violence in the workplace, domestic violence, poverty in old age, precarious employment, care work and its impact on professional progress.
- There is an offer for EZA members on how to make seminars gender-equitable.
- The IPEO of the EZA network organises an annual seminar on the topic of gender equality, and as a network we strive to regularly offer further seminars to promote equality as part of our education programme.
- As EZA members, we fully comply with our preventive and reactive obligations to protect against discrimination in the workplace, as provided for by EU directives.²
- All employees of EZA members are informed about their right to a non-discriminatory workplace and their duty not to violate the prohibitions of discrimination.
- From 2026, the EZA committees will have equal representation.

¹ COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS, A Union of Equality: Gender Equality Strategy 2020-2025 - [IMMC.COM%282020%29152%20final.ENG.xhtml.1_EN_ACT_part1_v11.docx \(europa.eu\)](#)

² General framework directive 2000/78/EC - <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32000L0078>, gender directive 2006/54/EC - <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32006L0054>, 'Caregiver' directive 2019/1158 - <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32019L1158>